ANNUAL FINANCIAL REPORT

From 1st January to 31st December 2023

(The obligation to publicize the Annual Financial Report in accordance with the requirements of Law 3556/2007 is fulfilled through publishing the "zip" file based on the European Single Electronic Format (ESEF) and the "iXBRL file via inline viewer". These files have been posted on the Bank's website)

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I. STATEMENT OF THE MEMBERS OF THE BOARD OF DIRECTORS

We, hereby, declare and certify that to the best of our knowledge:

- The Annual Financial Statements of "ATTICA BANK S.A." and the Group for the year ended on 31st of December 2023, have been prepared in accordance with the applicable accounting standards and give a true and fair representation of assets and liabilities, the equity as well as the income statement of the Bank and the consolidated entities as an aggregate.

- The Board of Directors' Annual Management Report, presents fairly the progress, the performance and the financial position of the Bank as well as consolidated entities, including a description of the main risks and uncertainties that they face.

Athens, 7 March 2024

As and on behalf of the Board of Directors

THE CHAIRMAN OF THE BOARD OF DIRECTORS	**THE CHIEF EXECUTIVE OFFICER**	**THE INDEPENDENT NON EXECUTIVE MEMBER OF THE BOARD OF DIRECTORS**
IOANNIS G. ZOGRAPHAKIS **ID No. P 651219**	**ELENI CH. VRETTOU** **ID No. AB 515487**	**AIMILIOS P. YIANNOPOULOS** **PASSPORT ID 558746269**

II. BOARD OF DIRECTORS' ANNUAL MANAGEMENT REPORT
(According to L. 3556/2007)

Introduction

Dear shareholders,

We submit to you the annual report of the Board of Directors for the fiscal year 01.01.2023 to 31.12.2023. This report includes in summary, information about the Group and the Bank "ATTICA BANK S.A.", financial information aimed at informing in general shareholders and investors about the financial state and results, the overall course and the changes that took place during the fiscal year under review (1.1.2023 – 31.12.2023) as well as important events and the impact thereof on the financial statements for this fiscal year. Furthermore, the main risks and uncertainties that the Group and the Bank may face in the future are described and the most important transactions executed between the Bank and related parties are listed.

For the year 2023, the economic environment was as follows:

International Economy: Growth slowdown in 2023, due to high inflation and monetary policy tightening

The global economy continued to grow last year but at a slower pace due to high inflation and monetary policy tightening. Overall for 2023, global economic activity is estimated to have grown by 2.9% compared to 3.3% in 2022. OECD economies grew at a steady annual rate of 1.6% in the first three quarters of 2023. The annual GDP growth rate in the most developed economies (G7) was 1.5% in the first quarter of 2023 and 1.7% in the following two quarters. The 20 largest OECD economies grew at 2.9%, 3.6% and 2.9%, respectively, in the first three quarters of 2023. Despite a deceleration from the previous year, inflation remains high and is putting pressure on many economies. Because of this, central banks in most countries are maintaining a restrictive monetary policy, having raised interest rates to multi-year highs by the end of 2023, with the intention of a slow tapering in 2024, anticipating that higher costs of money will be maintained for longer than originally expected. Although GDP grew more than expected in 2023, geopolitical tensions and tight monetary policy restrained both inflation and economic activity.

Eurozone: Slower growth is estimated in 2023 compared to 2022, while inflation has partially decelerated. Growth is expected to be marginally higher in 2024 and inflation lower.

GDP in the Eurozone increased by 0.6% in 2023, according to the European Commission's latest estimate, following higher growth of 3.3% in 2022. In the final quarter of last year its growth rate was zero (on an annual basis). Inflation fell to 5.6% in 2023 from 8.4% in 2022. A decline to 2.9% is forecast in 2024.

According to the European Commission's latest analytical assessments, domestic demand continued to be a critical positive contributor to GDP growth, with a positive impact (0.5 percentage points of GDP), much lower compared to a year earlier (6.9 pp). The decrease in the contribution of demand was, in turn, mainly driven by a reduction in the contribution of private consumption (about 0.3 pp of GDP, compared to 2.2 pp a year ago), while investments boosted GDP by 0.3 pp, from a larger effect of 0.6 pp the year before. Net exports also contributed to Eurozone GDP growth, boosting GDP by 0.3 p.p., up from -0.1 p.p. in 2022. The contribution of public consumption to GDP is estimated to be neutral in 2023, down from 0.3 p.p. the year before.

The annual employment boost is estimated to be around 1.1% in 2023, compared to 2.3% in 2022. Unemployment, as a percentage of the labour force, is estimated to have remained the same in 2023 (6.6%) as in the previous year. The average deficit in the general government balance in 2023 is estimated to have dropped to the range of 3.2%, down from 3.5% of GDP in 2022. Average debt is estimated to be in the range of 90.4% in 2023, down from 93.1% in 2022. A final agreement on the new framework for fiscal rules in the EU is still pending, following the European Commission's proposals in April 2023 and the political agreement at the European Council level in December. Negotiations with the European Parliament started in early 2024.

Russia's invasion of Ukraine, broader geopolitical tensions, especially in the Middle East, and possible new disruptions in energy supply that could potentially have a significant impact on energy prices, global production and price levels, are the most important policy challenges in the EU and thus in the Eurozone. In January 2024, as regards the monetary policy framework, the ECB kept its three key interest rates unchanged, given the revised expectations for inflation developments with a view to ensuring a timely return of inflation to the medium-term target of 2.0%. The ECB's exposure under the asset purchase program (APP) portfolio is decreasing at a steady pace as the Eurosystem no longer reinvests principal payments from maturing securities. As regards the pandemic emergency asset purchase program (PEPP), the ECB intends to continue to fully reinvest principal payments from maturing securities under the program during the first half of 2024.

The ECB intends to reduce the PEPP portfolio by an average of €7.5 billion per month in the second half of the year and discontinue reinvestments at the end of 2024. Finally, the Transmission Protection Instrument (TPI) is available to compensate for undesirable, unforeseen variations in the transmission of monetary policy in the euro zone.

USA: Resilient growth as price pressure and high interest rates persist

US real GDP grew at an annual rate of 2.9% in real terms in the third quarter of 2023, up from 2.4% in the previous quarter and 1.7% in the first quarter. Overall in 2023 the US economy is estimated to have grown at a rate of 2.4% from 1.9% growth in the previous year. The labour market remains strong, with unemployment standing at 3.7% last December, while inflation in the US economy eased to 3.4% in the same month, well above the central bank's long-term target of 2%. In order to control inflationary pressures, the FED has made successive increases in its key interest rate, raising it by a total of 525 basis points between March 2022 and July 2023, to 5.25%-5.50%. Since then, it has kept its key rate unchanged and has signalled cuts through 2024, albeit with an unclear path due to an increased degree of uncertainty about economic developments.

Asia: maintaining high but subdued growth rates

China's economy, according to the most recent data, recorded an acceleration in its annual growth rate in the last quarter of 2023 to 5.2%, up from 4.9% in the previous quarter. For 2023 as a whole, its domestic product change rate was 5.2%, exceeding the official target of 5.0% and rebounding from a 3.0% rise in 2022, amid various support measures from Beijing and a low base comparison from the previous year. Excluding the years of the pandemic until 2022, GDP growth in 2023 is the slowest since 1990, highlighting the impact of a prolonged housing crisis, persistently weak consumption and global turmoil. Asia's second largest growing economy, that of India, recorded a growth rate of 7.6% in the third quarter of 2023, down from 7.8% growth in the previous quarter and 6.1% in the first quarter. For 2023 as a whole, growth is estimated at 6.3%, compared to 7.2% in 2022. Domestic demand remains weak due to high prices and rising interest rates, while the international environment is having a negative impact on economic activity. The strong performance of the services segment remains the main driver of GDP growth, accompanied by an increase in government capital spending.

Greek Economy: The Greek economy continued to expand in 2023, at a slower pace compared to 2022, boosted by investment and consumption

Amid risks stemming from geopolitical and economic instability at a regional and international level, the high cost of money and persistent inflation, the Greek economy maintained its growth momentum, increasing at an annual rate of +2.2% y-o-y in the first nine months of 2023 (compared to +6.2% y-o-y in the same period of 2022), significantly exceeding the average growth rate of the Eurozone economy (+0.6% y-o-y) in the same period.

The growth of the domestic economy in the first nine months of 2023 was primarily driven by consumption (+1.4% y-o-y), amid rising employment and budgetary support. Both inflation-resilient private consumption (+1.3% y-o-y) and public consumption (+1.1% y-o-y), which nevertheless started to contract in the second half of last year, contributed to the consumption momentum. Benefiting from the resources of the Recovery and Resilience Fund, fixed capital investment managed to maintain its upward trend in the first nine months of 2023, growing +7.4% y-o-y, with most of it directed towards Residential and Construction investments. However, due to the significant contraction in inventories (-60.9% y-o-y) over the same period, total investments declined (-1.1% y-o-y).

Among the positive developments in the first nine months of 2023, the external balance of the Greek economy improved slightly, due to the narrowing of the deficit in the goods balance and the maintenance of the surplus in the services balance. Following the slowdown of economic activity in the Eurozone, as well as in Greece, in 2023, trade recorded lower growth rates compared to 2022, with exports increasing by +2.3% per annum (goods +2.9%, services +2.6%) in the first nine months of 2023, while imports increased by +1.8% per annum (goods +0.5%, services +5.6%). In the same period, the domestic economy maintained its extroverted orientation, with the average annual ratio of the sum of imports-exports to GDP standing at 82%.

On the output side of the economy, gross value added (GVA) expanded more moderately (+1.4% y-o-y) in the first nine months of 2023, compared to the GDP growth rate in the same period in 2022, due to the annual reduction in taxes and subsidies on products, following the gradual removal of energy support measures. Overall, in the first nine months of 2023, the largest annual increase in activity was recorded by the

Construction segment (+17.2%), followed by Other Services (+2.6%). On the other hand, an annual decrease in their activity over the same period was recorded by the Primary Sector (-1.6%), as well as by the Manufacturing (-1.4%) and Tourism Services segments (-0.1%).

While energy commodity prices remain stable in 2023, the domestic Harmonised Index of Consumer Prices (HICP) slowed down, rising by 4.2% (from a 9.3% increase in 2022), milder than in the euro area (5.5%, from an increase of 8.4% in 2022). Worrying, however, for the strengthening of the competitiveness of the domestic economy is the increase in core inflation in the same period. The decline in inflation, combined with the momentum shown by the Greek economy and expectations for the gradual acceleration of the Eurozone economy, improved domestic economic sentiment throughout the year.

In the labor market, GDP growth was accompanied by an expansion in employment and a decrease in the number of unemployed, with the unemployment rate in Greece in the ten months of 2023 falling to 11.3%, from 12.6% in the same period of 2022, while maintaining Greece in 2nd place with the highest unemployment rate in the Eurozone with a significant difference from the rest of the countries.

In public finances, in the period January-November 2023, the balance, as well as the primary balance of the State Budget, exceeded the respective cash targets. The outperformance of the fiscal balance was driven by higher-than-expected revenues due to four positive factors: economic growth, albeit at a declining pace; dispersion of electronic payments; higher indirect tax revenues due to inflation and resilient domestic demand; and, finally, higher income tax revenues due to the progressive scale. The general government deficit in 2023 as a percentage of GDP is estimated, according to the 2024 Budget, at -2.1% (from -2.4% in 2022) with a positive primary surplus as a percentage of GDP of +1.1% (from +0.1% in 2022).

Positive fiscal developments, combined with the growth of the Greek economy and high inflation, have allowed for a significant reduction in Greek public debt as a percentage of domestic GDP over the last two years, with the ratio estimated at 160.3% of GDP at end-2023 from 172.6% in 2022. Greek government bond yields fell to levels around 3.3% at the end of 2023, reducing the difference with other European countries. This was supported by boosting confidence from the recovery of the investment grade rating in the second half of 2023 and a reduction in domestic political risk.

Banking system: Improving organic profitability and investment climate

Among the positive developments in 2023, the upgrade of the Greek government's credit rating to investment grade by three of the four international rating agencies monitored by the ECB stands out. The systematic improvement in the international investment community's confidence in the Greek economy was also reflected by the narrowing of the gap in the cost of new public and private sector borrowing compared to other countries. Moreover, in 2023 as a whole, equity prices in the domestic capital market recorded one of the highest positive performances in the world.

At the same time, challenges in the international environment remain, including the emerging slower decline in high interest rates starting in 2024, political uncertainty due to the upcoming US and EU elections, as well as risks of economic instability stemming from the ongoing military conflicts in Ukraine and the Middle East. On a domestic level, the decline in banks' Non-performing Loans (NPLs) slowed, as did credit expansion to businesses. An opportunity for recovery and provision of financing to productive investment is the accelerated implementation of the National Recovery and Resilience Plan, following both the revision of the Plan in late 2023 and the expansion of the loan component.

Private deposits increased cumulatively by €5.8 billion in 2023 as a whole, following a rise of €8.6 billion in 2022. The stock of NPLs, recorded a further decline, albeit with signs of slowing down, falling to 7.9% of total loans at the end of the third quarter. This figure is the lowest since March 2009, but remains high compared to other European countries, while the stock of NPLs off bank balance sheets is particularly high. According to the Bank of Greece's Interim Monetary Policy Report (December 2023), banks increased their organic profitability in the first nine months of 2023 due to a significant increase in net interest income and a reduction in the cost of provisions for credit risk. Liquidity ratios improved while capital adequacy ratios remained stable.

In terms of the common European monetary policy, after ten consecutive increases in key interest rates from mid-2022, cumulatively by 450 basis points, the ECB kept interest rates stable in the fourth quarter of 2023. Markets discount a stabilization of key rates, with a gradual slow decline during 2024, but remaining at levels higher than before the upward path began. With regard to quantitative easing tools, the ECB has stopped reinvesting bonds maturing under the APP program since mid-2023, while continuing to reinvest bonds maturing under the PEPP programs, with a view to the end of 2024, with no net new purchases.

In terms of financing the real economy, credit expansion for the private sector as a whole slowed to 3.6% in 2023, from 6.3% in 2022. The expansion was driven by credit to non-financial institutions, with an average annual growth rate of 5.9% (from 11.8% in 2022). In contrast, the contraction to households continued, at 2.0%. The largest credit flows to businesses in 2023 were recorded in segments such as Manufacturing, Trade, Energy and Tourism.

In terms of interest rate trends, a significant upward trend was recorded in the case of grants, while a smaller increase was recorded in the case of deposits. The average nominal interest rate on new loans was recorded to have increased to 5.9% in 2023, from 4.2% in 2022. Similarly, the average interest rate on new deposits remained at the level of 0.3% throughout 2022. Subsequently, the average interest rate margin was set at 5.6% in 2023, compared to 4.2% in the previous year.

A. Financial Development and Progress of the Fiscal Year

Key figures and Results for the Group

For the year ended 31.12.2023, the key figures and results of the Group, as well as their respective variations were as follows:

- The Group's total assets amounted to 3,775 million euros, increased by 21.8% compared to the comparative fiscal year ended 31.12.2022.

- At the end of October 2023 and in the context of the reacquisition of the Metexelixis and Omega securitization bonds and their subsequent return to their pre-securitization status, i.e. as loans and receivables from customers, the Bank recorded loans before provisions of 1,802 million euros with credit risk provisions of 1,052 million euros in its books.

In 2023, total financing (loans and corporate bond loans) before provisions amounted to 3,484 million euros. Not taking into account the amount of the loans of the former Metexelixis and Omega securitizations of 1,802 million euros, total financing before provisions amounted to 1,681 million euros. In 2023, the Bank recorded a net credit expansion of 324 million euros, while at the end of the first nine months of 2023 it sold its Astir 1 securitization portfolio for 294 million euros.

Group's loans and advances to customers are analyzed in the table below:

(in million euros)	31.12.2023	31.12.2022	Variance %
Loans and advances	**2,822**	**1,282**	**120%**
Out of which:			
- Consumer Loans	231	100	131%
- Credit Cards	46	21	-5%
- Mortgages	400	367	9%
- Finance Leases	211	56	280%
- Public Sector	21	22	-9%
- Corporate	1,908	712	168%
- Other	5	4	34%
Corporate bonds	**662**	**400**	**65%**
Total Loans and advances	**3,484**	**1,682**	**107%**

- Deposits on 31.12.2023 amounted to 3,146 million euros, i.e. an increase of around 6% compared to 31.12.2022.

  The following table lists the Group's deposits in detail:

(in million euros)	31.12.2023	31.12.2022	Variance %
Deposits	**3,146**	**2,966**	**6%**
- Sight Deposits	1,243	1,276	-3%
- Term Deposits	1,903	1,690	13%
Total Deposits	**3,146**	**2,966**	**6%**

Results on consolidated basis
(in thousand euros)

	01.01-31.12.2023	01.01-31.12.2022 (Readjusted)	Variance %
Net Interest Income	75,489	40,644	86%
Net Commission Income	8,969	5,678	58%
Profit / (loss) from financial transactions	8,981	(2,813)	419%
Other income / (expenses)	17,634	4,775	269%
Total income	**111,073**	**48,284**	**130%**
Personnel expenses	(32,421)	(30,442)	7%
General operating expenses before provisions	(27,687)	(39,189)	-29%
Depreciation expense	(15,737)	(17,132)	-8%
Total operating expenses before provisions	**(75,845)**	**(86,763)**	**-13%**
Profit / (Loss) before provisions	**35,228**	**(38,478)**	**-192%**
Provisions for expected credit losses and other impairment	613	(306,973)	N/A
Impairment provisions for other assets and contingent liabilities	(215)	(7,235)	-97%
Staff leaving expense	(5,291)	(3,441)	54%
Performance incentive	(2,000)	0	-
Profit / (loss) before income tax	261	(501)	152%
Profit / (loss) before income tax	**28,595**	**(356,628)**	**108%**
Profit / (loss) before income tax	**27,616**	**(386,567)**	**107%**

- Net interest income amounted to 75.5 million euros, presenting an increase of 85.7% compared to 2022. This increase was mainly due to a 65.2% increase in interest income from loans and receivables as a consequence of the increases in interest rates on floating rate loans, as a result of the ongoing interest rate increases by the European Central Bank from mid-2022. In addition, there is a significant increase in interest income from credit institutions, which stems from the use of excess liquidity in interbank term deposits during 2023, and in interest on Greek government and corporate bond notes. These are partially offset by the higher cost of funding the Group's operations by 155.5% compared to the comparative 2022 financial year as a result of the adjustment of interest rates on deposit products.

- Net fee and commission income amounted to 8.9 million euros, an increase of 3.3 million euros (or 57.9 % in percentage terms) compared to the previous financial year, mainly due to increased fees from the organization and management of bond loans and the provision of letters of guarantee compared to 31.12.2022. In addition, a positive effect was the fact that fees and commissions expenses showed a significant decrease compared to the comparative period, which was almost entirely driven by fees paid to the Visa and Mastercard transaction clearing organizations, as well as the discontinuation of the cooperation with the Mastercard transaction clearing organization for the provision of debit card services for individuals and businesses. The increase was partially offset by a decrease in fee income from transactions using both credit and debit cards and by accepting transactions at the Bank's terminals compared to the year ended December 31, 2022.

- The results from financial operations in 2023 increased significantly compared to the corresponding figures of the comparative period and amounted to a profit of approximately 3.5 million euros (31.12.2022: loss of 2.2 million euros). These gains result mainly from the valuation of shares and securities (profit of 1.7 million euros compared to a loss of 7.6 million euros on 31.12.2022) and are offset by a reduced profit on transactions in derivative financial instruments of 0.1 million euros compared to 4.4 million euros in the comparative year.

- The results from operations of the investment portfolio in 2023 show a significant improvement compared to the comparative period, amounting to a gain of approximately 5.4 million euros. These gains arise mainly from the sale of the ASTIR 1 portfolio in the amount of 2.5 million euros and from the sale of bonds in the amount of 2.9 million euros.

- Total income from operating activities on a recurring basis amounted to 94.5 million euros, compared to 48.3 million euros in the comparative 2022 financial year. Non-recurring income in the current financial year relates to a) the result of the sale of the ASTIR 1 securitization portfolio, for an amount of 2.5 million euros b) the result of the reacquisition of all mezzanine notes of the "Metexelixis" securitization and mezzanine and junior notes of the "Omega" securitization for a total amount of 6.8 million euros. c) the revaluation of the fair value of investment properties based on a sales price amounting to 6.1 million euros, d) the reversal of provisions for bad debts of the subsidiary company Attica Bancassurance Agency S.A., amounting to 0.67 million euros and e) other income amounting to 0.36 million euros.

- The item "Remuneration and expenses for employees" amounted to 32.4 million euros, an increase of 6.5% compared to the previous financial year. Included in "Remuneration and expenses for employees" for the financial year are expenses of a non-recurring nature of 1.06 million euros relating to the cost of settling the former pre-pension scheme. After deducting this non-recurring item, Remuneration and expenses for employees show a marginal increase of 3% compared to the comparative financial year. The number of employees as at 31.12.2023 amounted to 568 employees (31.12.2022: 600 employees).

- The Bank's branch network had 37 branches as at 31.12.2023.

- General operating expenses amounted to 27.7 million euros as at 31.12.2023, decreasing by 29.4% compared to the comparative period (31.12.2022: 39.2 million euros). The decrease is mainly due to: a) the reduction in contributions to the Deposit & Investment Guarantee Fund and the Resolution Fund, due to the reduced annual objective as set by the Single Resolution Fund for the 2023 financial year and b) the charge in the comparative financial year of non-recurring expenses of 15.1 million euros related to actions and projects in the context of the implementation of the shareholders' agreement and the transformation of the Bank. These were partially offset by repair and maintenance costs of approximately 1.7 million euros due to the addition of new applications to the computer systems, in particular to digital channels for the Bank's product distribution.

- In FY 2023, the Bank shows a reversal of provisions for credit risk of 0.6 million euros, which relates to a decrease in provisions for impairment of loans and receivables from customers amounted to 0.38 million euros, the formation of provisions for impairment for off-balance sheet items amounted to 2.9 million euros and a decrease in provisions for impairment of investment securities amounted to 3.1 million euros. Accumulated provisions for impairment of loans and receivables to customers amounted to 1,216 million euros (31.12.2022: 407 million euros). The coverage ratio for non-performing exposures (NPE's EBA Definition) stood at 61.30%. The coverage ratio equals to provisions for credit risk divided by total non-performing exposures (NPEs), whereas non-performing exposures (NPEs) are exposures including loan arrears exceeding 90 days and loans "unlikely to pay", i.e. loans that are considered as non-performing even though they are not in arrears yet or are in arrears up to 90 days, since there are indications of difficulties in total payment without the liquidation of collaterals.

- Accumulated provisions cover 34.90% of loan portfolio, without taking into consideration tangible collaterals.

- Basic profit / (loss) per share amounts to loss of 0.8013 euros, compared to loss of 51.2913 euros on 31.12.2022.

- The relevant cost to total income ratio for 2023 stood at 75.4% compared to 148.4% for the comparative period, if non-recurring profit for the fiscal years under review are not included.

Non-recurring results for 2023 and 2022 are analyzed as follows:

	Description	31.12.2023	31.12.2022
Non-recurring profit	Sale of Astir 1 portfolio	2,539	0
	Redetermination of the price of investment properties due to agreed sale price	6,195	0
	Reacquisition of all mezzanine notes of the "Metexelixis" securitization and the junior notes of the "Omega" securitization	6,841	0
	Reversal of provisions for doubtful debts of Attica Bancassurance Agency S.A.	670	0
	Other income	362	0
	Total non-recurring gains	**16,607**	**0**

	Description	31.12.2023	31.12.2022
Non-recurring expenses	Cost of settlement of former pre-pension scheme	1,064	0
	Depreciation	268	0
	Fees for consultants	2,325	15,094
	Total non-recurring expenses	**3,657**	**15,094**

Results before and after income tax for the Group companies are presented in the following table:

(in thousand euros)		*Result before taxes*		*Result after tax and minority rights*	
Company	**Consolidation Method**	**01.01-31.12.2023**	**01.01-31.12.2022**	**01.01-31.12.2023**	**01.01-31.12.2022**
Attica Bank S.A.		27,585	(356,672)	26,828	(386,601)
Zaitech Innovation Venture Capital Fund	Associate (Equity method consolidation)	261	(501)	261	(501)
Attica Bancassurance Agency S.A.	Subsidiary (Full consolidation)	1,010	44	788	34

● ● ***The amounts in the above table are listed before intra-company eliminations***

Significant events that took place during the financial year and their impact on the financial statements

Disclosure of significant changes in the Bank's shareholder structure

On 02.02.2023, the Bank received from its main shareholders the Hellenic Financial Stability Fund ("HFSF") and the Public Works Engineers and Contractors Fund ("TMEDE") a document stating, among other, that it was agreed between the HFSF, TMEDE and Rinoa LTD - Ellington Solutions S.A., the innocuous secession of Rinoa LTD - Ellington Solutions S.A. from the basic terms agreement dated 30.09.2022, including their previous agreements, concerning their investment in the Bank. Simultaneously, TMEDE entered into the Basic Terms Agreement in the place of the companies that seceded and as a result the agreement regarding the HFSF and TMEDE continues to be in force. Further to the relevant notification from 02.02.2023 by TMEDE regarding the significant changes in voting rights, that on 30.01.2023 following the relevant transfer of 120,861,838 shares of the Bank from Rinoa LTD to TMEDE (that corresponds to a percentage of 8.08% of the Bank's share capital and up until the aforementioned transaction, TMEDE indirectly controlled their voting rights), the percentage of the total voting rights held by TMEDE in the Bank's share capital and directly controlled amounts to 20.11%.

Investment Agreement

On 20.4.2023, an investment agreement was signed between the Hellenic Financial Stability Fund, Thrivest Holding Ltd, Pancreta Bank S.A. and the Bank on the commercial terms for the participation of HFSF, Thrivest and Pancreta in the Share Capital Increase and their investment in the Bank. It should be noted that TMEDE notified the Bank of its decision not to participate in the Agreement. It is noted that, according to relevant information received by the Bank from the HFSF, the Basic Terms Agreement dated 30.9.2022 between the HFSF and TMEDE, including the previous agreements between them, cease to be in force upon signature of the Agreement.

Share Capital Increase

On 20.2.2023 the no. 2875050/20.02.2023 decision approving the amendment of article 5 of the Bank's Articles of Association, in the context of the implementation of the decisions of the Extraordinary General Meeting of the Bank's shareholders dated 30.12.2022 regarding –inter alia- the increase of the nominal value of each common registered voting share of the Bank from 0.07 euro to 10.50 euro with simultaneous consolidation and reduction of the total number of shares of the Bank from 1,495,678,391 to 9,971,190 shares at a ratio of one (1) a new common share to one hundred fifty (150) existing ordinary shares of the Bank (Reverse Split), and information on the consequent reduction of the nominal value of each registered ordinary share of the Bank from 10.50 euro to 0.05 euro for the purpose of forming a special reserve, in accordance with article 31 par. 2 Law 4548/2018, resulting in the reduction of the Bank's share capital by the amount of 104,198,935.50 euro. On 03.03.2023 the Corporate Actions Committee of the Athens Stock Exchange (hereinafter "ATHEX") approved the admission to trading in ATHEX of the said 9,971,190 new common registered shares with voting rights of the Bank, of a par value of 10.50 euro each. The trading of the 9,971,190 new common registered shares with voting rights on ATHEX, with the new par value of 0.05 euro per share commenced on 13.03.2023.

On 16.3.2023, the Bank announced that they make available to investors the Prospectus, consisting of the public offering to the public of up to 35,062,731 new ordinary registered shares with voting rights and a nominal value of 0.05 euro each in the share capital of the Issuer to be issued by Attica Bank. On 16.3.2023 the Board of Directors decided on the specific terms of the Share Capital Increase, after relevant granting of authority by the Extraordinary General Meeting on 30.12.2022. Further to the above, on 20.04.2023 the Bank made available to the investors the supplement to the prospectus dated 16/03/2023 by the Board of Directors of the Hellenic Capital Market Commission for the public offer in Greece and the admission to trading on the Main Market of the Regulated Securities Market of the Athens Exchange.

On 25.04.2023, the Board of Directors of the Bank proceeded with the certification of the Share Capital Increase, which was fully covered by the amount of 473.3 million euro. Following the share capital increase, the Bank's shareholding structure is as follows:

Shareholders	Holding Percentage
HELLENIC FINANCIAL STABILITY FUND	69.5%
ELECTRONIC SINGLE SOCIAL SECURITY AGENCY	8.4%
PANCRETA BANK	5.6%
THRIVEST HOLDING LTD	4.9%
ENGINEERS AND PUBLIC WORKS CONTRACTORS FUND	4.5%
OTHER SHAREHOLDERS <5%	7.2%

Resolutions of the Regular General Meeting - Activation of the provisions of Law 4172/2013

The Regular General Meeting of the Bank was held on 06.07.2023. The decisions of the Regular General Assembly are posted on the Bank's website https://www.atticabank.gr/el/investors/useful-info/general-meetings?folder=2023.

Following the resolutions of the Regular General Meeting held on 06.07.2023, and in accordance with article 4 of the Act of the Council of Ministers, the Bank announced that on 24.07.2023 it proceeded with the collection of the amount corresponding to 100% of the final and settled tax claim against the State, i.e. the amount of 63,944,501.88 euro and further decided to issue 4,980,257 warrants free of charge (without consideration) in favor of the Greek State and to deliver them in ownership to the Greek State. Existing shareholders had the right to redeem the securities in proportion to their shareholding in the share capital on the date of the General Meeting on 06.07.2023 at a redemption price of 12.8396 euro per security, while the Bank offered a pre-emptive subscription right to existing shareholders and third parties for the acquisition of unissued securities at the redemption price.

On August 23, 2023, the period (09.08.2023 to 23.08.2023) during which the Bank offered pre-emptive subscription rights for the acquisition within the above period of unissued securities at the redemption price to existing shareholders and third parties was completed. The existing shareholders who exercised their pre-emption right during this period acquired 1,202 securities under their rights and 530 securities from the unallocated securities, i.e. a total of 1,732 securities were acquired, while 4,978,524 securities remained in the ownership of the Greek State. No pre-emptive rights were exercised by third party investors to acquire unissued securities.

On 20.10.2023, the Board of Directors of the Bank decided to admit to the regulated market of the Athens Stock Exchange, to trade and convert into ordinary shares of the Bank, the certificates of rights to acquire ordinary shares. On 08.11.2023 the Board of Directors determined the automatic conversion of the securities into 4,980,256 ordinary registered shares of the Bank, with a ratio of one security to one ordinary share, of the same nominal value as the ordinary shares of the Bank today (0.05 euro each). Finally, at its meeting on 09.11.2023, the Corporate Actions Committee of the Athens Stock Exchange approved the admission of the new ordinary registered and dematerialized shares of the Bank to trading, and on 13.11.2023, trading in the new shares commenced on the Main Market of the Regulated Market for Securities of the Athens Stock Exchange.

Following the above, the Bank's shareholding structure was as follows:

Shareholders	Holding Percentage
HELLENIC FINANCIAL STABILITY FUND	72.5%
ELECTRONIC SINGLE SOCIAL SECURITY AGENCY	7.6%
PANCRETA BANK	5.0%
THRIVEST HOLDING LTD	4.4%
ENGINEERS AND PUBLIC WORKS CONTRACTORS FUND	4.0%
OTHER SHAREHOLDERS <5%	6.5%

Non-performing Exposure Management Plan

As part of the implementation of the Business Plan and while developing and executing the approved Non-Performing Exposure Management Plan, in mid-April, the Bank received binding and non-binding offers from potential investors for the acquisition of the Astir 1 and Metexelixis portfolios. Following the evaluation of these offers, the Bank proceeded to estimate the required credit risk provisions for the two portfolios.

On 11.04.2023, the Bank proceeded with the reacquisition of the junior bond of the "Metexelixis" securitization.

On 31.08.2023, the Bank announced the final agreement following an open tender process for the sale of the entire Astir I securitization portfolio, with a total book value of 312 million euros, to Lousios Limited, a special purpose vehicle (SPV) established by investment funds managed by AB CarVal Investors, L.P., for the acquisition of this portfolio.

On 27.10.2023 the reacquisition process of all mezzanine notes of the "Metexelixis" securitization as well as the mezzanine and junior notes of the "Omega" securitization was completed.

Changes in the composition of the Board of Directors

During the BoD meeting on 02.02.2023 the resignations of Mrs. Irene Maragoudaki, Mr. Markos Koutis and Mr. Patrick Horend were accepted. In addition, the BoD during its meeting on 08.02.2023 decided and approved the election of Mrs. Vasiliki Skoubas as an executive member of the BoD to replace the resigned executive member, Mrs. Irene Maragoudaki.

On 07.06.2023 during the BoD meeting, the election of two new members, Mr. Riccardo Lambiris and Mrs. Marianna Politopoulou, were accepted, replacing the resigned non-executive members Mr.Markos Koutis and Mr.Patrick Horend. The new Board of Directors of the Bank, elected by the Regular General Meeting of the shareholders on the same date, was constituted at the BoD meeting of 06.07.2023.

On 20.10.2023, the Board of Directors accepted the resignation of the independent non-executive member of the Board, Mr. Michael Kefalogiannis, as a member of the Board of Directors of Attica Bank. At the same meeting, the Board of Directors elected Ms. Vasiliki Skoubas as a new executive member.

The term of office of the aforementioned BoD is three years, from the date of the decision of the Regular General Meeting of Shareholders held on 06.07.2023 and is valid until 05.07.2026.

Voluntary Redundancy Scheme

The Board of Directors approved on 02.02.2023 the Voluntary Redundancy Scheme for employees in accordance with the Bank's Business Plan. The cost of the voluntary redundancy scheme amounted to 5.9 million euros, of which 5.3 million euros was charged to the result for the financial year 2023 and 0.6 million euros was covered by a reserve already formed in previous years. The annual savings are estimated at around 2.5 million euros.

Branches

During 2023, the Bank continued the restructuring of its branch network with the closure of 12 branches, always aiming to reduce the Bank's operating costs, but also investing in people, structures, products and systems in order to create a commercially competitive, modern Bank with a strong understanding and management of risks.

Resolution regarding the termination of integration under Law 4172/2013

During its meeting on 08.11.2023 and following the decision of the Regular General Meeting of 06.07.2023, the Board of Directors decided to initiate the procedure for the termination of the Bank's inclusion in the special framework of article 27A of Law no. 4172/2013. On 19.01.2024, the Bank submitted a request to the Supervisory Authority for de-listing from the special framework of these provisions. The Supervisory Authority by decision No. 493/8/8/8-02-2024 of the Credit and Insurance Committee approved the termination of the inclusion in the special framework of the provisions of Article 27A of Law No. 4172 /2013. Given this, if the decision of the General Meeting on the termination of the inclusion is taken within 2024, it will be effective for the financial and accounting year 2025 and therefore for the year 2024 the Bank will be considered to remain included in the special provisions of Article 27A of Law 4172/2013 and the provisions of subparagraph b paragraph 1 of Article 58 of the Income Tax Code will apply.

B. Significant Events

Significant events that took place after 31st December 2023

Non-performing Exposure Management Plan

On 02.01.2014, as part of the implementation of the Business Plan, the Bank announced the termination of the cooperation with the Omega portfolio manager, a company called "Thea Artemis Anonomi Etairia Diaxeirisis Apaitiseon Apo Daneia Kai Pistoseis"

On 13.02.2024, the transfer of the Omega loan portfolio from the special purpose vehicle "Artemis Securitization S.A." to the Bank was completed. The portfolio was managed by the loan and credit servicing companies Cepal Hellas Financial Services Single Member S.A. - Servicing of Receivables from Loans and Credits and doValue Greece Loan and Credit Claims Management Company, each acting for different parts of the portfolio.

Resolution regarding the termination of integration under Law 4172/2013

During its meeting on 08.11.2023 and following the decision of the Regular General Meeting of 06.07.2023, the Board of Directors decided to initiate the procedure for the termination of the Bank's inclusion in the special framework of article 27A of Law no. 4172/2013. On 19.01.2024, the Bank submitted a request to the Supervisory Authority for de-listing from the special framework of these provisions. The Supervisory Authority by decision No. 493/8/8/8-02-2024 of the Credit and Insurance Committee approved the termination of the inclusion in the special framework of the provisions of Article 27A of Law No. 4172 /2013. Given this, if the decision of the General Meeting on the termination of the inclusion is taken within 2024, it will be effective for the financial and accounting year 2025 and therefore for the year 2024 the Bank will be considered to remain included in the special provisions of Article 27A of Law 4172/2013 and the provisions of subparagraph b paragraph 1 of Article 58 of the Income Tax Code will apply.

C. Risk Management

Description of main significant risks and uncertainties

Given the nature of its operations, and the fact that they take place in a constantly changing environment of increasing demands, the Group recognizes its exposure to various forms of risk. The effective management of these risks is an integral part of the process of developing its strategy, business planning and risk appetite policy adopted in order to achieve the objectives it has set and to ensure that its interests are protected.

In this context, the early detection, management, monitoring and control of risks play an essential role in the overall strategy of the Group, which has resources to continuously upgrade its policies, methods and infrastructure and to maintain full compliance with the current supervisory system, common banking rules, principles and standards.

Description of main risks

Credit Risk

Credit risk means the risk of the Bank suffering losses due to the breach of contractual obligations by customers or counterparties. This risk arises primarily from loans, guarantees and treasury management.

Credit risk is the most important source of risk for the Bank and the systematic monitoring and management thereof is considered a primary goal for the Group.

In this context, and in order to further strengthen and improve the credit risk management framework during the financial year 2023, the following actions were taken:

- Update of the relevant regulations and policies
- Update of the projections model (Moody's Impairment Studio)
- Operation of the Utp platform for monitoring indications of non-payment (Utp platform)
- Launch of a project to develop credit rating/capacity models for individuals and small businesses (Credit Score Cards)
- Development of an internal entity credit rating model (Credit Lens)

The Bank, in the context of improving its portfolio, seeks to provide new funding to high credit rating customers. In addition, it promotes co-financed financial instruments that target innovative and environmentally friendly investments.

Credit limits shall be determined on the basis of a rational dispersion of the Bank's funds and the prevention of high concentration or high percentages in various economy sectors, geographical limits or related counterparties.

The Bank shall evaluate concentration risk that may arise from exposure to specific customers or groups of related customers (Group) and/or exposures to groups of counterparties whose probability of default is affected by factors such as: macroeconomic environment, geographical position, operating sector, currency or collateral.

The Bank gives high priority to the development of internal risk evaluation tools based on specific characteristics per type of financing exposure, implements Stress Tests scenarios and uses the results thereof in order to configure a limit system. For further information, see note 40.3 in the Annual Financial Statements.

Market risk

Market risk means the possibility of loss resulting from assets and liabilities management and from various transaction portfolios management due to an inverse price variation of products included in the said portfolios.

The Bank is exposed to market risks resulting from changes in the reasonable price of its financial products due to unfavorable developments in the market, such as changes in interest rates, stock values and exchange rates.

The Bank's goals are the following:

- Low exposure to market risk and definition of internal management and control procedures within the framework of market risk management policy, as well as proper management of market risk limits approved by the Asset & Liability Management Committee (ALCO).
- The development of an investment strategy compatible with the Bank's risk profile in line with the limits approved by the Risk Appetite Framework (RAF).

Safeguarding the Bank's interests through the effective management of interest rate risk on its banking book (IRRBB). In particular, the Bank's goal is to be able to manage the impact of a potential interest rate increase to pre-pandemic levels.

For further information, see note 40.2 to the Annual Financial Statements.

Interest Rate Risk on Banking Book (IRR on Banking Book)

Interest rate risk on banking book arises from the delay in adjusting interest rates in the Bank's assets and liabilities.

The Bank's main objective is to assess the impact of possible changes in interest rates on net interest income (NII) and the economic value of its capital (EVE).

For further information, see note 40.2.3 to the Annual Financial Statements.

Liquidity Risk

Liquidity risk refers to the Group's potential inability to repay in full and on time its current and future financial obligations, when the latter become due, due to liquidity shortage.

In the context of liquidity risk management, the Bank's goal is to ensure the necessary liquidity in order to cover its obligations both in under "normal" and extreme conditions without any disproportionate additional cost.

The Bank's goals are the following:

- To intensify efforts in order to maintain the Bank's liquidity and meet supervisory obligations regarding LCR and NSFR ratios.
- To develop a financing plan aiming at maintaining cash reserves that limit liquidity risk at a satisfactory level.
- To diversify sources of funding and actively manage cash reserves.

Lastly, in order to effectively manage liquidity, the Bank implements stress tests at least once a year.

For further information, see note 40.1 to the Annual Financial Statements.

Operational Risk

Operational Risk is defined as the risk of potential financial loss that may occur due to inadequate or failed internal processes and systems, human error or external events. Operational risk includes fraud risk, human resources risk, outsourcing risk, information and communication technology risk, legal & compliance risk, physical security risk, model risk and process execution risk.

Operational risk arises from the day-to-day operations of the Bank and the implementation of its strategic and business objectives and is inherent in every operation of the Bank.

The Bank's objective is to minimize its exposure to losses resulting from inadequate or failed internal processes and systems, from human factors or from external events.

To achieve the above objective, the Bank incorporates methodologies, systems and procedures for the identification, measurement, monitoring and mitigation of operational risk across the range of its operations, while at the same time it seeks to continuously strengthen its operational risk management, regulatory compliance, internal control and corporate governance frameworks, as well as to develop a culture of operational risk management in all Units.

The Bank's Units are responsible for implementing the operational risk management framework in their areas of responsibility, as well as ensuring the adequacy of safeguards to mitigate such risk. To support the implementation of the operational risk management framework across the Bank, each Business Unit appoints a Risk Control Officer, whose primary responsibility is to support, coordinate and implement the operational risk management processes within the Business Unit they represent.

In addition, the Bank takes the following measures to manage and mitigate operational risk:

- Development of a Business Continuity Management framework to address and minimize the negative consequences that may affect business continuity in emergency and critical situations.
- Conclusion of insurance contracts for the recovery of potential financial losses.
- Implementation of appropriate organizational and technical measures for the security and protection of information.
- Development and maintenance of adequately documented and well-documented procedures and control mechanisms for the smooth execution of operations by the units.
- Design and implementation of training programs to prevent operational risk.

D. Forecasted course and development

2023 was a milestone year for Attica Bank Group, as the intensive efforts of the Management have set the Bank on the path of full purge and return to operational profitability after several years. Attica Bank's performance throughout 2023 confirmed the systematic implementation of our objectives.

Increased net interest income of 86%, continued increased lending mainly to SMEs and lower operating costs were the keys to our turnaround. In particular, there was a significant improvement in all operating lines of the Group's organic metrics, presenting for the 4th consecutive quarter a positive recurring operating result of 10 million euros, which led to an operating profit of 22 million euros for the full year 2023, demonstrating Management's commitment to the target set for the rationalization and restructuring of the Bank in the context of the implementation of its Business Plan.

The implementation of the Business Plan and the dedication of all executives to return to operational profitability created the basis for the Group to present positive results, not only by improving its fundamentals, but also by presenting an unprecedented development in the banking sector. There is now a structured transformation plan, with new processes that have made the Bank more efficient and flexible, offering new products, with new dynamics and extroversion. The Bank is now creating organic capital, and alongside its strong liquidity it can now finance individuals and businesses even more efficiently.

The significant positive performance for FY 2023 was mainly driven by the increase in the Group's operating income, which amounted to 111.1 million euros compared to 48.3 million euros in the previous financial year. Attica Bank, like the other banks, benefits from the rise in interest rates in terms of interest income, but the main benefit in its revenues comes from the expansion of its business on the one hand and, at the same time, from the reduction in operating costs.

At the same time, the successful completion of the 473.3 million euros Share Capital Increase strengthened the Bank's capital adequacy and liquidity, confirming the confidence of both old and new shareholders. The Bank's capital strengthening combined with increased extroversion enabled it to show a notable increase in credit expansion, mainly driven by the strengthening of SMEs, a key strategic objective of the Bank. Attica Bank's credit expansion is expected to further increase in 2024 as a result of the implementation of the Business Plan. The focus for 2024 will continue to be on corporate banking, mainly for SMEs, as well as on financing for freelancers, such as engineers, offering integrated service products. For 2023, new disbursements accelerated following the completion of the Bank's share capital increase in April 2023, with the notable performance being achieved in the last quarter of the year where new disbursements amounted to 306 million euros. Attica Bank continues to focus on the dynamic segments of the Greek economy, with large projects in energy, infrastructure, tourism, real estate and manufacturing. Attica Bank's main objective is to provide better customer service through the gradual optimization of internal operations. Attica Bank wants to become the customer's bank of choice, as a result of the customer-oriented service model that is being developed on a daily basis.

The Bank's main objective for 2024 remains the liquidation of assets from Non Performing Loans and the reduction of the relevant ratio. In this context, the successful completion of the agreement with investment funds managed by AB CarVal Investors, L.P. for the sale of the entire Astir I securitization portfolio has strengthened both the Bank's capital and liquidity, providing additional motivation for Attica Bank to continue its transformation and growth path. In addition, in October 2023, the repurchase of the entire bonds of the Metexelixis and Omega securitizations was completed, while in February 2024 the new servicer for the Omega portfolio was announced. The portfolio is managed by the loan and credit servicing companies Cepal Hellas Financial Services Single Member S.A. - Servicing of Receivables from Loans and Credits and doValue Greece Loan and Credit Claims Management Company, each acting for different parts of the portfolio.

The Bank's Non-Performing Exposures Strategy foresees that through organic and non-organic actions, the ratio will gradually decrease. In particular, through (i) optimal monitoring of securitization managers, (ii) ad hoc restructuring of certain portfolios and (iii) the possible inclusion of portfolios in the Hercules III Program, which has not been decided by the Board, Attica Bank intends to effectively manage the stock of non-performing exposures.

The Bank's management is very optimistic for FY2024, as it has sufficient liquidity and capital, which it is channeling into the market to support businesses and households. With flexibility, personalized services, modern banking culture and the right human resources, Attica Bank has everything to succeed. The new year, which coincides with the celebration of 100 years of operation, marks the beginning of a new pure, adequately capitalized and customer-oriented flexible bank that aims to return value to its shareholders, employees and customers. Already from the beginning of 2024, the Management of Attica Bank, in the context of the implementation of its strategic plan, has already started all the necessary actions for the possible merger with Pancreta Bank, with the aim that the resulting synergies will lead to the rationalization of both credit institutions by increasing their size and their presence in banking events.

E. TRANSACTIONS WITH RELATED PARTIES

All transactions with related parties were executed within the Group's usual operational framework and on a purely commercial basis. Based on their categorization as transactions with related companies and with members of the Management, these transactions are as follows for the fiscal year ended on 31.12.2023:

E1. Transactions with Related Companies

Receivables

Company (amounts in thousand €)	Attica Bank's Participation as at 31.12.2023	Participation	Loans	Other receivables	Rent expense
Attica Bancassurance Agency S.A.	100	100%	44	216	0
Zaitech Innovation Venture Capital Fund I	2,531	50%	0	0	0
Intrakat Societe Anonyme of Technical and Energy Projects		0%	48,994	0	0
AtticaBank Properties S.A.		0%	1	0	0
P.W.E.F. (Public Works Engineers Fund)		0%	0	0	255
Total	**2,631**	**0**	**49,039**	**216**	**255**

Liabilities

Company (amounts in thousand €)	Sight Deposits	Term Deposits	Other liablities
Attica Bancassurance Agency S.A.	313	5,300	7
Zaitech Innovation Venture Capital FundI	277	0	0
Thrivest Holding LTD	1,038	0	0
Intrakat Societe Anonyme of Technical and Energy Projects	2,977	0	0
Pancreta Bank	681	0	0
AtticaBank Properties S.A.	590	0	0
P.W.E.F. (Public Works Engineers Fund)	4,953	13,000	253
Electronic National Social Security Entity (e-EFKA)	1,379	0	0
Total	**12,208**	**18,300**	**260**

Income

Company (amounts in thousand €)	Rental Income	Income receivable	Interest Income
Attica Bancassurance Agency S.A.	1	1	0
Rinoa LTD	0	0	1
Thea Artemis Anonomi Etairia Diaxeirisis Apaitiseon Apo Daneia Kai Pistoseis	0	0	17
ES Gini Investments Limited	0	0	8
Intrakat Societe Anonyme of Technical and Energy Projects	0	0	1,220
Pancreta Bank	0	25	0
AtticaBank Properties S.A.	0	33	0
Total	**1**	**59**	**1,246**

Expenses

Company (amounts in thousand €)	Interest Expense	Expenses payable	Rental Expenses
Attica Bancassurance Agency S.A.	54	0	0
Electronic National Social Security Entity (e-EFKA)	3	0	0
Intrakat Societe Anonyme of Technical and Energy Projects	346	0	0
AtticaBank Properties S.A.	9	483	0
P.W.E.F. (Public Works Engineers Fund)	83	0	356
Total	**495**	**483**	**356**

Letters of Guarantee

Company (amounts in thousand €)	Letters of Guarantee
P.W.E.F. (Public Works Engineers Fund)	11
Intrakat Societe Anonyme of Technical and Energy Projects	37,394
Total	**37,405**

E2. Transactions with members of the management

The table below lists the transactions with members of the Management (Chairman and Chief Executive Officer, members of the Board of Directors, members of the Executive Committee), as well as the Asset-Liability Committee at 31.12.2023 at Bank and Group level:

Transaction with members of the Management

(amounts in thousand euros)	Group	Bank
Receivables	78	78
Liabilities	483	483
Interest income	1	1
Interest expense	3	3
Wages and Salaries	2,845	2,845
Board of Directors' fees	765	609

F. Non-financial information

The Report on Non-financial information has been prepared in accordance with the requirements of Law 4548/2018 and Circular 62784/2017 of the Department of Institutional Regulations and the General Commercial Register of Companies (GEMI). In addition, international best practices in Non-Financial Reporting have been applied, utilizing recognized guidelines and reporting standards (such as the Global Reporting Initiative (GRI Standards) Guidelines. Data for the calculation of ratios have been collected either by the systems of the Bank and its subsidiaries or from relevant files prepared by them.

Business Model

The bank's strategy and business model are governed by the principles and values as defined in the Code of Conduct and Ethics, while strategic decisions are taken based on the principles of corporate governance. The Bank adjusts and improves its strategy and ensures the alignment of its individual business actions towards achieving its strategy through the regular review and monitoring of key performance indicators in combination with the monitoring of the supervisory indicators submitted to the Bank of Greece at regular intervals.

The Bank's business model remains resilient and paves the way for a profitable Bank that will continue to support the economy and society and continuously improve its performance. By completing the successful share capital increase and limiting non-performing loans, Attica Bank, thanks to the systematic actions of its management team and the confidence of old and new shareholders, managed to lay the foundations for the future and to dynamically proceed with the transformation of its business model.

Attica Bank, aware of the peculiarities and needs of the banking market where there is an identified need to seek financing and tools for investments in the energy, tourism, infrastructure, real estate and manufacturing segments, has the flexibility, the modern banking culture and the human resources to fully cope with this role. The Bank's long-standing ties with engineers place it in a privileged position to finance the aforementioned investments.

At the same time, given the opportunities arising from the increased competition in the banking system, especially in the current conditions of credit expansion, Attica Bank continues to offer new financing tools and specialized products, meeting the great demand for financing of SMEs, which constitute the majority of the Greek market.

Attica Bank has completed the first cycle of significant changes in the new transformation program and now aims to rapidly expand its operations and improve the yield for shareholders. Some of the key changes achieved involved the following sectors:

- The transformation of the Bank. The Bank is already in a phase of digitization of the services provided to its customers and the automation of its processes, in order to offer personalized and high-quality services with speed and security.
- The continuous adaptation of the organizational structure, staffing and human resources training, in order to fit the size of the Bank, the strategic goals and the requirements of a modern banking institution.
- Conclusion of strategic alliances with reputable companies in the context of optimizing the Bank's internal infrastructure and in implementing and developing an improved credit policy framework.
- The strengthening of the corporate governance system with the change of the Board of Directors and the creation of new committees aimed at taking direct decisions, transforming the Bank into an organization that is flexible, productive and has a lasting presence with sustainable growth and a positive outlook.

Having now achieved its stabilization at high liquidity levels and having planned capital enhancement actions, the Bank has fully implemented its business plan for growth and return to sustainable organic profitability.

At the same time, Attica Bank has adopted and implements the principles and objectives of sustainable banking, acquiring a clear environmental orientation through the financing of sustainable investments, the support of its customers through the use of financing tools to improve environmental impacts and the development of environmental and eco-conscious projects. ESG is an integral part of the Bank's development strategy.

Attica Bank's priority for 2024 remains the final rationalization of its balance sheet. A decisive factor for the further drastic purge of its assets from Non-Performing Exposures (NPEs) will be the participation in the Hercules program for the provision of state guarantees in securitizations of credit institutions, which is being thoroughly examined. At the same time, the possible merger with Pancreta Bank, in the context of the implementation of the investment agreement, which was signed on 20.04.2023 between the Hellenic Financial Stability Fund, Thrivest Holding Ltd, Pancreta Bank S.A. and the Bank, and if approved by the competent bodies of both financial institutions, as well as by the shareholders and the competent supervisory authorities, it will constitute a major and decisive step in the creation of a strong, healthy financial institution, whose main purpose will be to meet modern market requirements, to offer useful financial tools and services and to support the Greek banking system and the Greek economy.

Disclosures pursuant to Articles 8 and 10 of Delegated Regulation 2021/2178, together with the recent amendments introduced through the addition of Delegated Regulation 2023/2486.

Commission Delegated Regulation (EU) 2021/2178 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council specifies the content and presentation of information to be disclosed by undertakings subject to Articles 19a or 29a of Directive 2013/34/EU concerning environmentally sustainable economic activities, and specifying the methodology to comply with that disclosure obligation.

The calculation of the Green Asset Ratio (GAR) for on-balance sheet exposures covers the following accounting categories of financial assets, including loans and advances, debt securities, equity securities and recovered collateral.

As regards the alignment for taxonomy, the following assets are assessed:

- Investment securities valued at amortized cost
- Investment securities at fair value through other comprehensive income
- Investments in subsidiaries and associates
- Collateral on real estate acquired from credit institutions in exchange for debt write-offs

The following assets are excluded from the assessment of eligibility for taxonomy:

- Interbank loans on demand
- Exposures to undertakings that are not required to publish a non-financial information report pursuant to Article 19a or Article 29a of Directive 2013/34/EU
- Investment securities held for trading

The calculation of the key performance indicators (KPIs) for off-balance sheet exposures shall take into account financial guarantees provided by the credit institution and assets under management for non-financial guarantee corporations and non-financial corporations in which investments are made. Other off-balance sheet exposures, such as commitments, shall be excluded from this calculation.

Brief Description of Attica Bank's Green Asset Ratio

For the first time, Attica Bank discloses its key performance indicators (KPIs) in accordance with the EU Taxonomy Regulation regarding the percentage of green assets. The report is based on the reports of the companies in the Bank's portfolio that fall within the scope of the Non-Financial Reporting Directive (NFRD) on their Turnover and capital expenditure (CAPEX) eligibility and alignment rate. Also included in the eligibility scope are mortgage loans, loans for the purpose of renovating buildings and loans for the purpose of purchasing cars.

At year-end 2023, Attica Bank's total green assets by turnover amounted to 0.66% of total covered assets, and by CAPEX amounted to 3.90%. These percentages cover the activities belonging to the two climate-related environmental objectives of the EU (climate change mitigation, climate change adaptation) and relate to lending to companies subject to the NFRD.

The total net amount of covered GAR assets amounted to 2.9 billion euros at the end of the year 2023, while the activities assessed as eligible under the EU Taxonomy amounted to 610.09 million euros. Attica Bank has limited exposures to customers engaged in economic activities related to the use of nuclear facilities or fossil fuels.

In the coming period, the Bank will continue to incorporate appropriate data into its systems in order to further comply with its legal obligations to report sustainable financial data.

Key points

Reporting principles

The preparation of the Report is based on Articles 8 and 10 of Delegated Regulation 2021/2178, together with the recent amendments introduced through the addition of Delegated Regulation 2023/2486.

Contribution to EU environmental objectives

Attica Bank supports economic activities that contribute to the environmental objectives of climate change mitigation and climate change adaptation based on the EU's taxonomy through financing, investments in bonds and shares in large companies subject to the NFRD's scope, as well as by lending to individuals for the purchase or renovation of a house and the purchase of a car.

Do No Significant Harm (DNSH)

Under the EU taxonomy, companies engaged in sustainable economic activities must not cause significant harm to any of the six environmental pillars (DNSH criteria). The assessment of compliance with the DNSH criteria is based on companies' publications. If it is not possible to gather all the evidence for full compliance with the relevant criteria, activities cannot be classified as aligned with the EU taxonomy.

Minimum social safeguards

When assessing aligned economic activities, compliance with the minimum safeguards of Regulation 2020/852 is mandatory. The purpose of minimum social safeguards is to prevent economic activities from being considered unsustainable if they cause negative impacts on human rights or other social cohesion issues. The aligned activities assessed for the calculation of the Bank's total green asset percentage are from companies that are required to comply with these safeguards set out in the Taxonomy, thereby providing assurance that the Bank's related reports comply with this Regulation. Activities falling within the household categories are excluded from this requirement.

Data limitation

When assessing activities that are eligible and aligned with the Taxonomy for financial and non-financial corporations, published information provided by these corporations is required. However, complete data collection has been a limitation in the preparation of the current report on activities aligned with the Taxonomy. There are no published reports from financial corporations on KPIs aligned with the Taxonomy, while non-financial corporations have not published data for the year 2023. Consequently, the current reporting of the Taxonomy is based on data for the year 2022.

The Bank has exposures to retail banking products, which are eligible and substantially meet the criteria of the Taxonomy. These products include mortgage loans for the purchase, construction or repair of high energy efficiency housing, mortgage loans for the sole purpose of energy retrofit works, loans under the Energy Efficiency Programs that meet the criteria of reducing primary energy consumption by at least 30%, as well as consumer loans for the purchase of hybrid / micro L / electric vehicles, the latter of which do not produce CO_2 emissions. These products meet the requirements for a significant contribution to the Taxonomy, but do not show evidence of compliance with the DNSH criteria. Therefore, the above exposures are identified as eligible and unaligned. Further information on the aforementioned retail banking products is included in section "B. Sustainable Banking Operations."

At the same time, the Bank has exposures for the purpose of financing activities related to the production of energy from renewable sources (financing of investments in renewable energy projects). However, all of these exposures relate to companies that are not subject to the NFRD scope, and therefore cannot be included in the numerator of the KPI. Further information is provided in section "B. Sustainable Banking Operations."

In addition, the Bank has exposures to green bonds with a total eligible amount of 28.68 million euros. The issuers of these bonds do not provide evidence during the current reporting period that their activities meet the DNSH criteria of the EU Taxonomy. Therefore, these assets cannot be classified as aligned.

Finally, reporting on eligibility for the four additional environmental goals introduced by the EU taxonomy in 2023 is not possible due to the lack of relevant data in the companies' publications at the reporting date.

In the coming period, the Bank will continue to collect the necessary data from its clients, as well as incorporate additional information and appropriate data into its systems, with the aim of promoting further alignment with the EU Taxonomy and further compliance with its statutory sustainable financial reporting obligations.

1. KPIs summary to be disclosed by credit institutions in accordance with Article 8 of the Taxonomy Regulation

		Total environmental sustainable assets	**KPI (****)**	**KPI (*****)**	**% coverage (on the total assets) (***)**	**% of assets excluded from the numerator of the GAR (Article 7(2)) and 3 and Section 1.1.2. of Annex V)**	**% of assets excluded from the denominator of the GAR (Article 7(1) and Section 1.2.4. of the Annex V)**
Basic KPI	**Inventory Green Asset Rate**	19.39	0.66%	3.90%	77.63%	48.95%	22.37%

		Total environmental sustainable assets	KPI	KPI	% coverage (on the total assets)	**% of assets excluded from the numerator of the GAR (Article 7(2)(2)) and 3 and Section 1.1.2. of Annex V)**	**% of assets excluded from the denominator of the GAR (Article 7(1) and section 1.2.4. of the Annex V)**
Additional KPI	*GAR (flow)*	34.02	8.41%	32.29%	0.90%	N/A	N/A
	Transaction portfolio (*)	N/A	N/A	N/A			
	Financial guarantees	57.36	10.54%	58.04%			
	Assets under management	0.00	0.00%	0.00%			
	Revenue from fees and commissions (**)	N/A	N/A	N/A			

(*) For credit institutions which do not meet the provisions of Article 94(1) of the CRR or the provisions of Article 325a(1) of the CRR
(**) Income from fees and commissions from services except loans and assets under management
(***) % of assets covered by the KPI of the total assets
(****) based on the counterparty's KPI turnover
(*****) based on the counterparty's capital expenditure KPI, except loan operations where the turnover KPI is used for general loans

2.Assets for the GAR Turnover calculation

	EUR million	Total [gross] carrying amount	Disclosure reporting date T													
			Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				Total (CCM + CCA + WTR + CE + PPC + BIO)				
			Of which taxonomy related sectors operations (eligible for taxonomy)					Of which taxonomy related sectors operations (eligible for taxonomy)								
				Of which environmentally sustainable operations (aligned with the taxonomy)					Of which environmentally sustainable operations (aligned with the taxonomy)				Of which environmentally sustainable operations (aligned with the taxonomy)			
					Of which use of revenues	Of which transition operations	Of which favourable operations			Of which use of revenues	Of which favourable operations			Of which use of revenues	Of which transition operations	Of which favourable operations
-	**GAR - Assets covered in the numerator and denominator**															
1	Loans and advances, debt and equity securities not held for trading, eligible for the calculation of the GAR	1.080.61	610.09	19.39	0.00	0.00	6.04	0.00	0.00	0.00	0.00	610.09	19.39	0.00	0.00	6.04
2	**Financial institutions**	116.29	36.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	36.21	0.00	0.00	0.00	0.00
3	Credit institutions	115.94	36.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	36.17	0.00	0.00	0.00	0.00
4	Loans and advances	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5	Debt securities, including use of proceeds	113.55	35.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	35.84	0.00	0.00	0.00	0.00
6	Equity securities	2.39	0.33	0.00		0.00	0.00	0.00	0.00		0.00	0.33	0.00		0.00	0.00
7	Other financial companies	0.34	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.00	0.00	0.00	0.00
8	of which investment companies	0.30	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.04	0.00	0.00	0.00	0.00
9	Loans and advances	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10	Debt securities, including use of proceeds	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
11	Equity securities	0.30	0.04	0.00		0.00	0.00	0.00	0.00		0.00	0.04	0.00		0.00	0.00
12	of which management companies	0.04	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00
13	Loans and advances	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
14	Debt securities, including use of proceeds	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
15	Equity securities	0.04	0.01	0.00		0.00	0.00	0.00	0.00		0.00	0.01	0.00		0.00	0.00
16	of which insurance undertakings	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
17	Loans and advances	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
18	Debt securities, including use of proceeds	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
19	Equity securities	0.00	0.00	0.00		0.00	0.00	0.00	0.00		0.00	0.00	0.00		0.00	0.00
20	**Non-financial enterprises**	236.24	115.76	19.39	0.00	0.00	6.04	0.00	0.00	0.00	0.00	115.76	19.39	0.00	0.00	6.04
21	Loans and advances	196.48	103.75	18.42	0.00	0.00	2.91	0.00	0.00	0.00	0.00	103.75	18.42	0.00	0.00	2.91

22	Debt securities, including use of proceeds	38.72	11.02	0.97	0.00	0.00	3.13	0.00	0.00	0	0.00	11.02	0.97	0.00	0.00	3.13
23	Equity securities	1.04	0.99	0.00		0.00	0.00	0.00	0.00		0.00	0.99	0.00		0.00	0.00
24	**Households**	682.18	412.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	412.20	0.00	0.00	0.00	0.00
25	of which loans secured on mortgages	403.64	403.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	403.64	0.00	0.00	0.00	0.00
26	of which loans for building renovation	7.51	7.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.51	0.00	0.00	0.00	0.00
27	of which motor vehicle purchase loans	1.05	1.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.05	0.00	0.00	0.00	0.00
28	**Local government funding**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
29	Housing finance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
30	Other local government funding	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31	**Collateral obtained by acquisition: residential and commercial real estate**	45.91	45.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45.91	0.00	0.00	0.00	0.00
32	**Assets excluded from the numerator for the calculation of the GAR (covered in the denominator)**	1.844.81														
33	**Financial and non-financial enterprises**	2.593.95														
34	SMEs and NFIs (other than SMEs) not subject to NFRD disclosure obligations	2.593.95														
35	Loans and advances	2.584.34														
36	of which loans secured by commercial real estate	0.00														
37	of which loans for building renovation	0.00														
38	Debt securities	9.18														
39	Equity securities	0.43														
40	Third country counterparties not subject to NFRD disclosure obligations	0.01														
41	Loans and advances	0.00														
42	Debt securities	0.00														
43	Equity securities	0.01														
44	**Dividends**	0.00														
45	**Interbank loans in first demand**	53.43														
46	**Cash and cash-related assets**	52.57														
47	**Other categories of assets (e.g. goodwill, goods, etc.**	-855.14														
48	**Total assets GAR**	2.925.42	610.09	19.39	0.00	0.00	6.04	0.00	0.00	0.00	0.00	610.09	19.39	0.00	0.00	6.04
49	**Assets not covered for the calculation of the GAR**	843.04														
50	**Central governments and supranational publishers**	340.16														
51	**Exposures to central banks**	356.86														
52	**Transaction portfolio**	146.02														
53	**Total assets***	3.768.46	610.09	19.39	0.00	0.00	6.04	0.00	0.00	0.00	0.00	610.09	19.39	0.00	0.00	6.04

Off-balance sheet exposures - Entities subject to NFRD disclosure obligations																
54	Financial guarantees	57.36	33.07	6.05	0.00	0.00	0.93	0.00	0.00	0.00	0.00	33.07	6.05	0.00	0.00	0.93
55	Assets under management	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56	Of which debt securities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
57	Of which equity securities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

* The difference in the total amount of assets in the GAR model and in the Bank's balance sheet is due to different accounting approaches applied.

3.Assets for the GAR CAPEX calculation

			Disclosure reporting date T													
EUR million		Total [gross] carrying amount	Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				Total (CCM + CCA + WTR + CE + PPC + BIO)				
			Of which taxonomy related sectors operations (eligible for taxonomy)					Of which taxonomy related sectors operations (eligible for taxonomy)								
				Of which environmentally sustainable operations (aligned with the taxonomy)					Of which environmentally sustainable operations (aligned with the taxonomy)				Of which environmentally sustainable operations (aligned with the taxonomy)			
					Of which use of revenues	Of which transition operations	Of which favourable operations			Of which use of revenues	Of which favourable operations			Of which use of revenues	Of which transition operations	Of which favourable operations
-	**GAR - Assets covered in the numerator and denominator**															
1	Loans and advances, debt and equity securities not held for trading, eligible for the calculation of the GAR	1.080.61	650.31	112.63	0.00	0.08	3.33	1.34	1.34	0.00	0.00	651.65	113.97	0.00	0.08	3.33
2	**Financial institutions**	116.29	36.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	36.80	0.00	0.00	0.00	0.00
3	Credit institutions	115.94	36.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	36.75	0.00	0.00	0.00	0.00
4	Loans and advances	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5	Debt securities, including use of proceeds	113.55	36.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	36.42	0.00	0.00	0.00	0.00
6	Equity securities	2.39	0.33	0.00		0.00	0.00	0.00	0.00		0.00	0.33	0.00		0.00	0.00
7	Other financial companies	0.34	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.00	0.00	0.00	0.00
8	of which investment companies	0.30	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.04	0.00	0.00	0.00	0.00
9	Loans and advances	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10	Debt securities, including use of proceeds	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
11	Equity securities	0.30	0.04	0.00		0.00	0.00	0.00	0.00		0.00	0.04	0.00		0.00	0.00
12	of which management companies	0.04	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00
13	Loans and advances	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
14	Debt securities, including use of proceeds	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
15	Equity securities	0.04	0.01	0.00		0.00	0.00	0.00	0.00		0.00	0.01	0.00		0.00	0.00
16	of which insurance undertakings	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
17	Loans and advances	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
18	Debt securities, including use of proceeds	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
19	Equity securities	0.00	0.00	0.00		0.00	0.00	0.00	0.00		0.00	0.00	0.00		0.00	0.00
20	**Non-financial enterprises**	236.24	155.40	112.63	0.00	0.08	3.33	1.34	1.34	0.00	0.00	156.74	113.97	0.00	0.08	3.33
21	Loans and advances	196.48	134.04	102.34	0.00	0.00	0.20	1.34	1.34	0.00	0.00	135.38	103.68	0.00	0.00	0.20

22	Debt securities, including use of proceeds	38.72	20.38	10.21	0.00	0.00	3.13	0.00	0.00	0.00	0.00	20.38	10.21	0.00	0.00	3.13
23	Equity securities	1.04	0.98	0.08		0.08	0.00	0.00	0.00		0.00	0.98	0.08		0.08	0.00
24	**Households**	682.18	412.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	412.20	0.00	0.00	0.00	0.00
25	of which loans secured on mortgages	403.64	403.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	403.64	0.00	0.00	0.00	0.00
26	of which loans for building renovation	7.51	7.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.51	0.00	0.00	0.00	0.00
27	of which motor vehicle purchase loans	1.05	1.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.05	0.00	0.00	0.00	0.00
28	**Local government funding**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
29	Housing finance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
30	Other local government funding	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31	**Collateral obtained by acquisition: residential and commercial real estate**	45.91	45.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45.91	0.00	0.00	0.00	0.00
32	**Assets excluded from the numerator for the calculation of the GAR (covered in the denominator)**	1.844.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
33	**Financial and non-financial enterprises**	2.593.95														
34	SMEs and NFIs (other than SMEs) not subject to NFRD disclosure obligations	2.593.95														
35	Loans and advances	2.584.34														
36	of which loans secured by commercial real estate	0.00														
37	of which loans for building renovation	0.00														
38	Debt securities	9.18														
39	Equity securities	0.43														
40	Third country counterparties not subject to NFRD disclosure obligations	0.01														
41	Loans and advances	0.00														
42	Debt securities	0.00														
43	Equity securities	0.01														
44	**Dividends**	0.00														
45	**Interbank loans in first demand**	53.43														
46	**Cash and cash-related assets**	52.57														
47	**Other categories of assets (e.g. goodwill, goods, etc.**	-855.14														
48	**Total assets GAR**	2.925.42	650.31	112.63	0.00	0.08	3.33	1.34	1.34	0.00	0.00	651.65	113.97	0.00	0.08	3.33
49	**Assets not covered for the calculation of the GAR**	843.04														

50	**Central governments and supranational publishers**	340.16														
51	**Exposures to central banks**	356.86														
52	**Transaction portfolio**	146.02														
53	**Total assets***	3.768.46	650.31	112.63	0.00	0.08	3.33	1.34	1.34	0.00	0.00	651.65	113.97	0.00	0.08	3.33
Off-balance sheet exposures - Entities subject to NFRD disclosure obligations																
54	Financial guarantees	57.36	45.71	32.87	0.00	0.00	0.04	0.43	0.43	0.00	0.00	46.13	33.29	0.00	0.00	0.04
55	Assets under management	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56	Of which debt securities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
57	Of which equity securities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

4. GAR- Information on Turnover segments

		a	b	c	d	e	f	g	h	y	z	aa	ab
	Allocation by NACE 4-digit level (code and label)	Climate Change Mitigation (CCM)				Climate Change Adaptation (CCA)				Total (CCM + CCA + WTR + CE + PPC + BIO)			
		Non-financial enterprises		SMEs and other non-NFRD-related MEs		Non-financial enterprises		SMEs and other non-NFRD-related MEs		Non-financial enterprises		SMEs and other non-NFRD-related MEs	
		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
		EUR million	Of which environmentally sustainable (CCM)	EUR million	Of which environmentally sustainable (CCM)	EUR million	Of which environmentally sustainable (CCA)	EUR million	Of which environmentally sustainable (CCA)	EUR million	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)	EUR million	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)
1	1920	15.64	3.24			0.00	0.00			15.64	3.24		
2	3511	3.98	0.00			0.00	0.00			3.98	0.00		
3	4211	78.63	12.50			0.00	0.00			78.63	12.50		
4	4672	0.22	0.00			0.00	0.00			0.22	0.00		
5	5221	8.43	2.81			0.00	0.00			8.43	2.81		
6	6410	0.52	0.00			0.00	0.00			0.52	0.00		
7	6420	0.00	0.00			0.00	0.00			0.00	0.00		
8	0710	0.27	0.00			0.00	0.00			0.27	0.00		
9	2351	5.79	0.84			0.00	0.00			5.79	0.84		
10	5010	2.29	0.00			0.00	0.00			2.29	0.00		

5. GAR- Information on CAPEX segments

	Allocation by NACE 4-digit level (code and label)	Climate Change Mitigation (CCM)				Climate Change Adaptation (CCA)				Total (CCM + CCA + WTR + CE + PPC + BIO)			
		Non-financial enterprises		SMEs and other non-NFRD-related MEs		Non-financial enterprises		SMEs and other non-NFRD-related MEs		Non-financial enterprises		SMEs and other non-NFRD-related MEs	
		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
		EUR million	Of which environmentally sustainable (CCM)	EUR million	Of which environmentally sustainable (CCM)	EUR million	Of which environmentally sustainable (CCA)	EUR million	Of which environmentally sustainable (CCA)	EUR million	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)	EUR million	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)
1	1920	31.20	28.13			0.60	0.60			31.81	28.73		
2	3511	20.89	0.00			0.00	0.00			20.89	0.00		
3	4211	82.86	73.75			0.74	0.74			83.60	74.49		
4	4672	0.40	0.00			0.00	0.00			0.40	0.00		
5	5221	11.15	9.09			0.00	0.00			11.15	9.09		
6	6410	0.52	0.00			0.00	0.00			0.52	0.00		
7	6420	0.00	0.00			0.00	0.00			0.00	0.00		
8	0710	0.51	0.00			0.00	0.00			0.51	0.00		
9	2110	0.22	0.00			0.00	0.00			0.22	0.00		
10	2351	5.49	1.57			0.00	0.00			5.49	1.57		
11	5010	2.15	0.08			0.00	0.00			2.15	0.08		

6. GAR Inventory Turnover KPI

	% (compared to total covered assets in the denominator)	Disclosure reporting date T														
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				Total (CCM + CCA + WTR + CE + PPC + BIO)					
		Of which taxonomy related sectors operations (eligible for taxonomy)					Of which taxonomy related sectors operations (eligible for taxonomy)									Percentage of total assets covered
			Of which environmentally sustainable operations (aligned with the taxonomy)					Of which environmentally sustainable operations (aligned with the taxonomy)				Of which environmentally sustainable operations (aligned with the taxonomy)				
				Of which use of revenues	Of which transition operations	Of which favourable operations			Of which use of revenues	Of which favourable operations			Of which use of revenues	Of which transition operations	Of which favourable operations	
-	**GAR - Assets covered in the numerator and denominator**															
1	Loans and advances, debt and equity securities not held for trading, eligible for the calculation of the GAR	56.46%	1.79%	0.00%	0.00%	0.56%	0.00%	0.00%	0.00%	0.00%	56.46%	1.79%	0.00%	0.00%	0.56%	28.68%
2	**Financial institutions**	3.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.35%	0.00%	0.00%	0.00%	0.00%	3.09%
3	Credit institutions	3.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.35%	0.00%	0.00%	0.00%	0.00%	3.08%
4	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5	Debt securities, including use of proceeds	3.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.32%	0.00%	0.00%	0.00%	0.00%	3.01%
6	Equity securities	0.03%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.03%	0.00%		0.00%	0.00%	0.06%
7	Other financial companies	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%
8	of which investment companies	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%
9	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
10	Debt securities, including use of proceeds	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
11	Equity securities	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%		0.00%	0.00%	0.01%
12	of which management companies	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
14	Debt securities, including use of proceeds	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
15	Equity securities	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%		0.00%	0.00%	0.00%
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
18	Debt securities, including use of proceeds	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19	Equity securities	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%		0.00%	0.00%	0.00%
20	**Non-financial enterprises**	10.71%	1.79%	0.00%	0.00%	0.56%	0.00%	0.00%	0.00%	0.00%	10.71%	1.79%	0.00%	0.00%	0.56%	6.27%
21	Loans and advances	9.60%	1.70%	0.00%	0.00%	0.27%	0.00%	0.00%	0.00%	0.00%	9.60%	1.70%	0.00%	0.00%	0.27%	5.21%
22	Debt securities, including use of proceeds	1.02%	0.09%	0.00%	0.00%	0.29%	0.00%	0.00%	0.00%	0.00%	1.02%	0.09%	0.00%	0.00%	0.29%	1.03%
23	Equity securities	0.09%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.09%	0.00%		0.00%	0.00%	0.03%
24	**Households**	38.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	38.15%	0.00%	0.00%	0.00%	0.00%	18.10%
25	of which loans secured on mortgages	37.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	37.35%	0.00%	0.00%	0.00%	0.00%	10.71%
26	of which loans for building renovation	0.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.69%	0.00%	0.00%	0.00%	0.00%	0.20%
27	of which motor vehicle purchase loans	0.10%	0.00%	0.00%	0.00%	0.00%										0.03%

28	**Local government funding**	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
29	Housing finance	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
30	Other local government funding	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
31	**Collateral obtained by acquisition: residential and commercial real estate**	4.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.25%	0.00%	0.00%	0.00%	0.00%	1.22%
32	**GAR Total assets**	20.85%	0.66%	0.00%	0.00%	0.21%	0.00%	0.00%	0.00%	0.00%	20.85%	0.66%	0.00%	0.00%	0.21%	77.63%

7. CAPEX inventory GAR KPI

		Disclosure reporting date T														
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				Total (CCM + CCA + WTR + CE + PPC + BIO)					
	Loans and advances, debt and equity securities not held for trading, eligible for the calculation of the GAR	Of which taxonomy related sectors operations (eligible for taxonomy)					Of which taxonomy related sectors operations (eligible for taxonomy)									Percentage of total assets covered
			Of which environmentally sustainable operations (aligned with the taxonomy)					Of which environmentally sustainable operations (aligned with the taxonomy)				Of which environmentally sustainable operations (aligned with the taxonomy)				
				Of which use of revenues	Of which transition operations	Of which favourable operations			Of which use of revenues	Of which favourable operations			Of which use of revenues	Of which transition operations	Of which favourable operations	
-	**GAR - Assets covered in the numerator and denominator**															
1	Loans and advances, debt and equity securities not held for trading, eligible for the calculation of the GAR	60.18%	10.42%	0.00%	0.01%	0.31%	0.12%	0.12%	0.00%	0.00%	60.30%	10.55%	0.00%	0.01%	0.31%	28.68%
2	**Financial institutions**	3.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.41%	0.00%	0.00%	0.00%	0.00%	3.09%
3	Credit institutions	3.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.40%	0.00%	0.00%	0.00%	0.00%	3.08%
4	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5	Debt securities, including use of proceeds	3.37%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.37%	0.00%	0.00%	0.00%	0.00%	3.01%
6	Equity securities	0.03%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.03%	0.00%	0.00%		0.00%	0.06%
7	Other financial companies	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%
8	of which investment companies	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%
9	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
10	Debt securities, including use of proceeds	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
11	Equity securities	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.01%
12	of which management companies	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
14	Debt securities, including use of proceeds	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
15	Equity securities	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
18	Debt securities, including use of proceeds	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19	Equity securities	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%
20	**Non-financial enterprises**	14.38%	10.42%	0.00%	0.01%	0.31%	0.12%	0.12%	0.00%	0.00%	14.50%	10.55%	0.00%	0.01%	0.31%	6.27%
21	Loans and advances	12.40%	9.47%	0.00%	0.00%	0.02%	0.12%	0.12%	0.00%	0.00%	12.53%	9.59%	0.00%	0.00%	0.02%	5.21%
22	Debt securities, including use of proceeds	1.89%	0.94%	0.00%	0.00%	0.29%	0.00%	0.00%	0.00%	0.00%	1.89%	0.94%	0.00%	0.00%	0.29%	1.03%
23	Equity securities	0.09%	0.01%		0.01%	0.00%	0.00%	0.00%		0.00%	0.09%	0.01%	0.00%		0.00%	0.03%
24	**Households**	38.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	38.15%	0.00%	0.00%	0.00%	0.00%	18.10%
25	of which loans secured on mortgages	37.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	37.35%	0.00%	0.00%	0.00%	0.00%	10.71%
26	of which loans for building renovation	0.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.69%	0.00%	0.00%	0.00%	0.00%	0.20%
27	of which motor vehicle purchase loans	0.10%	0.00%	0.00%	0.00%	0.00%										0.03%
28	**Local government funding**	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

29	Housing finance	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
30	Other local government funding	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
31	**Collateral obtained by acquisition: residential and commercial real estate**	4.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.25%	0.00%	0.00%	0.00%	0.00%	1.22%
32	**GAR Total assets**	22.23%	3.85%	0.00%	0.00%	0.11%	0.05%	0.05%	0.00%	0.00%	22.28%	3.90%	0.00%	0.00%	0.11%	77.63%

8. GAR flow Turnover KPI

% (compared to the flow of total eligible assets)		Disclosure reporting date T														
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				Total (CCM + CCA + WTR + CE + PPC + BIO)					
		Of which taxonomy related sectors operations (eligible for taxonomy)					Of which taxonomy related sectors operations (eligible for taxonomy)									Percentage of total new assets covered
			Of which environmentally sustainable operations (aligned with the taxonomy)					Of which environmentally sustainable operations (aligned with the taxonomy)				Of which environmentally sustainable operations (aligned with the taxonomy)				
				Of which use of revenues	Of which transition operations	Of which favourable operations			Of which use of revenues	Of which favourable operations			Of which use of revenues	Of which transition operations	Of which favourable operations	
-	**GAR - Assets covered in the numerator and denominator**															
1	Loans and advances, debt and equity securities not held for trading, eligible for the calculation of the GAR	49.38%	8.41%	0.00%	0.00%	1.17%	0.00%	0.00%	0.00%	0.00%	49.38%	8.41%	0.00%	0.00%	1.17%	100%
2	**Financial institutions**	1.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.83%	0.00%	0.00%	0.00%	0.00%	28%
3	Credit institutions	1.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.83%	0.00%	0.00%	0.00%	0.00%	28%
4	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%
5	Debt securities, including use of proceeds	1.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.83%	0.00%	0.00%	0.00%	0.00%	28%
6	Equity securities	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%		0.00%	0.00%	0%
7	Other financial companies	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%
8	of which investment companies	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%
9	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%
10	Debt securities, including use of proceeds	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%
11	Equity securities	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%		0.00%	0.00%	0%
12	of which management companies	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%
13	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%
14	Debt securities, including use of proceeds	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%
15	Equity securities	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%		0.00%	0.00%	0%
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%
18	Debt securities, including use of proceeds	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%
19	Equity securities	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%		0.00%	0.00%	0%
20	**Non-financial enterprises**	34.46%	8.41%	0.00%	0.00%	1.17%	0.00%	0.00%	0.00%	0.00%	34.46%	8.41%	0.00%	0.00%	1.17%	53%
21	Loans and advances	32.84%	8.24%	0.00%	0.00%	1.17%	0.00%	0.00%	0.00%	0.00%	32.84%	8.24%	0.00%	0.00%	1.17%	47%
22	Debt securities, including use of proceeds	1.62%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.62%	0.16%	0.00%	0.00%	0.00%	6%
23	Equity securities	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%		0.00%	0.00%	0%
24	**Households**	13.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	19%
25	of which loans secured on mortgages	10.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.74%	0.00%	0.00%	0.00%	0.00%	11%
26	of which loans for building renovation	1.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.89%	0.00%	0.00%	0.00%	0.00%	2%
27	of which motor vehicle purchase loans	0.46%	0.00%	0.00%	0.00%	0.00%					0.46%	0.00%	0.00%	0.00%	0.00%	0%
28	**Local government funding**	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%

29	Housing finance	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%
30	Other local government funding	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%
31	**Collateral obtained by acquisition: residential and commercial real estate**	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%
32	**GAR Total assets**	49.38%	8.41%	0.00%	0.00%	1.17%	0.00%	0.00%	0.00%	0.00%	49.38%	8.41%	0.00%	0.00%	1.17%	100.00%

9. GAR flow CAPEX KPI

	% (compared to the flow of total eligible assets)	Disclosure reporting date T														
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				Total (CCM + CCA + WTR + CE + PPC + BIO)					Percentage of total new assets covered
		Of which taxonomy related sectors operations (eligible for taxonomy)					Of which taxonomy related sectors operations (eligible for taxonomy)									
			Of which environmentally sustainable operations (aligned with the taxonomy)					Of which environmentally sustainable operations (aligned with the taxonomy)				Of which environmentally sustainable operations (aligned with the taxonomy)				
				Of which use of revenues	Of which transition operations	Of which favourable operations			Of which use of revenues	Of which favourable operations			Of which use of revenues	Of which transition operations	Of which favourable operations	
-	**GAR - Assets covered in the numerator and denominator**															
1	Loans and advances, debt and equity securities not held for trading, eligible for the calculation of the GAR	54.42%	32.29%	0.00%	0.00%	3.16%	0.00%	0.00%	0.00%	0.00%	54.42%	32.29%	0.00%	0.00%	3.16%	100.00%
2	**Financial institutions**	1.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.83%	0.00%	0.00%	0.00%	0.00%	27.89%
3	Credit institutions	1.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.83%	0.00%	0.00%	0.00%	0.00%	27.89%
4	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5	Debt securities, including use of proceeds	1.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.83%	0.00%	0.00%	0.00%	0.00%	27.89%
6	Equity securities	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%		0.00%	0.00%	0.00%
7	Other financial companies	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8	of which investment companies	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
10	Debt securities, including use of proceeds	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
11	Equity securities	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%		0.00%	0.00%	0.00%
12	of which management companies	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
14	Debt securities, including use of proceeds	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
15	Equity securities	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%		0.00%	0.00%	0.00%
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
18	Debt securities, including use of proceeds	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19	Equity securities	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%		0.00%	0.00%	0.00%
20	**Non-financial enterprises**	39.50%	60.86%	0.00%	0.00%	5.95%	0.00%	0.00%	0.00%	0.00%	39.50%	60.86%	0.00%	0.00%	5.95%	52.96%
21	Loans and advances	37.94%	68.16%	0.00%	0.00%	0.40%	0.00%	0.00%	0.00%	0.00%	37.94%	68.16%	0.00%	0.00%	0.40%	46.84%
22	Debt securities, including use of proceeds	1.56%	4.97%	0.00%	0.00%	48.43%	0.00%	0.00%	0.00%	0.00%	1.56%	4.97%	0.00%	0.00%	48.43%	6.12%
23	Equity securities	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%		0.00%	0.00%	0.00%
24	**Households**	13.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	13.08%	0.00%	0.00%	0.00%	0.00%	19.16%
25	of which loans secured on mortgages	10.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.74%	0.00%	0.00%	0.00%	0.00%	10.74%
26	of which loans for building renovation	1.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.89%	0.00%	0.00%	0.00%	0.00%	1.89%
27	of which motor vehicle purchase loans	0.46%	0.00%	0.00%	0.00%	0.00%					0.46%	0.00%	0.00%	0.00%	0.00%	0.46%
28	**Local government funding**	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
29	Housing finance	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

30	Other local government funding	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
31	**Collateral obtained by acquisition: residential and commercial real estate**	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
32	**GAR Total assets**	54.42%	32.29%	0.00%	0.00%	3.16%	0.00%	0.00%	0.00%	0.00%	54.42%	32.29%	0.00%	0.00%	3.16%	100.00%

10. Off-balance sheet exposures based on Turnover KPI

% (compared to total eligible off-balance sheet assets)		Disclosure reporting date T													
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				Total (CCM + CCA + WTR + CE + PPC + BIO)				
		Of which taxonomy related sectors operations (eligible for taxonomy)					Of which taxonomy related sectors operations (eligible for taxonomy)								
			Of which environmentally sustainable operations (aligned with the taxonomy)					Of which environmentally sustainable operations (aligned with the taxonomy)				Of which environmentally sustainable operations (aligned with the taxonomy)			
				Of which use of revenues	Of which transition operations	Of which favourable operations			Of which use of revenues	Of which favourable operations			Of which use of revenues	Of which transition operations	Of which favourable operations
1	Financial guarantees (FinGuar KPI)	57.65%	10.54%	0.00%	0.00%	1.62%	0.00%	0.00%	0.00%	0.00%	57.65%	10.54%	0.00%	0.00%	1.62%
2	Assets under management	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

11. Off-balance sheet exposures KPI based on CAPEX

% (compared to total eligible off-balance sheet assets)		Disclosure reporting date T													
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				Total (CCM + CCA + WTR + CE + PPC + BIO)				
		Of which taxonomy related sectors operations (eligible for taxonomy)					Of which taxonomy related sectors operations (eligible for taxonomy)								
			Of which environmentally sustainable operations (aligned with the taxonomy)					Of which environmentally sustainable operations (aligned with the taxonomy)				Of which environmentally sustainable operations (aligned with the taxonomy)			
				Of which use of revenues	Of which transition operations	Of which favourable operations			Of which use of revenues	Of which favourable operations			Of which use of revenues	Of which transition operations	Of which favourable operations
1	Financial guarantees (FinGuar KPI)	79.68%	57.30%	0.00%	0.00%	0.06%	0.74%	0.74%	0.00%	0.00%	80.42%	58.04%	0.00%	0.00%	0.06%
2	Assets under management	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Operations related to nuclear energy and fossil gases

Line	Operations related to nuclear energy	
1	The company conducts, finances or has exposure to research, development, demonstration and exploitation of innovative power generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle	NO
2	The company undertakes, finances or has exposure to the construction and safe operation of new nuclear installations for the production of electricity or industrial heat, including for district heating purposes or for industrial processes such as hydrogen production, as well as safety upgrades, using the best available technologies.	NO
3	The company undertakes, finances or has exposure to the safe operation of existing nuclear installations producing electricity or industrial heat, including for district heating purposes or for industrial processes such as the production of hydrogen from nuclear energy, as well as safety upgrades.	NO
	Operations related to fossil gases	
4	The company undertakes, finances or has exposure to the construction or operation of power generation facilities that produce electricity using fossil gaseous fuels.	YES
5	The company undertakes, finances or has exposure to the construction, renovation and operation of combined heat/cooling and electricity generation plants using fossil gaseous fuels.	NO
6	The company undertakes, finances or has exposure to the construction, renovation and operation of heat generating installations which produce heat/cooling using fossil gaseous fuels	NO

Economic activities aligned with the taxonomy (denominator)

Line	Turnover economic activities EUR million	Amount and percentage (the information must be presented in monetary amounts and percentages)					
		CCM + CCA		Climate Change Mitigation (CCM)		Climate Change Adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.26 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
2	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.27 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KP	0.00	0.00%	0.00	0.00%	0.00	0.00%
3	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.28 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
4	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.29 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
5	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.30 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
6	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.31 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
7	**Amount and percentage of other economic activities aligned with the taxonomy not mentioned in lines 1 to 6 above in the denominator of the effective KPI**	19.39	0.66%	19.39	0.66%	0.00	0.00%
8	**Total effective KPI**	19.39	0.66%	19.39	0.66%	0.00	0.00%

Line	CAPEX economic activities EUR million	Amount and percentage (the information must be presented in monetary amounts and percentages)					
		CCM + CCA		Climate Change Mitigation (CCM)		Climate Change Adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.26 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
2	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.27 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KP	0.00	0.00%	0.00	0.00%	0.00	0.00%
3	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.28 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
4	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.29 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
5	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.30 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
6	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.31 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
7	**Amount and percentage of other economic activities aligned with the taxonomy not mentioned in lines 1 to 6 above in the denominator of the effective KPI**	113.97	3.90%	112.63	3.85%	1.34	0.05%
8	**Total effective KPI**	113.97	3.90%	112.63	3.85%	1.34	0.05%

Economic activities aligned with the taxonomy (numerator)

Line	Turnover economic activities EUR million	Amount and percentage (the information must be presented in monetary amounts and percentages)					
		CCM + CCA		Climate Change Mitigation (CCM)		Climate Change Adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.26 of Annexes I and II of Delegated Regulation 2021/2139 in the **numerator** of the effective KPI	0.00	0%	0.00	0%	0.00	0%
2	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.27 of Annexes I and II of Delegated Regulation 2021/2139 in the **numerator** of the effective KP	0.00	0%	0.00	0%	0.00	0%
3	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.28 of Annexes I and II of Delegated Regulation 2021/2139 in the **numerator** of the effective KPI	0.00	0%	0.00	0%	0.00	0%
4	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.29 of Annexes I and II of Delegated Regulation 2021/2139 in the **numerator** of the effective KPI	0.00	0%	0.00	0%	0.00	0%
5	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.30 of Annexes I and II of Delegated Regulation 2021/2139 in the **numerator** of the effective KPI	0.00	0%	0.00	0%	0.00	0%
6	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.31 of Annexes I and II of Delegated Regulation 2021/2139 in the **numerator** of the effective KPI	0.00	0%	0.00	0%	0.00	0%
7	**Amount and percentage of other economic activities aligned with the taxonomy not mentioned in lines 1 to 6 above in the numerator of the effective KPI**	19.39	100.00%	19.39	100.00%	0.00	0.00%
8	**Total amount and percentage of economic activities aligned with the taxonomy in the numerator of the effective KPI**	19.39	100.00%	19.39	100.00%	0.00	0.00%

Line	CAPEX economic activities EUR million	Amount and percentage (the information must be presented in monetary amounts and percentages)					
		CCM + CCA		Climate Change Mitigation (CCM)		Climate Change Adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.26 of Annexes I and II of Delegated Regulation 2021/2139 in the **numerator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
2	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.27 of Annexes I and II of Delegated Regulation 2021/2139 in the **numerator** of the effective KP	0.00	0.00%	0.00	0.00%	0.00	0.00%
3	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.28 of Annexes I and II of Delegated Regulation 2021/2139 in the **numerator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
4	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.29 of Annexes I and II of Delegated Regulation 2021/2139 in the **numerator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
5	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.30 of Annexes I and II of Delegated Regulation 2021/2139 in the **numerator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
6	Amount and percentage of the financial operation aligned with the taxonomy referred to in Section 4.31 of Annexes I and II of Delegated Regulation 2021/2139 in the **numerator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
7	**Amount and percentage of other economic activities aligned with the taxonomy not mentioned in lines 1 to 6 above in the numerator of the effective KPI**	113.97	100.00%	112.63	98.82%	1.34	1.18%
8	**Total amount and percentage of economic activities aligned with the taxonomy in the numerator of the effective KPI**	113.97	100.00%	112.63	98.82%	1.34	1.18%

Economic activities eligible for, but not aligned with, the taxonomy

Line	Turnover economic activities EUR million	Amount and percentage (the information must be presented in monetary amounts and percentages)					
		CCM + CCA		Climate Change Mitigation (CCM)		Climate Change Adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and percentage of the economic activities eligible for, but not aligned with, the taxonomy referred to in Section 4.26 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
2	Amount and percentage of the economic activities eligible for, but not aligned with, the taxonomy referred to in Section 4.27 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
3	Amount and percentage of the economic activities eligible for, but not aligned with, the taxonomy referred to in Section 4.28 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
4	Amount and percentage of the economic activities eligible for, but not aligned with, the taxonomy referred to in Section 4.29 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	23.82	0.61%	23.82	0.61%	0.00	0.00%
5	Amount and percentage of the economic activities eligible for, but not aligned with, the taxonomy referred to in Section 4.30 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
6	Amount and percentage of the economic activities eligible for, but not aligned with, the taxonomy referred to in Section 4.31 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
7	**Amount and percentage of other economic activities eligible for, but not aligned with, the taxonomy, not referred in the aforementioned lines 1 to 6 in the denominator of the effective KPI**	566.865	19.58%	566.865	19.58%	0.00	0.00%
8	**Amount and percentage of other economic activities eligible for, but not aligned with, the taxonomy, in the denominator of the effective KPI**	590.68	20.19%	590.680	20.19%	0.00	0.00%

Line	CAPEX economic activities EUR million	Amount and percentage (the information must be presented in monetary amounts and percentages)					
		CCM + CCA		Climate Change Mitigation (CCM)		Climate Change Adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and percentage of the economic activities eligible for, but not aligned with, the taxonomy referred to in Section 4.26 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
2	Amount and percentage of the economic activities eligible for, but not aligned with, the taxonomy referred to in Section 4.27 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%

3	Amount and percentage of the economic activities eligible for, but not aligned with, the taxonomy referred to in Section 4.28 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
4	Amount and percentage of the economic activities eligible for, but not aligned with, the taxonomy referred to in Section 4.29 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	3.54	0.66%	3.54	0.66%	0.00	0.00%
5	Amount and percentage of the economic activities eligible for, but not aligned with, the taxonomy referred to in Section 4.30 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
6	Amount and percentage of the economic activities eligible for, but not aligned with, the taxonomy referred to in Section 4.31 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%	0.00	0.00%	0.00	0.00%
7	**Amount and percentage of other economic activities eligible for, but not aligned with, the taxonomy, not referred in the aforementioned lines 1 to 6 in the denominator of the effective KPI**	534.12	17.72%	534.12	17.72%	0.00	0.00%
8	**Amount and percentage of other economic activities eligible for, but not aligned with, the taxonomy, in the denominator of the effective KPI**	537.66	18.38%	537.66	18.38%	0.00	0.00%

Economic activities not eligible for taxonomy

Line	Turnover economic activities EUR million	Amount	Percentage
1	Amount and percentage of the economic activity referred to in line 1 of model 1 not eligible for the taxonomy according to Section 4.26 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%
2	Amount and percentage of the economic activity referred to in line 1 of model 1 not eligible for the taxonomy according to Section 4.27 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%
3	Amount and percentage of the economic activity referred to in line 1 of model 1 not eligible for the taxonomy according to Section 4.28 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%
4	Amount and percentage of the economic activity referred to in line 1 of model 1 not eligible for the taxonomy according to Section 4.29 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%
5	Amount and percentage of the economic activity referred to in line 1 of model 1 not eligible for the taxonomy according to Section 4.30 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%
6	Amount and percentage of the economic activity referred to in line 1 of model 1 not eligible for the taxonomy according to Section 4.31 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%
7	**Amount and percentage of other economic activities not eligible for taxonomy not referred in aforementioned lines 1 to 6 in the denominator of the effective KPI**	2.315.34	79.15%
8	**Total amount and percentage of economic activities not eligible for the taxonomy in the denominator of the effective KPI**	2.315.34	79.15%

Line	CAPEX economic activities EUR million	Amount	Percentage
1	Amount and percentage of the economic activity referred to in line 1 of model 1 not eligible for the taxonomy according to Section 4.26 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%

2	Amount and percentage of the economic activity referred to in line 1 of model 1 not eligible for the taxonomy according to Section 4.27 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%
3	Amount and percentage of the economic activity referred to in line 1 of model 1 not eligible for the taxonomy according to Section 4.28 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%
4	Amount and percentage of the economic activity referred to in line 1 of model 1 not eligible for the taxonomy according to Section 4.29 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%
5	Amount and percentage of the economic activity referred to in line 1 of model 1 not eligible for the taxonomy according to Section 4.30 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%
6	Amount and percentage of the economic activity referred to in line 1 of model 1 not eligible for the taxonomy according to Section 4.31 of Annexes I and II of Delegated Regulation 2021/2139 in the **denominator** of the effective KPI	0.00	0.00%
7	**Amount and percentage of other economic activities not eligible for taxonomy not referred in aforementioned lines 1 to 6 in the denominator of the effective KPI**	2.273.78	77.72%
8	**Total amount and percentage of economic activities not eligible for the taxonomy in the denominator of the effective KPI**	2.273.78	77.72%

ESG metrics

According to the ATHEX GROUP's ESG Reporting Guide, the relevant ESG indicators are divided into general metrics, which relate to economy in general, and sector-specific metrics. The general metrics are further subdivided into core metrics, to be disclosed by all the companies, and advanced metrics, which focus on more complex ESG issues.

In this context, Attica Bank was included in the ATHEX GROUP ESG index as of 17 December 2021 and the table summarizing the relevant metrics is provided below.

ESG Category	ID	Metric	Type	2023	Unit	Reference
ENVIRONMENTAL	C-E1	Scope 1 emissions - Total amount of direct emissions (Scope 1)	Quantitative	36.67	Tons CO2 equivalent (tCO2e)	31.12.2023 Financial Report
	C-E1	Scope 1 emissions - GHG intensity of Scope 1 emissions	Quantitative	ND	Ratio	
	C-E2	Scope 2 emissions - Total amount of indirect emissions (Scope 2)	Quantitative	-	Tons CO2 equivalent (tCO2e)	
	C-E2	Scope 2 emissions - GHG intensity of Scope 2 emissions	Quantitative	ND	Ratio	
	C-E3	Energy consumption and production - Total amount of energy consumed within the organisation	Quantitative	2928	Megawatt hour (MWh)	31.12.2023 Financial Report
	C-E3	Energy consumption and production - Percentage of electricity consumed	Quantitative	100%	Percentage (%)	31.12.2023 Financial Report

	C-E3	Energy consumption and production - Percentage of renewable energy consumed	Quantitative	0%	Percentage (%)	31.12.2023 Financial Report
	C-E3	Energy consumption and production - Total amount of energy produced	Quantitative	ND	Megawatt hour (MWh)	
	C-E3	Energy consumption and production - Percentage of renewable energy produced	Quantitative	ND	Percentage (%)	
	A-E1	Scope 3 emissions - Total amount of other indirect emissions (Scope 3)	Quantitative	-	Tons CO2 equivalent (tCO2e)	
	A-E1	Scope 3 emissions - GHG intensity of Scope 3 emissions	Quantitative	ND	Ratio	
	A-E2	Climate change risks and opportunities - Discussion of climate change-related risks and opportunities that can affect business operations	Qualitative	No - Not Disclosed	Qualitative	
	A-E3	Waste management - Total amount of hazardous waste	Quantitative	ND	Tons	
	A-E3	Waste management - Total amount of non-hazardous waste	Quantitative	ND	Tons	
	A-E3	Waste management - Percentage of waste by type of treatment - Recycled	Quantitative	ND	Percentage (%)	
	A-E3	Waste management - Percentage of waste by type of treatment - Composted	Quantitative	ND	Percentage (%)	
	A-E3	Waste management - Percentage of waste by type of treatment - Incinerated	Quantitative	ND	Percentage (%)	
	A-E3	Waste management - Percentage of waste by type of treatment - Landfilled	Quantitative	ND	Percentage (%)	
	A-E4	Total amount of effluent discharge containing polluting substances	Quantitative	ND	Cubic meters (m3)	
	A-E5	Biodiversity sensitive areas - Description of the impact of business operations on biodiversity sensitive areas	Qualitative	No - Not Disclosed	Qualitative	

SOCIAL	C-S1	Stakeholder engagement - Discussion of organisation's main stakeholders and analysis of key stakeholder engagement practices	Qualitative	No - Not Disclosed	Qualitative	
	C-S2	Percentage of female employees	Quantitative	57%	Percentage (%)	31.12.2023 Financial Report
	C-S3	Percentage of women in managerial positions (i.e. top 10% of employees by total compensation)	Quantitative	37%	Percentage (%)	31.12.2023 Financial Report
	C-S4	Employee turnover - Percentage of full-time employee voluntary turnover	Quantitative	14.98%	Percentage (%)	31.12.2023 Financial Report
	C-S4	Employee turnover - Percentage of full-time employee involuntary turnover	Quantitative	0.9%	Percentage (%)	31.12.2023 Financial Report
	C-S5	Employee training - Average training hours of employees in the top 10% of employees by total compensation	Quantitative	29.8	Number of hours	31.12.2023 Financial Report
	C-S5	Employee training - Average training hours of employees in the bottom 90% of employees by total compensation	Quantitative	30.12	Number of hours	31.12.2023 Financial Report
	C-S6	Human rights policy - Description of human rights policy and fundamental principles	Qualitative	Yes - Relevant clauses disclosed in other policy	Qualitative	31.12.2023 Financial Report
	C-S7	Percentage of employees covered by collective bargaining agreements	Quantitative	100%	Percentage (%)	Attica Bank Corporate Web Site
	C-S8	Supplier assessment - Discussion of supplier screening using ESG criteria	Qualitative	No - Not Disclosed	Qualitative	
	A-S1	Sustainable economic activity - Percentage of sustainable turnover	Quantitative	ND	Percentage (%)	
	A-S1	Sustainable economic activity - Percentage of sustainable CapEx	Quantitative	ND	Percentage (%)	
	A-S1	Sustainable economic activity - Percentage of sustainable OpEx	Quantitative	ND	Percentage (%)	
	A-S2	Total amount of monetary expenditure on employee training	Quantitative	280,000	Euros (€)	31.12.2023 Financial Report

	A-S3	Percentage of difference between male and female earnings	Quantitative	14%	Percentage (%)	31.12.2023 Financial Report
	A-S4	CEO pay ratio - Total CEO pay	Quantitative	292,182	Euros (€)	Attica Bank Corporate Web Site
	A-S4	CEO pay ratio - Ratio of CEO to median employee earnings	Quantitative	0.09	Ratio	31.12.2023 Financial Report
	SS-S7	Marketing practices - Description of approach in providing transparent product and service information including marketing and labelling practices	Qualitative	Yes - Disclosed	Qualitative	Attica Bank Corporate Governance Code
	SS-S10	ESG integration in business activity - Description of approach to incorporation of ESG factors in business activity	Qualitative	No - Not Disclosed	Qualitative	
CORPORATE GOVERNANCE	C-G1	Board composition - ESG related qualifications of the board members	Qualitative	No - Not Disclosed	Qualitative	
	C-G1	Board composition - Classification of the Chairman of the Board	Qualitative	Independent Non-Executive	Qualitative	31.12.2023 Financial Report
	C-G1	Board composition - Percentage of female board members	Quantitative	38%	Percentage (%)	31.12.2023 Financial Report
	C-G1	Board composition - Percentage of non-executive board members	Quantitative	54%	Percentage (%)	31.12.2023 Financial Report
	C-G1	Board composition - Percentage of both non-executive and independent board members	Quantitative	85%	Percentage (%)	31.12.2023 Financial Report
	C-G2	Sustainability oversight - Description of approach to sustainability oversight	Qualitative	Yes - Disclosed	Qualitative	Attica Bank Website
	C-G3	Materiality - Description of the materiality assessment process	Qualitative	No - Not Disclosed	Qualitative	
	C-G4	Sustainability policy - Description of sustainability policy and fundamental principles	Qualitative	No - Policy or relevant clauses not disclosed	Qualitative	
	C-G5	Business ethics policy - Description of business ethics policy and fundamental principles	Qualitative	Yes - Policy in place	Qualitative	Attica Bank Website

	C-G6	Data security policy - Description of data security policy and fundamental principles	Qualitative	Yes - Policy in place	Qualitative	Attica Bank Website
	A-G1	Business model - Discussion of business model and the creation of value	Qualitative	Yes - Disclosed	Qualitative	31.12.2023 Financial Report
	A-G2	Total amount of monetary losses as a result of business ethics violations	Quantitative	ND	Euros (€)	
	A-G3	ESG targets - Short-term targets associated with strategic ESG objectives	Qualitative	Yes - Disclosed	Qualitative	31.12.2023 Financial Report
	A-G3	ESG targets - Medium-term targets associated with strategic ESG objectives	Qualitative	Yes - Disclosed	Qualitative	31.12.2023 Financial Report
	A-G3	ESG targets - Long-term targets associated with strategic ESG objectives	Qualitative	Yes - Disclosed	Qualitative	31.12.2023 Financial Report
	A-G4	Percentage of executive's variable pay	Quantitative	N/A	Percentage (%)	
	A-G5	External assurance - Discussion of external assurance on reported ESG information	Qualitative	No - No metrics have been externally assured	Qualitative	
	SS-G1	Whistleblower policy - Description of whistleblower policies and procedures	Qualitative	Yes - Policy in place	Qualitative	Code of Ethics and Conduct + Code of Ethics and Conduct
	SS-G3	Systematic risk management - Description of systems, processes and mechanisms to reduce contributions to systematic risks and improve safeguards	Qualitative	Yes - Disclosed	Qualitative	31.12.2023 Financial Report
	SR-1-1	Sustainability Report – Publication	Qualitative	No - Not Disclosed	Qualitative	
	SR-1-2	Sustainability Report – Date of the Publication	Quantitative	No - Not Disclosed	Date	

A. Internal Control and Compliance

Internal Audit

The Internal Audit function is exercised by the Group's Internal Audit Division, which through its audits evaluates the design (adequacy) and effectiveness of the control mechanisms that make up the Internal Control System (ICS), providing its independent evaluation to the Audit Committee, and through it to the Board of Directors. It also submit proposals regarding designing systems, products and processes, in order to incorporate the appropriate control mechanisms that will strengthen the Internal Control System.

The Internal Audit Division, as an independent department from the other business units of Attica Bank, is organically subordinate and reports, regarding the issues of its operation, directly to the Audit Committee and through it to the Board of Directors, in order to safeguard its independence. The Internal Audit Division is accountable to the CEO only when it comes to administrative matters.

Regulatory Compliance & Corporate Governance

The purpose of the Regulatory Compliance & Corporate Governance Division lies in prevention and effective management of non-compliance risks by Attica Bank relating to the regulatory framework that governs its operations, by establishing appropriate policies and procedures and adopting risk identification, control and monitoring mechanisms. Particular emphasis is placed on compliance with the regulatory framework for preventing and tackling money laundering and terrorist financing. In addition, its purpose is to monitor compliance with the principles and practices under which Attica Bank is organized, operates and is managed, in order to safeguard and satisfy the legitimate interests of all those associated with the Bank.

Codes and policies

The table below presents Attica Bank's core corporate governance policies. It is worth noting that all policies are available in a dedicated section of the Intranet of the Bank. As soon as a new policy is adopted or an existing policy is revised, a relevant circular is posted on the Bank's Intranet.

Key Codes, Compliance Policies and Regulations applied by Attica Bank
• Code of Conduct and Ethics of Attica Bank and the Group
• Corporate Governance Code as has been prepared in accordance with the Hellenic Corporate Governance Council (HCGC)
• Suitability and BoD Candidate Nomination and Remuneration Policy of Attica Bank
• Corporate Social Responsibility Policy of the Attica Bank Group
• Policy for Preventing Conflict of Interest between the members of the BoD and the chief executives of Attica Bank
• Policy and evaluation procedures of the Board of Directors & Committees
• Succession planning policy for the members of the Board of Directors and the top executives
• Training and professional development policy for the members of the Board of Directors
• Policy for Persons with Special Relationship with the Bank - Affiliates
• Procedure for identifying & recording persons as related parties in the Bank's systems
• Supervisory reporting procedure
• Attica Bank Remuneration Policy
• Complaints Management Policy
• AML and Reporting Policy
• Personal Data Processing Policy
• Attica Bank Outsourcing Policy
• Policy and Procedure against violence and harassment
• Anti-fraud policy
• Whistleblowing procedure

B. Sustainable banking operations

Climate change risk assessment is a key priority for Attica Bank. The Bank assesses forthcoming environmental policies, legal requirements and climate-related guidelines in order to effectively capture and manage any transitional risks.
Attica Bank aims to reduce the environmental footprint of its operations and infrastructure. During 2023, the Bank has already implemented the following actions:

- recycling of paper, plastic cards, toner of photocopiers and printing machines, lamps, electrical & electronic devices and security systems materials;
- use of organic detergents in the Bank's buildings;
- replacing simple bulbs with energy-saving bulbs;

In particular, in 2023, in order to further save energy and reduce energy requirements, the following actions were implemented:

- Shipping for safe disposal and recycling of 818 cartons and 22 metal file and document bins.
- Replacement of luminaires energy saving LED lamps and luminaires in 2 branches and 1 administration building.
- Replacement of lamps with corresponding LEDs in 1 branch.
- Replacement or modification, where possible, of old air-conditioning units with the ones using Freon R410a, not R22.
- No additional action was taken for the energy upgrade of the Bank's existing buildings and branches

According to the aggregate data of annual electricity and water consumption for 2023, performance indicators were as follows:

- Electricity consumption: 2,787 MWH ~ 2.8 GWH
- Gas consumption of TMEDE Building: 142.5 MWH
- Water consumption: 4545 M3 ~ 4.5 ML

Regarding energy consumption expenditure, according to the data for 2023 compared to 2022, the amounts spent per category, were as follows:

- Expenditure for transport: €202,000 compared to €105,196.72 in 2022.
- Expenditure for electricity consumption: €868,650 compared to €1,388,825 in 2022.
- Expenditure for water supply: €14,620 compared to €16,081 in 2022.
- Expenditure for natural gas: €15,830 compared to €22,117 in 2022.

Given that the Bank does not have at its disposal information on:

1) mileage,
2) the fuel consumed by its vehicle fleet,

for the calculation of the amount of CO_2 emissions the following assumptions were made:

- Each vehicle travels approximately 15,000 km per calendar year.
- The CO_2 emissions gr/km are those indicated for the combined cycle, according to the registration certificate of each vehicle.
- The pollutants of replacement vehicles due to emergencies are the same as the pollutants of the vehicles they replace.

The total pollutants of the Bank's vehicles in 2023 were estimated to have amounted to 36.67 tons of CO_2.

To further develop environmental and social responsibility, the Bank has taken actions and developed initiatives regarding:

- extension of no-paper policy throughout the bank's production process, by providing special incentives to the customers and accelerating the implementation of electronic copies for accounts (E-Statement);
- using biodegradable materials throughout the bank's product chain, such as plastic for cards (from corn), forms, flyers, etc.;
- systematic management of AFIS waste / recycling of batteries (batteries)
- systematic collection of plastic caps, which in 2023 were distributed to the ENA PAIDI METRAEI T' ASTRA, in the framework of Attica Bank's participation in the action "FrontiZOUME giati noiazomaste".
- evaluating mechanical equipment to reduce energy consumption by means of targeted maintenance, replacements, upgrades;
- reducing energy consumption (operating time of air conditioners and other machines, lighting with LED lamps);
- installing photocells for lighting in all common areas and warehouses;
- the energy upgrade of buildings;
- the use of electric or hybrid cars;
- training on the relationship/role of financial institutions and climate change;
- adopting International Standards (Corporate Social Responsibility ISO 26000, Environmental Management System ISO 14001, Business Continuity ISO 22301).

Investment funding for green and sustainable development

Attica Bank participates in the Program of the Ministry of Environment and Energy "Saving at Home II" (Cycle A, B and C "EXOIKONOMO-AUTONOMO") and "EXOIKONOMO 2021".

The Bank is going to participate in the new programs, "EXOIKONOMO 2023" and "EXOIKONOMO ANAKAINIZO GIA NEOUS", announced in May 2023, implemented by the Technical Chamber of Greece (TEE) and Financial Management Body is the Hellenic Development Bank. The Programs are funded from the resources of the Recovery and Resilience Fund.

The Program design takes into account the integrated intervention of energy savings in the residential building sector (energy upgrade of residential houses of natural persons), and its main objectives are:

- reducing the energy needs of buildings;
- reducing pollutant emissions that contribute to the deterioration of the greenhouse effect;
- achieving a cleaner environment.

It also provides incentives:

- in the form of grants (direct aid);
- in the form of loans ("Save II" (Exikonomo II) Fund) with an interest rate subsidy.

In the context of the Bank's participation in the first Program Cycle, the Bank received 418 loan applications totaling 2.8 million euros, 220 applications of which have been approved, corresponding to an amount of 1.47 million euros. Out of the 217 loan agreements signed amounting to 1.44 million euros, 1.36 million euros have been disbursed to date.

In the context of the Bank's participation in the second Program Cycle (with submission period for applications having started on 22.10.2019), the Bank received 220 loan applications totaling 1.8 million euros, 79 applications of which have been approved, corresponding to an amount of 643k. Out of the 73 loan agreements signed amounting to 569k, an amount of 498k has been disbursed so far.

In the context of the Bank's participation in the third Cycle of the program "EXOIKONOMO-AUTONOMO" (with submission period for applications having started on 11.12.2020), the Bank received 1068 loan applications totaling 6.58 million euros, 534 applications of which have been approved, corresponding to an amount of 3.24 million euros. Out of the 519 loan agreements signed amounting to 3.138 million euros an amount of 2.91 million euros has been disbursed so far.

In the context of the Bank's participation in the "EXOIKONOMO 2021" programme (with submission period for applications having started on 11.12.2021), the Bank received 1496 loan applications totaling 10.74 million euros, of which 572 applications have been approved, corresponding to an amount of 4.02 million euros. Out of 539 loan agreements signed amounting to 3.81 million euros, an amount of 2.05 million euros has been disbursed so far.

Submitting for loan applications for inclusion in the "EXOIKONOMO 2023" programme expired on 15.11.2023. Following the completion of the first phase, beneficiaries will be asked to submit in the Information System the financing scheme to cover the budget (loan or equity) and to select the partner bank.

Green Co-Financed Loans

As of May 2023, the Bank participates in the Portfolio Fund under the title "Business Growth Fund" managed by EDB, within which the "Green Co-Financed Loans" Fund is being developed. The objective of the Fund is to support the access of SMEs to co-financed loans for investment purposes with 40% of the capital interest-free and a two-year subsidy of interest with partly interest-free financing, in order to implement investments in the areas of Green Mobility, Energy Saving/Energy Upgrading and Energy Production through Renewable Sources.

Attica Hospitality Sustain

In the context of enriching the Bank's products to support Greek entrepreneurship and significant segments of the Greek economy, specially designed and standardized financial products (Attica Hospitality) of short-term and medium-term loans were developed in November 2023, aimed at small and medium-sized enterprises of the hotel segment in Greece.

Attica Hospitality Sustain is a new Long Term Finance covering investment needs to achieve ESG criteria and energy upgrading, such as (indicatively) purchase and installation of photovoltaic systems for self-consumption and net-metering of energy produced, replacement of windows with new high energy efficiency windows, replacement/installation of thermal insulation, upgrade of smart control A/C system, upgrade of hot water system using renewable energy sources, etc.

Structured Finance

In alignment with the Bank's broader strategy to foster green and sustainable transition while expanding its role in financing Renewable Energy Sources (RES) projects, a dedicated Structured Finance Unit has been established. This unit comprises experienced and specialized professionals from the market.

The primary objective of this new unit is to finance RES project investments in the Greek market, including photovoltaic parks, wind farms, biogas plants, small hydroelectric plants, and energy storage units through batteries. Utilizing a range of financing tools, the unit offers tailored financing solutions, particularly in project finance (non-recourse financing), tailored to the unique characteristics of each investment project. This proactive approach ensures active contribution to project implementation.

In its first year of operation, the unit has successfully cultivated relationships with domestic and international investors, facilitating projects with a combined implementation capacity exceeding 150MW. Total new disbursements for RES projects during this period amounted to approximately 145 million euros, with the potential to double in the subsequent year.

Furthermore, the Structured Finance Unit is tasked with issuing necessary Letters of Guarantee (L/Gs) for licenses related to RES project implementation. In 2023 alone, L/Gs exceeding 195 million euros were issued by the Bank, significantly enhancing project maturity and facilitating future financing endeavors.

Renewable energy sources

Considering the Bank's strategic objectives and the increasing significance of the Renewable Energy Sources Sector in the energy landscape over the past five years, a specialized financing product has been developed to cater to this burgeoning market. Specifically, two distinct products have been introduced: one tailored for financing Small Photovoltaic Plants with a capacity of up to 500kW, and another designed for companies engaged in the construction of photovoltaic plants (self-liquidating limit).

These products are meticulously crafted to meet the unique needs of this niche market segment. They offer generous terms, including up to 80% financing of the total project cost, loan durations of up to 18 years, and grace periods of up to 12 months.

Finally, competitive pricing structures are provided, customized to suit the individual profiles of each client.

The self-liquidating limit is designed to facilitate the import or purchase of construction materials and equipment necessary for approved projects within the Renewable Energy Sources Sector. For example, it can be utilized for activities such as issuing Letters of Credit to foreign suppliers or making direct payments to domestic companies for the procurement of essential materials like PV panels, inverters, mounting bases, transformers, and wiring.

Once the construction of the PV plant is completed and the plant is successfully connected to the Grid, the entire loan amount is disbursed to the client. These disbursed funds are then directed to the developer, either to settle any outstanding financing balance or to be deposited into their account for immediate use. This mechanism effectively mitigates performance risk, ensuring that the project progresses smoothly and in accordance with the approved plan.

Through this procedure, the Bank exercises effective control over all stages of the project, thereby minimizing risk during the construction phase of the station. This is achieved by channeling all financial flows through the Bank's established processes.

Since the introduction of these products, our Bank has successfully evaluated and managed 140 photovoltaic plants, with a cumulative financing amount totaling €42 million.

Mortgage Loans

Attica Bank is committed to promoting environmental sustainability and helping customers reduce energy costs offering mortgage loans designed for the purchase, construction, or renovation of energy-efficient properties.

Through Attica My Home and Attica Eco Home products, Attica Bank provides preferential pricing to customers who opt for high-energy efficiency properties. Additionally, Attica Eco Home product specifically finances energy upgrade projects, aimed at reducing household expenses associated with cooling and heating.

Consumer Loans

Eco consumer loans finance with preferential pricing:

- operations improving the energy efficiency of the property in order to save energy and reduce the property's operating costs.
- installation of a photovoltaic system for self-consumption with energy offsetting.
- purchase of an electric/hybrid/micro L vehicle to improve the quality of life and protect the environment reducing pollutants.
- purchase of a bicycle/electric bicycle or electric motorbike, promoting green mobility.

Small Business Loans

Attica Bank offers favorable pricing options for the purchase, construction or repair of commercial properties that prioritize energy efficiency.

Attica Bank financing solutions cater to small businesses seeking to enhance energy efficiency through various means, including the acquisition of high-energy-class appliances or the implementation of building renovations.

Moreover, it provides financing to small businesses looking to invest in the purchase and installation of a photovoltaic system for energy offsetting on preferential terms, and to businesses wishing to invest in the purchase of electric commercial vehicles contributing to environmental protection.

Moreover, Attica Bank actively participates in Development and Co-funded Programs aimed at reducing energy footprint and promoting environmental sustainability for the benefit of future generations.

C. Corporate Social Responsibility

Attica Bank recognizes its responsibility towards society and especially towards the most vulnerable and promising parts of society, such as children, education and the provision of equal and fair opportunities in education, while promoting and supporting volunteerism, culture and environmental protection.

Attica Bank consistently demonstrates particular sensitivity and active participation in Corporate Social Responsibility issues and aims to enrich its actions so that the number of beneficiaries increases over time.

In 2023, significant strides were made in bolstering sports and culture, alongside robust support for vulnerable social groups through institutional backing, initiatives, and volunteer efforts. At the same time, endeavors to advance education, entrepreneurship, and environment were promoted, with a commitment to integrating ESG (Environmental, Social, Governance) principles into the bank's operations.

Education

In the field of Education, Attica Bank has entered into a strategic partnership with Infokids.gr, a leading information platform addressed to parents, educators, and professionals engaged in child and family-related matters. This collaboration aims to equip libraries in public schools across Greece with essential resources such as books, computers, and reading room furniture. Commencing in 2023, the initiative has already seen the outfitting of three libraries within the Municipality of Keratsini, including the Special Primary School, as well as the 13th and 21st Primary Schools.

In 2023, the Bank provided complimentary computer and electronic equipment to public schools nationwide, thereby facilitating their modernization and enhancing students' learning experiences. Notable contributions include the provision of computers, multifunctional devices, and printers to five public schools, along with similar support extended to educational facilities within Korydallos Prison.

Additionally, as part of broader relief efforts aimed at assisting those affected by the catastrophic floods in Thessaly, the Bank distributed school supplies to students in Palamas Karditsa. Demonstrating unwavering dedication to fostering academic excellence, Attica Bank awarded fifteen (15) scholarships to undergraduate students enrolled in programs offered by the Hellenic Open University (HOU) , thereby offering crucial financial assistance to aid in the completion of their studies.

Social contribution

Attica Bank incorporates Corporate Social Responsibility in its strategy, offering its sponsorships and donations in various sectors concerning People and Society.

In 2023, Attica Bank strengthened its collaboration with Make-A-Wish (Make-A-Wish Greece) as a Major Sponsor - Donor, assisting the work of the Organization that grants wishes that have the power to transform children lives with very serious illnesses and are an integral part of the journey to cure them. Since its inception in 1996, Make-A-Wish Greece has granted more than 3,000 wishes. With 400 volunteers across the country, Make-A-Wish grants an average of one wish every 38 hours.

In addition, for the third consecutive year, the Bank supports the work of the NGO "Emfasis" participating in the Christmas campaign "Merry Streetmas". Emfasis Foundation since 2013 has been working tirelessly to restore the dignity of people experiencing multiple forms of homelessness.

Finally, in 2023, donations supported the Kapandriti Polyendri Volunteer Group to purchase firefighting equipment, the Charitable Non-Profit Association of Parents and Guardians of Disabled People of Imathia "THE CHILDREN OF SPRING" to complete the construction of a building to cover day care and employment of disabled people, etc.

Sport and culture

In the field of Sports, Attica Bank sponsored the men's basketball team of the Gymnastics Club of Maroussi for their participation in the Greek men's basketball championship, the A1 National League (Basket League), during the 2023-2024 season. Following their remarkable achievement in the previous season, where the team clinched the title of Champion in the Elite League – Errikos Dynan (formerly A2), their return to the Basket League (A1) after an eleven-year hiatus was secured. This triumphant comeback not only reinstated their position in the country's top-tier league but also reaffirmed their status among the prominent entities in Greek sports. By extending its sponsorship, Attica Bank actively supported the men's basketball team's ascent to the premier division (A1), while simultaneously championing the endeavors of a historical Association to engage youth in sports activities. Moreover, the Bank's backing facilitated the enhancement of coaching resources, thereby enriching the overall athletic experience for the players.

Moreover, in 2023, Attica Bank's contribution in Culture was remarkable. Aiming at promoting our national heritage, Attica Bank participated as a sponsor in the concert of the esteemed tenor Plácido Domingo, which took place in July 2023 at the Toplou Monastery in Sitia, Crete. The concert of the last legend of opera, Plácido Domingo, apart from being a historic moment for Toplou Monastery, became a milestone for the region of Sitia and Crete in general, as it was characterized as a top cultural event of the summer both locally and nationwide.

In addition, throughout the year, Attica Bank sponsored actions that fostered entrepreneurship, such as the 5th Business Awards "THALES MELISIOS", the 2nd International Forum for Women Entrepreneurship, etc.

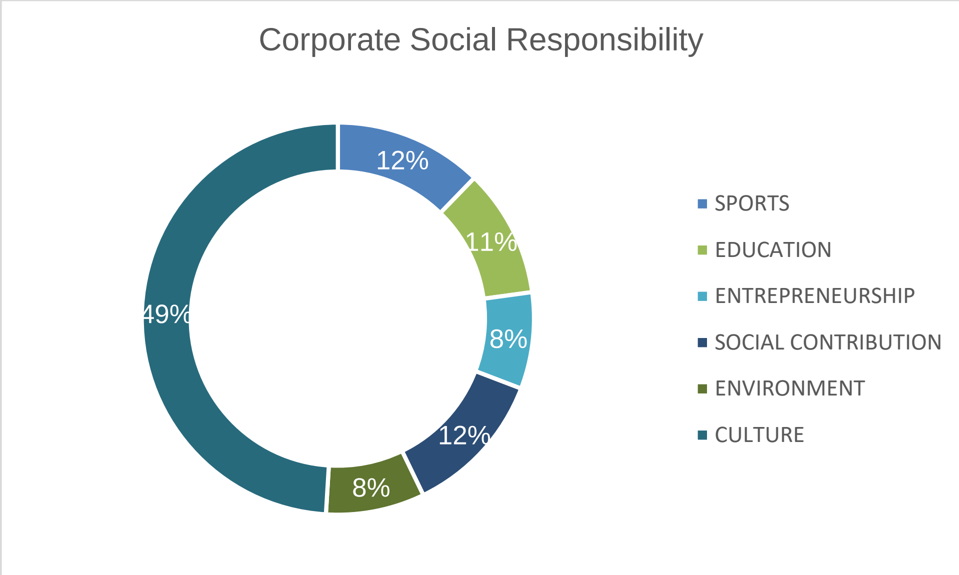
In the past year Attica Bank sponsored conferences on issues related to its activities and directly linked to its strategic objectives for sustainability. In particular, it sponsored the "Green Deal Greece 2023" Conference, which was organized for the 3rd consecutive year by the Technical Chamber of Greece and economix.gr and was entitled: "Resilience of infrastructures and regions, today and tomorrow: challenges, threats and opportunities, for green transformation".

Volunteering

A significant part of the Bank's Corporate Social Responsibility activities is based on volunteerism of its employees, aiming through participation and solidarity to support socially vulnerable groups, as well as our fellow human beings who have emergency needs, showing particular sensitivity towards children. With the voluntary participation of its employees, in recent years, at the beginning of every school year, necessary school supplies are offered to the students. In 2023, Attica Bank and its employees collected and donated school supplies to the SOS Children's Villages.

With great sensitivity and active reflexes, the Bank's employees mobilized immediately after the floods in Thessaly, collecting essentials, school supplies, toys, etc. These were distributed in cooperation with the National Volunteer Coordination Centre "HelpHellas" in the framework of the "Help Thessalia" initiative. In addition, the Bank sent more than 2,600 water packages (6 x 1.5l) to cover the first needs of the affected people in the region. The Bank also donated additional funds to HelpHellas to cover its needs as part of its efforts to provide assistance to the people of Thessaly.

Finally, with the voluntary participation of the Attica Bank people, essential goods were collected and delivered to the Hellenic Red Cross as humanitarian aid to the victims of the deadly earthquake in Turkey and Syria.



Attica Bank complies with decisions requiring that it should not cooperate with countries, companies or individuals supporting terrorism or violating human rights. It does not, directly or indirectly, support political parties and organizations.

Also, Attica Bank, in the context of its initiatives on matters that benefit employees and society in general, has taken the following actions:

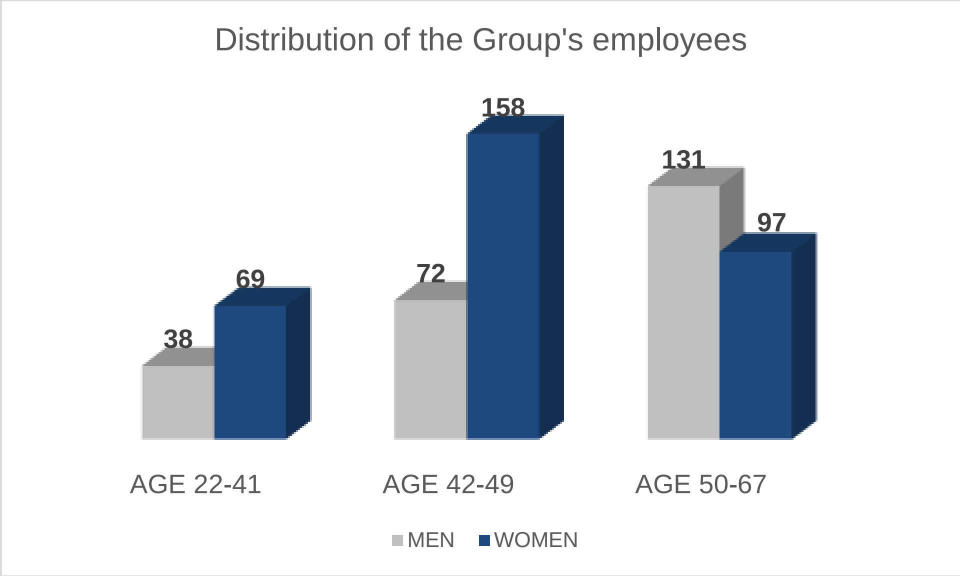
- maintenance of the "Blood Bank" in collaboration with the relevant Association of Bank Employees;
- establishment of a training program for senior undergraduates/graduates and/or postgraduate students, to provide them with the necessary skills for their smooth integration in the labor market.

D. Human Resources

Attica Bank recognizes the crucial role of human resources in achieving its strategic goals. A key parameter in business planning is the optimal utilization and promotion of human resources both for the added value created in terms of individual progress and success but also by extension for the organization as a whole in achieving its goals. Attica Bank has always defended and promoted:

- equal treatment and respect for staff diversity,
- cultivation of a positive environment and cooperation,
- vocational training as a means of individual development and enhancement of overall effectiveness as well as,
- safe working conditions.

As at 31 December 2023, Attica Bank employed 565 people. The gender distribution of staff reflects the protection of equal opportunities advocated by Attica Bank, as the percentage of women is about 58% of the total number of employees.
Regarding the age distribution of the majority of the human resources gathered at Attica Bank, about 60% of the human resources are under 50 years old, while about 19% are up to 41 years old.



The Bank is committed to development and evolution of its human resources, and:

- Implements a meritocratic system of performance evaluation, promotions and remuneration, aiming at the recognition, reward and commitment of human resources,
- Invests in the continuous improvement of the skills of human resources, ensuring access to knowledge for all subjects and jobs,
- Constantly ensures the achievement of a safe and healthy working environment,
- Provides equal rights and opportunities to all, fostering a positive climate and strengthening the commitment of its employees.
- Adopts a flexible working model, allowing for rotational work arrangements that can be carried out remotely or from our premises. Flexible working hours are also implemented to accommodate the needs of our employees, thereby promoting a healthy work-life balance.

Internal Communication

Attica Bank aims at improving the employee's experience and consequent strengthening their commitment, enhances internal communication. On a monthly basis, the Attica Stories newsletter is published, which hosts the Bank's news and internal developments and changes. This way all the employees are aware of the organization's insights. Moreover, in order to enhance communication and the participation of everyone in the operational development and improvement of daily work, the Bank's management team organizes open discussions with the human resources. Each discussion is attended by a certain number of employees from different units, randomly selected, and a member of the Executive Committee. The agenda to be discussed is the subject of action by Bank working groups. In the same context, meetings are held between new recruits, once their integration process in the Bank has been completed, and the Managing Director in order to raise any questions they may have in relation to the working environment and the organisation. Finally, through the HR self-service portal available to the employees, common codes of understanding and communication are established and a unified culture is fostered with a new approach to change. The ultimate goal is the transition to the new corporate identity with the main focus on the effective development of the new business model.

Equal opportunities

Attica Bank, with a sense of responsibility and taking into account the guidelines of the Organization for Economic Co-operation and Development (OECD) for the operations and key employment contracts of the International Labor Organization (ILO), supports and defends human rights and is committed to protecting them through of the Code of Conduct and Ethics.

Attica Bank promotes equal opportunities, equal treatment and freedom of expression among its employees. It recognizes that diversity is a key component of a responsible business strategy and excludes all forms of discrimination, harassment or unprofessional behavior at work, while prohibiting any form of forced labor.

Attica Bank is the first bank in Greece to join the Diversity Charter for Greek businesses, incorporating ESG and corporate responsibility criteria into its operations. The Diversity Charter, an initiative of the European Commission to promote diversity in business, was established in Greece in 2019. Greece became the 23rd country to sign the Charter. Its aim is to serve as a means of commitment for the implementation of equal opportunities and diversity in every working environment in Greece. The signing of the Diversity Charter sealed our commitment to a corporate culture free of discrimination and prejudice.

Respect for human rights is fundamental to the sustainable development of both Attica Bank and the communities in which it operates. Recognizing the risk of human rights violations, Attica Bank encourages the reporting thereof by establishing a confidential communication channel, the operation of which has been communicated to everyone in the staff, where any reports are evaluated and investigated by the Internal Audit Division. Moreover, recognizing the risk of human rights abuses by third parties, Attica Bank fully complies with decisions prohibiting cooperation with countries, companies or individuals that support violence and terrorism.

Recognized human rights risks for Attica Bank include:

- Human rights violations (e.g. freedom of association, collective bargaining agreements, forced or compulsory labor, child labor, etc.).
- Lack or inefficient functioning of mechanisms for handling and resolving complaints related to human rights issues).
- Incidents of discrimination against customers.

Attica Bank has issued a relevant Policy (AML and Reporting Policy) and has established the related control mechanisms, in order to mitigate the relevant risks.

Fees and benefits

Attica Bank recognizes the dedication and contribution of its human resources and implements modern reward systems. Specifically, the Revenue Policy has been established, harmonized with the overall operating policy of the Group, which is part of its corporate governance. This policy is reviewed on an annual basis with the aim of attracting and retaining human resources, as well as achieving compliance with any legislative and supervisory restrictions, and aims to the following:

- The promotion of the business strategy, objectives and long-term interests of Attica Bank and its shareholders, in accordance with the current market conditions in the sector and the respective practices of the other Banks for the retention and attraction of human resources.
- The promotion of corporate culture and values,
- The promotion of sound and effective management and coverage of perceived or future risks while discouraging risk-taking by Attica Bank,
- Contributing to the prevention or minimization of situations of conflict of interest or influence, which are detrimental to risk management,
- Responding to the general principles and requirements of transparency where required, as well as to the current institutional framework.

As part of providing an attractive payroll package, Attica Bank indicatively provides:

- life insurance and hospital care of its staff through a Group Insurance Policy;
- primary Healthcare Benefit Program, which includes a wide range of medical and dental procedures as well as other examinations;
- rechargeable electronic meal voucher,;
- possibility to grant loans to staff, with a maximum amount of up to five (5) gross monthly salaries to cover emergencies;
- financial awards to employees' children when they excel, as well as those admitted to Greek universities and technology institutes.
- Employees are given the opportunity to participate in LAK III for their children's assistance
- Employees are given the opportunity to participate in the LAK II
- Career guidance program for the children of employees attending high school classes
- Granting of discounts on products and services offered by third companies to Attica Bank employees.

Training and Development of Human Resources

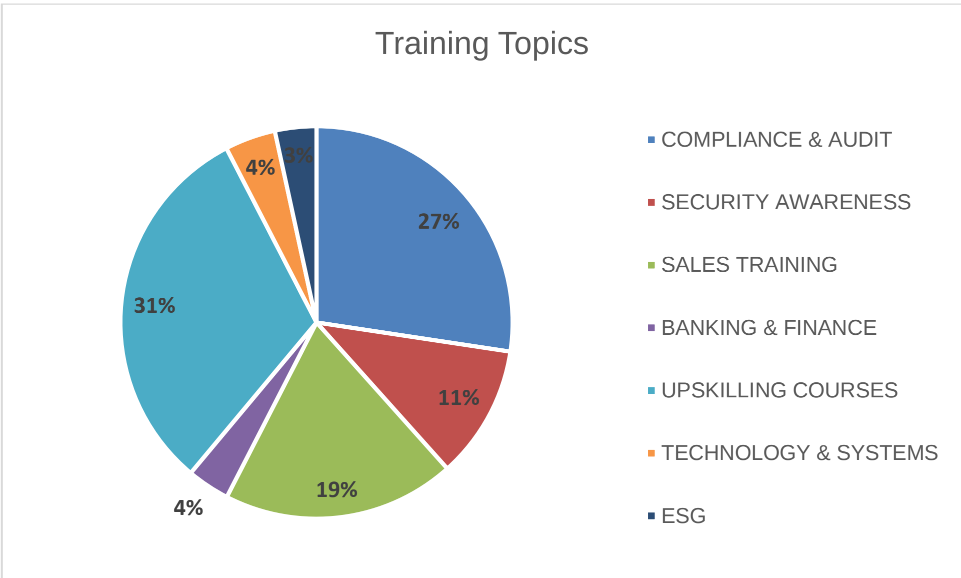
The upskilling of human resources is a critical parameter in the transformation and adaptation dynamics of any organization, given the volatility and speed of developments in all sectors, including banking. Attica Bank invests over time in the development of human resources, adapting educational planning to the needs of its business plan and aiming at:

- the timely and smooth adaptation of knowledge and expertise to the new requirements of technology, organization and modern banking practice,
- development of vocational training and experience; and
- enhancing the commitment of its employees through their personal development,

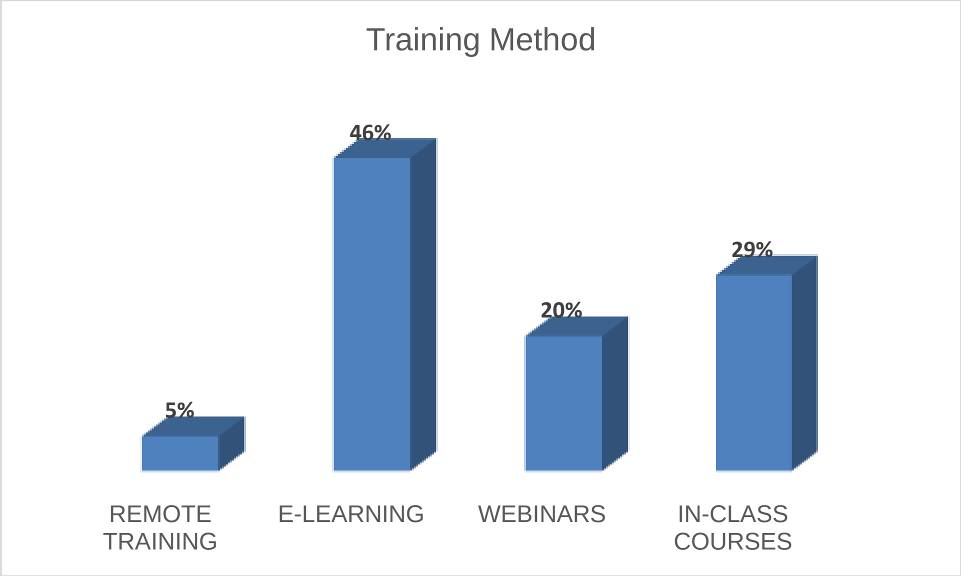
Training concerns all human resources and is continuous and based on the needs that arise for each employee. Its implementation is determined by the framework set by the respective Training and Development Policy, which refers to all the options, actions and means used by the Bank to invest in the development of its human resources.

In 2023, training activity was carried out mostly through remote training or e-learning with an average number of training man-hours per employee being 18 hours.

The training topics which were covered are analyzed as follows:



The following diagram presents the educational activity per methodology used:



The educational activity also concerns the assurance of the level of competence required for obtaining the Certificates of Professional Competence, based on the framework provided by the Bank of Greece. More specifically, the coverage of professional competence certifications in the roles of service units is ensured, the subject of which is the provision of Investment Advice, or concerns the Distribution of Insurance and Reinsurance Products or Products of Housing Loyalty. Furthermore, Attica Bank encourages the acquisition of professional certifications in other disciplines, such as Auditing, Fraud, IT, Accounting, Regulatory Compliance, etc. The commitment to invest in knowledge is confirmed for another year, in 2023, by the institution of the postgraduate subsidy for employees, which was launched in 2000. In particular, scholarships are awarded for courses in Banking and Finance, or in topics that are necessary to support banking operations (e.g. administration, statistics, risk management, IT, marketing, etc.).

In addition, the Training and Professional Development policy for the members of the Board of Directors has been established, through which the members of the Board of Directors are given the opportunity to enrich their knowledge in the business model of the Group and further develop their professional skills, with the ultimate objective of making a substantial contribution to the management.

Health and safety

While applying the applicable legal framework, Attica Bank has staffed all its facilities with an Occupational Physician and a Safety Technician in order to protect the health and safety of its employees.

In particular, emphasis is placed on preventing and continuously improving the occupational health and safety of its employees by:

- implementing training programs for employee's health and safety;
- performing evacuation drills in cases of fire, earthquake, terrorist acts, etc., for the purpose of which a Physical Security Regulation and a Circular on the "Emergency Response and Evacuation Plan" have been issued.
- planning visits by the Safety Technician and the Occupational Physician in accordance with the applicable laws.

Associations

As defined in the Staff Regulations, in sectoral and business Collective Labour Agreements, in national and EU laws, as well as in international protocols, Attica Bank respects the constitutional right of every employee to participate in trade unions.

Attica Bank has set up and operates the Bank of Attica Employees Association (SYTA), which is the statutory trade union that at the end of 2023 is representing 486 registered members, i.e. more than 86% of the total regular staff of the Bank, which acts institutionally for the progress of the employees and the robust course of the Bank, in the clearly defined framework that governs the relations of the social partners of the company.

E. Relationships with Customers and Suppliers

In the context of its responsible operations, Attica Bank has established policies and procedures which define the principles and regulations for the effective management of procurement and the outsourcing of activities to third parties. In particular, it has enacted a Cost Approval Policy and an Outsourcing Policy, which promote transparency and impartiality and ensure proper risk management through the establishment of specific criteria and procedures. Also, based on the Outsourcing Policy, regular inspections of the relations with the providers are carried out regularly, while the risks arising from such relations are also evaluated based on predetermined criteria and are monitored on a regular basis.

The main suppliers of Attica Bank are computer service providers, customer service and network support companies. According to the Code of Conduct and Ethics, staff members must comply with all procedures provided for the examination, evaluation and selection of suppliers on behalf of Attica Bank, applying objective criteria, thus safeguarding the Group's reputation and interests.

In order to manage the risk of breach of the existing legislation by third parties to whom the execution of projects has been outsourced, the contracts include terms regarding the obligation of third parties to comply with the provisions of labor and insurance legislation, legislation for the health and safety of employees and legislation for the prevention of occupational risk.

F. Combating corruption

Attica Bank's Management adopts a policy of zero tolerance for fraudulent, and generally illegal, actions. These actions are contrary to the fundamental values and principles (recorded in Attica Bank's Code of Conduct and Ethics) that govern Attica Bank's business activities and pose a significant risk to it, with a serious impact on its reputation and the interests of customers, shareholders and employees.

In this context, and taking into account the guidelines of the Organization for Economic Co-operation and Development (OECD) for businesses, Attica Bank has established the following policies to prevent and tackle corruption and bribery.

Please note that no cases of corruption were recorded in Attica Bank in 2023.

Code of Conduct and Ethics

The Code of Conduct and Ethics establishes values and principles and sets standards of conduct and rules for tackling corruption and bribery, phenomena which could jeopardize Attica Bank's reputation and interests. According to the Code of Conduct and Ethics, no member of the staff of Attica Bank or first-degree relatives thereof may be involved in bribery / money laundering in any form, either directly or indirectly.

Conflict of Interest Policy

Attica Bank acknowledges the risk of conflict of interest when conducting business and providing investment and banking services. In this context, it has established the Policy for Conflict of Interest and the Policy for the Prevention of Conflict of Interest for the Members of the Board of Directors and the top executives of the Bank, defining a series of organizational measures, procedures and systems for preventing and/or managing real or potential cases of conflict of interest.

Policy on Preventing Money Laundering and Terrorism Financing

The Policy on Preventing Money Laundering and Terrorism Financing defines due diligence procedures regarding customers, in full compliance with the Financial Action Task Force (F.A.T.F.). and its recommendations. The due diligence measures include certification and verification of the identity of the customer and the actual beneficiary, the exercise of continuous supervision over the business relationship, the thorough examination of transactions and the immediate notification of the competent Commission and the Bank of Greece, when there are serious indications or suspicions that money laundering or financing of terrorism is being committed or attempted, has been committed or attempted.

Anti-Fraud Policy

To ensure its efficient and safe operation and prevent fraud, Attica Bank will establish its Anti-fraud policy. That policy shall include an assessment of the risks associated with the payment services provided, as well as a description of the security audit and risk mitigation measures that will be taken to adequately protect payment users and payment services against the risk of fraud. Specifically, it seeks to:

- establishing specific principles and rules regarding fraud issues,
- raising awareness and vigilance of the Group's personnel to enable then to recognize and avoid fraud-related actions,
- developing the systems, procedures and control mechanisms to help prevent and combat fraud.

Compliance with the Anti-Fraud Policy is integrally linked to Attica Bank's dynamism and credibility and is incorporated in all its operations, aiming at limiting the risk of fraud and minimizing the potential consequences of the potential occurrence of this risk.

In order to raise awareness among the staff and to formulate a uniform attitude for the prevention, deterrence and response to incidents of corruption and bribery, training programs are conducted on a regular basis, which are relevant to the legislative framework, including training on the prevention and suppression of money laundering and terrorist financing.

Complaint Management Policy

Attica Bank has established a Complaint Management Policy which sets out the rules for the effective management of customer complaints-reports-protests regarding the services offered to them.

Policy against violence and harassment

With a relevant Circular, the Policy against Violence and Harassment in the Workplace was disclosed to all the human resources of the Bank on 30 March 2022, under the Collective Labour Agreement, which is an integral part of the Staff Regulations as an annex.

The Bank supports the right of all its employees to work without being the target of any form of violence in their workplace. In accordance with its values and work culture, it ensures the health and safety of its employees, adopting a policy of zero tolerance towards unethical behaviors and incidents of violence, harassment and intimidation inside or outside its workplace.

The Policy provides guidelines to the Bank's Management and Human Resources for preventing and intervening in cases of violence, harassment, and intimidation in the workplace.

The Bank expressly commits itself to a work environment free from violence, harassment and intimidation, prohibits and condemns any form of discrimination and violence that violates the individual's right to personality, health and safety. More specifically:

- The Bank will investigate in detail any complaints/grievances that may arise in connection with the violation of this policy.
- Any breach or attempt to breach this policy is considered unacceptable and is subject to the appropriate consequences.

This Policy is drafted in accordance with the European Directives and the National Institutional Framework based, in particular, on the following:

- Law 4808/2021 on protection of labour, which prohibits all forms of violence and harassment in the workplace, whether related to it or arising from it, including violence and harassment due to sex and sexual harassment
- The Bank's Code of Conduct and Ethics
- The Bank's Staff Regulations
- The Bank's Occupational Risk Assessment regarding violence and harassment.

The main purpose of the development of the Policy and Procedure against Violence & Harassment is to immediately prevent and handle all incidents of violence and harassment or intimidation, before, during, and after their occurrence, as well as to highlight the Bank's responsibility and commitment towards the protection of the health, safety and diversity of all its employees, regardless of factors such as gender, age, religious beliefs, etc.

The Policy and Procedure Policy against Violence and Harassment is addressed to and binding on the members of Management and all the Human Resources of the Bank under a full-time, part-time, temporary or permanent employment contract, including apprentices, subcontractors (including their employees), volunteers, external partners and individuals who have joined the Bank under existing and future employment grant programs. - The Bank will ensure that persons who are not subject to the Staff Regulations will sign a contract to ensure their compliance with this Policy, and in case of violation, all appropriate measures will be taken for the proportional application of the terms hereof (such as, among others, removal/replacement, termination of the contract, etc.).

By act of the Bank's Management, a Committee for the Evaluation of Eponymous and Anonymous Reports of Violence and Harassment will be established.

The task of the Committee is to evaluate the eponymous and anonymous complaints/reports received by the Head of Complaints and Grievances, as well as their accompanying material.

The Committee evaluates the eponymous and anonymous complaints/reports received and decides whether they are credible and worth to be investigated or not.

Reports/Complaints

Attica Bank has set up a confidential communication channel, which provides an opportunity for the staff to report anonymously serious irregularities, omissions, criminal acts and illegal practices that came to their notice during the performance of their duties. In 2023, the Head of the Compliance and Corporate Governance Division was appointed as the Head of Receipt and Monitoring of Reports (HRMR). All reports are evaluated and investigated by the Internal Audit Division in complete confidentiality, and the Division immediately informs the Management and the Audit Committee.

G. EXPLANATORY REPORT ART. 4, par. 7 & 8, LAW 3556/2007

This Board of Directors explanatory report (in conformance with article 4 of Law 3556/2007) addressed to the General Meeting of shareholders contains information as was on 31.12.2023.

a. Share capital structure

By the decision of the Extraordinary General Meeting of the shareholders held on 30.12.2022, it was decided to increase the Bank's share capital by 1.753.136,55 euros by issuing 35.062.731 new common nominal shares of nominal value 0,05 each, with preference rights in favour of the existing shareholders of the Bank. The difference between the nominal value of the New Shares and their issue price, i.e. a total of 471,593,731.95 euros, following the full coverage of the Increase, was credited to the Bank's equity account "Share premium". Following the above, the total share capital of the Bank amounted to 2,251,696.05 euros and is divided into 45,033,921 common, nominal shares of nominal value 0.05 each.

On 08.11.2023, the Board of Directors decided to capitalize the special reserve amounting to 63.944.501,88 euros formed in accordance with of the provisions of Article 27A of Law. 4172/2013 and the Act of the Council of Ministers as of 28/06.07.2021, as amended and effective, and the increase of the Bank's share capital by a nominal value of 249,012.80 euros by issuing 4,980,256 common shares of nominal value 0.05 each. The positive difference between the amount from the special reserve corresponding to the registered securities, i.e. the amount of the redemption value of the securities (as calculated in accordance with par. 2 of Article 27A of Law No. 4172/2013 and Article 5(1) of the PSA) and the nominal value of the new shares, i.e. a total amount of 63,695,489.08 euros, was credited, in accordance with Article 5(6) of the ACM, to the Bank's equity account "Share premium". Following the above, the total share capital of the Bank amounts to 2,500,708.85 euros and is divided into 50,014,177 common, nominal shares of nominal value 0.05 euros each.

The common shares are listed for trading on the Athens Stock Exchange. The Bank's shares are common nominal shares with voting rights. Each share of the Bank incorporates all the rights and obligations established by the Law and the Bank's Articles of Association. The possession of the securities - shares, as provided by law, automatically implies the acceptance of the Bank's Articles of Association and the legal resolutions of the General Meeting of the Bank. The liability of shareholders is limited to the nominal value of the shares they hold. Shareholders participate in the distribution of profits or other distributions in accordance with the Law and the Articles of Association. The rights and obligations arising from each share shall follow the title of that share to any holder thereof. Shareholders exercise their rights in relation to the management of the Bank through General Meetings and participate in the General Meeting of Shareholders in accordance with the Law and the Articles of Association.

- Equity shares

On 31.12.2023, the Bank did not hold equity shares.

It is noted that according to the decision 1/503/13.03.2009 of the Board of Directors of the Hellenic Capital Market Commission, acquisition of equity shares and their retention for future acquisition of shares of another company is considered to be an acceptable market practice.

b. Limitations regarding the transfer of the Bank's shares

The Bank's shares shall be transferred in conformance with the law and there are no limitations regarding the transfer stipulated by its Articles of Association.

c. Significant direct or indirect participations within the meaning of the provisions of the Presidential Decree 51/1992 and the provisions of the Articles 9 and 11 of L. 3556/2007

The following table lists the most important direct participations in the Bank's share capital within the meaning of provisions of articles of Law 3556/07 on 31.12.2023:

	Shares	Holding
HELLENIC FINANCIAL STABILITY FUND	36,279,370	72.5%
SINGLE SOCIAL SECURITY AGENCY (e-EFKA)	3,781,986	7.6%
PANCRETA BANK	2,506,921	5.0%
THRIVEST HOLDING LTD	2,211,989	4.4%
ENGINEERS AND PUBLIC WORKS CONTRACTORS FUND	2,005,279	4.4%

Following the relevant notification of the EPWCF dated 02.05.2023 regarding significant changes in voting rights, received in accordance with the provisions of Law no. 3556/2007, as effective, the Bank was informed that, with the completion of the share capital increase decided by the General Meeting of Shareholders on 30.12.2022, and as of 28.04.2023 (date of commencement of trading of the new shares on the Athens Stock Exchange), the percentage of total voting rights held by EPWCF in the Bank's share capital is 4.45%, which corresponds to 2,005,279 voting rights of common nominal shares out of a total of 45,033,921 common nominal shares. The corresponding percentage held by EPWCF prior to the completion of the relevant increase was 20.11%, corresponding to 2,005,279 voting rights of common nominal shares out of a total of 9,971,190 shares.

Following the relevant notification of the Pancreta Bank dated 03.05.2023 regarding significant changes in voting rights, received in accordance with the provisions of Law no. 3556/2007 as effective, the Bank was informed that, with the completion of the share capital increase decided by the General Meeting of Shareholders on 30.12.2022 and as of 28.04.2023 (date of commencement of trading of the new shares on the Athens Stock Exchange), the percentage of voting rights held by Pancreta Bank in the Bank's share capital is 5.57%, which corresponds to 2,506,921 voting rights of common nominal shares out of a total of 45,033,921 common nominal shares.

Following the relevant notification of the Hellenic Financial Stability Fund (HFSF) dated 13.11.2023 regarding significant changes in voting rights, received in accordance with the provisions of Article 7a of Law 3864/2010, in conjunction with the provisions of Article 9 par. 5 of Law 3556/2007, as effective, the Bank was informed that, the percentage of total voting rights held by the HFSF has increased from 69.5% to 72.5%, following the listing on the Main Market of the Regulated Market of the Athens Stock Exchange of the total of 4,980,256 new common nominal shares of the Bank issued upon conversion of securities in the context of the implementation of the provisions of Article 27A of Law 3556/2007. 4172/2013 ("DTC") and the relevant Articles of the Act of the Council of Ministers 28/06.07.2021, as amended by the Act of the Council of Ministers No. 34/25.08.2021 (jointly ACM).

It is to be noted that following the listing on the Main Market of the Regulated Market of the Athens Exchange of the total of 4,980,256 new common nominal shares of the Bank issued upon conversion of securities in the context of the implementation of the provisions of Article 27A of Law No. 4172/2013 ("DTC") and the relevant Articles of the Act of the Council of Ministers 28/06.07.2021, as amended by the Act of the Council of Ministers No. 34/25.08.2021 (jointly the ACM), the percentage of the total voting rights held by the following major shareholders, other than HFSF, in the Bank's share capital is as follows:

- e-EFKA to 7.6%.
- HFSF to 4.0%
- Pancreta Bank to 5.0% and
- THRIVEST HOLDINGS LTD to 4.4%

d. Holders of all kinds of shares that confer special control rights

Following the conversion of the warrants held by the Greek State into common nominal shares and the transfer of these shares to the Hellenic Financial Stability Fund, in accordance with the last sub-paragraph of paragraph 6 of Article 27A of Law 4172/2013, as well as the relevant Articles of the Act of the Council of Ministers 28/06. 07.2021, as amended by the Act of the Council of Ministers No. 34/25.08.2021, the HFSF became a shareholder of the Bank. As a consequence, the HFSF has the rights specified and arising from Law No. 3864/2010, as amended, and in particular as provided for in the Relationship Framework Agreement, which was signed with the Bank on 17 March 2022. Apart from the above, there are no holders of common shares of the Bank that confer special control rights.

e. Limitations on voting rights

There are no limitations on voting rights.

f. Shareholder agreements (known to the issuer) that give rise to limitations on the transfer of shares/exercise of voting rights.

On 20.04.2023 an investment agreement was signed between the Hellenic Financial Stability Fund, Thrivest Holding Ltd, Pancreta Bank and Attica Bank on the commercial terms for the participation of the HFSF, Thrivest and Pancreta in the Capital Increase and their investment in the Bank. It should be noted that EPWCF notified the Bank of its decision not to participate in this agreement. It is noted that, according to the information received by the Bank from the HFSF, the 30.09/2022 Basic Terms Agreement between the HFSF and EPWCF, including the previous agreements between them, shall cease to be effective upon the signing of the above agreement. There are no other active shareholder agreements known to the Bank up to 31.12.2023 which entail restrictions on the transfer of shares/exercise of voting rights.

g. Rules regarding the appointment and replacement of members of the Board of Directors and the modification of the Articles of Association.

According to L. 3864/2010 as in place and based on the Relationship Framework Agreement, drafted with the Bank on 17th March 2022 for as long as HFSF is a shareholder of the Bank has the right to appoint a representative in the Bank's Board of Directors. The direct appointment of the HFSF's representative in the Bank's BoD, based on the above, does not hinder HFSF from fully exercising its rights as shareholder according to L. 4548/2018 including the rights arising from article 79 of this law.

For the rest, there are no rules for appointing/replacing BoD members or amending the Articles of Association that differ from Law 4548/2018 and Law 4706/2020.

h. Authority of the Board of Directors or certain members thereof to issue new shares or purchase own shares.

The authority to issue new shares exists only if the conditions of article 6 of the Bank's Articles of Association are met.

The Bank did not establish any program for the purchase of own shares neither purchased any own shares in 2023.

i. Significant agreement entering into force, is modified or expires in regard to the control of the issuer following a public offer and the results thereof, unless its disclosure would cause serious damage to the issuer (exception to disclosure does not apply when the obligation of disclosure arises from other provisions).

There is no agreement that will enter into force, will be modified or expire in the event of any change in the control of the Bank following a public offer.

j. Agreements concluded between the Bank and members of its Board of Directors or its employees that provide for compensation in the event of resignation or dismissal without valid reason or in the event of termination of term of office or the employment thereof due to a public offer.

There are agreements concluded between the Bank and the Senior Management that provide for a compensation in the event of termination without valid reason.

There are no agreements concluded by the Bank that provide for a compensation in the event of termination of term of office or the employment thereof due to a public offer.

Alternative Performance measures

According to European Securities and Markets Authority (ESMA) guidelines in relation to Alternative Performance Measures (APMs) which published in October 2015 and came into force on 3 July 2016, on the following tables are disclosed the definitions and the calculations of the related (APMs) which are included to Board of Directors annual Financial Report 2023.

Definition		Calculation			31.12.2023	31.12.2022
Accumulated Provisions to cover Credit Risk / Loans and advances to customers before provisions	The ratio reflects the relationship between the total provisions to cover credit risk to total loans	Numerator	+	Accumulated provisions to cover credit risk	1,215,868	406,553
		Denominator	+	Loans and advances to customers before provisions	3,483,760	1,682,338
		Ratio	=		**34.9%**	**24.2%**

Definition		Calculation			31.12.2023	31.12.2022
Expected credit losses/ Operating income	The ratio reflects the relationship between the provisions to cover credit risk carried out in the current year to total income	Numerator	+	Provisions to cover credit risk	(613)	306,973
		Denominator	+	Income from Operating Activities	111,073	48,284
			-	Non-recurring profit *	16,607	0
		Ratio	=		**-0.6%**	**635.8%**

Definition		Calculation			31.12.2023	31.12.2022
Profit / (Losses) after taxes / Operating income	The ratio reflects the relationship between the Profit or Loss after tax and the Total Income	Numerator	+	Profit / (Losses) after taxes	27,616	(386,567)
		Denominator	+	Income from Operating Activities	111,073	48,284
			-	Non-recurring profit *	16,607	0
		Ratio	=		**29.2%**	**-800.6%**

	Definition	Calculation			31.12.2023	31.12.2022
Expenses / Income Ratio	The ratio reflects the relationship between recurring expenses and income of the period	Numerator	+	Personnel expenses	37,712	33,883
			-	Staff leaving expense	5,291	3,441
			+	General operating expenses	27,687	39,189
			-	Non-recurring expenses *	3,657	15,094
			+	Depreciation	15,737	17,132
		Denominator	+	Income from operating activities	111,073	48,284
			-	Non-recurring profit *	16,607	0
		Ratio	**=**		**76.4%**	**148.4%**

	Definition	Calculation			31.12.2023	31.12.2022
Loans and Advances to customers (before provisions) to Deposit Ratio	The ratio reflects the relationship of loans and advances to customers before provisions to due to customers	Numerator	+	Loans and advances to customers before provisions	3,483,760	1,682,338
		Denominator	+	Due to customers	3,146,184	2,966,101
		Ratio			**110.7%**	**56.7%**

The non-recurring effects for 2022 are considered to be expenses of around EUR 15.1 million, which relate to consultants' fees under the Bank's shareholders' agreement and revenue of around EUR 5.5 million relating to the NPE management fee.

The following are considered as non-recurring expenses for 2023: a) settlement costs of the former pre-pension plan of EUR 1.064 million, b) depreciation of EUR 268 thousand, c) consultancy costs of EUR 2.3 million.

The following are considered as non-recurring gains for 2023 : a) Profit from the sale of the ASTIR 1 portfolio of EUR 2.5 million, b) Profit from the revaluation of the Investment Property price due to the agreed sale price of EUR 6.2 million. (c) Profit of the reacquisition of all mezzanine notes of the Metexelixis securitization and the junior notes of the Omega securitization against the amount of EUR 6.8 million. d) Reversal of provisions for bad debts of the subsidiary "Attica Bancassurance Agency S.A." amounting to EUR 0.67 million and e) Other income of EUR 0.36 million.

Declaration of Corporate Governance on the Financial Year 2023

CORPORATE GOVERNANCE STATEMENT WITH REPORT DATE 31.12.2023

Introduction

Attica Bank, in accordance with the Greek law and the optimal corporate governance practices, has adopted and implements a Corporate Governance Code, which is posted on the Bank website.(www.atticabank.gr)

The Bank has adopted and is implementing a Corporate Governance Code, which has been established in accordance with the standards of the Hellenic Corporate Governance Council (ESAD), the most respected body approved by the Board of Directors at its meeting of 15.7.2021.

1. General Meeting

The General Meeting, legally constituted in accordance with the Law and the Articles of Association, is the supreme body of the Bank, it represents the shareholders and is entitled to decide on every corporate affair. Its decisions on all issues are mandatory for all shareholders, even for those who were absent from the meeting or who disagree with the decisions made.

The procedures and rules on the General Assembly's convocation, participation and decision-making, as well as its responsibilities, are regulated in detail by the provisions of the Bank's Articles of Association, as in force, and Law 4548/2018.

The General Meeting shall be the only competent body to decide on the following:

The amendments to the Articles of Association, including any increases, regular or extraordinary, or decreases in the Bank's share capital.

The election or replacement of members of the BoD and auditors, except in the case of Article 18(1) of the Bank's Articles of Association on the election of members of the BoD to replace resigned, deceased or absent ones in any other way.

- The approval of the Company's annual and consolidated financial statements.
- The allocation of annual profits.
- The merging, splitting, transforming, reviving, extending the duration or dissolving the Bank.
- The appointment of liquidators.
- The approval of payments or advance payments of fees.
- The approval of payroll policy and payroll reports.
- the approval of the overall management, and relieving auditors; and
- Any other matter provided for in the Bank's Articles of Association.

The rights of the shareholders in the General Meetings of the Bank are set out in Articles 124, 127 and 128 of Law 4548/2018, in conjunction with the Bank's Articles of Association.

2. Board of Directors (BoD)

The Board of Directors is collectively responsible for setting the strategic objectives of the Group, overseeing top and higher management executives, as well as for the ensuring the adequate and effective control of the Bank in order to defend its general corporate interests and achieve the maximum long-term value under the law.

2.1. Composition - Curriculum Vitae of BoD Members

2.1.1 Composition of the BoD

The BoD of the Bank at its meeting of August 31, 2022, following the resignation of Mr. Michael Andreadis from the position of CEO and Executive Member of the Board of Directors, and the Minutes of the Nomination and Remuneration Committee of 29.08.2022 approved the election of Ms. Eleni Vrettou as a member of the Board of Directors.

It is noted that the election of the above fulfils i) the requirements of article 5 of Law 4706/2020 in conjunction with the decisions of the General Meeting of 07.07.2021 of shareholders regarding the required number of independent members of the BoD, and ii) the requirements of article 3 par.1.b of law 4706/2020 regarding adequate representation by gender in the Bank's BoD.

Following the above, the Board of Directors elected Mr. Konstantinos Makedos as Chairman and then, under the chairmanship of Mr. Makedos, Mr. Avraam (Minos) Moissis Vice-Chairman, Ms. Eleni Vrettou Chief Executive Officer / CEO and Ms. Irene Maragoudaki Designated Executive Officer / DEO. Then the Board of Directors, in application of the provisions of Law No. 4706/2020, by unanimous decision appointed the executive and non-executive members of the Board and reconstituted the Board as follows:

1. Konstantinos Makedos father's name George, Chairman of the Board of Directors, Non-Executive Member of the Board;
2. Avraam (Minos) Moissis father's name Esdra, Vice-Chairman of the Board of Directors, Non-Executive Member of the Board, representative of the HFSF;
3. Eleni Vrettou, father's name Christos, Chief Executive Officer, Executive Member of the Board, (start date of the implementation tasks from 16.09.2022);
4. Irene Maragoudaki, father's name Ioannis, Designated Executive Officer, Executive Member of the Board;
5. Alexios Pelekis father's name Dionysios, Non-Executive Member of the Board;
6. Markos Koutis, father's name Nikolaos, Non-Executive Member of the Board;
7. Patrick Horend, father's name Dieter, Non-Executive Member of the Board;
8. Charikleia Vardakari, father's name Nikolaos, Independent Non-Executive Member of the Board;
9. Ioannis Zographakis, father's name Georgios, Independent Non-Executive Member of the Board;
10. Aimilios Giannopoulos, father's name Polykarpos, Independent Non-Executive Member of the Board;
11. Grigorios Zarifopoulos, father's name Dionysios, Independent Non-Executive Member of Board.

The term of office of the above Board of Directors remains the same, i.e. it is three years from the decision of the Regular General Meeting of 02.09.2020, valid until 01.09.2023. The above term of office is extended in accordance with paragraph 1 of Art. 85 of Law 4548/2018 until the expiry of the period within which the next Regular General Meeting must be convened and until the relevant decision is taken.

At the above meeting, the Board of Directors unanimously decided that the definition of responsibilities, representation and commitment of the Bank should be maintained as it had been decided and described in the minutes no. 1373/24.03.2022 (G.E.MI. announcement number 2875056), with the responsibilities and powers of representation of the CEO attributed to the new CEO.

The composition of the BoD Committees is maintained as is.

Article 5 of Law 4706/2020 stipulates, inter alia, that the number of independent non-executive members of the Board of Directors must not be less than 1/3 of the total number of Members with a minimum number of 2 members. Out of a total of eleven Members of the Board of Directors of the Bank, the number of Independent Non-Executive Members amounts to 4, thus exceeding the minimum number of such Members provided for by Law 4706/2020 (based on the composition of the Board of Directors for the year 2022).

At the meeting of the Board of Directors of the Bank on February 2, 2023, the members of the Board of Directors unanimously accepted the resignations of Ms. Irene Maragoudaki, Mr. Markos Koutis and Mr. Patrick

Horend and decided not to replace the resigned members of the Board of Directors and to continue the management and representation of the Bank by the remaining members of the Board of Directors, in accordance with article 18 par. 2 of the Bank's Articles of Association.

Following the above resignations, the total number of Board members is eight (8) and the Board of Directors has been duly convened, reconstituted and its executive and non-executive members have been appointed as follows:

1. Konstantinos Makedos father's name George, Chairman of the Board of Directors, Non-Executive Member of the Board;
2. Avraam (Minos) Moissis father's name Esdra, Vice-Chairman of the Board of Directors, Non-Executive Member of the Board, representative of the HFSF;
3. Eleni Vrettou, father's name Christos, Chief Executive Officer, Executive Member of the Board;
4. Alexios Pelekis father's name Dionysios, Non-Executive Member of the Board;
5. Charikleia Vardakari, father's name Nikolaos, Independent Non-Executive Member of the Board;
6. Ioannis Zographakis, father's name Georgios, Independent Non-Executive Member of the Board;
7. Aimilios Giannopoulos, father's name Polykarpos, Independent Non-Executive Member of the Board;
8. Grigorios Zarifopoulos, father's name Dionysios, Independent Non-Executive Member of Board.

The term of office of the above Board of Directors remains the same, i.e. it is three years from the decision of the Regular General Meeting of 02.09.2020, valid until 01.09.2023. The above term of office is extended in accordance with paragraph 1 of Art. 85 of Law 4548/2018 until the expiry of the period within which the next Regular General Meeting must be convened and until the relevant decision is taken.

At the above meeting of the Board of Directors, the responsibilities and representation of the Bank were defined.

Furthermore, the Board of Directors, as reconstituted above, unanimously decided to reconstitute the Risk Management Committee and the Nomination and Remuneration Committee, as follows:

i) Risk Management Committee:

Ioannis Zographakis, President
Charikleia Vardakari, Member
Avraam Moissis, Member
Alexios Pelekis, Member.

ii) Nomination and Remuneration Committee:

Grigorios Zarifopoulos, President
Ioannis Zographakis, Member
Charikleia Vardakari, Member
Aimilios Giannopoulos, Member
Avraam Moissis, Member of the BoD

The composition of the Audit Committee, as redefined by the decision of the Extraordinary General Meeting of 05.07.2022 (with a term of office until 02.09.2023) remains the same.

The Board of Directors at its meeting of February 8, 2023, following the Minutes of 08.02.2023 of the Nomination and Remuneration Committee, unanimously approved the election of Ms. Vasiliki Skoubas, father's name Christos, as a new member of the Board of Directors, in replacement of Ms. Irene Maragoudaki, resigned executive member, whose resignation was accepted during the Board of Directors' meeting of 02-02-2023. With the election of the above, i) the requirements of Article 5 of Law 4706/2020 in conjunction with the resolutions of the General Meeting of Shareholders regarding the required number of independent members of the Board of Directors, and ii) the requirements of Article 3 paragraph 1.b of Law 4706/2020 regarding the adequate gender representation on the Board of Directors of the Bank are fulfilled. The election of the above new member was announced by the Board of Directors at the Regular General Meeting of Shareholders of 06.07.2023 (the General Meeting of Shareholders immediately following the above election), as stipulated by law and the Articles of Association of the Bank.

Following the above election, the Board of Directors was reconstituted and its executive and non-executive members were appointed as follows:

1. Konstantinos Makedos father's name George, Chairman of the Board of Directors, Non-Executive Member of the Board;
2. Avraam (Minos) Moissis father's name Esdra, Vice-Chairman of the Board of Directors, Non-Executive Member of the Board, representative of the HFSF;
3. Eleni Vrettou, father's name Christos, Chief Executive Officer, Executive Member of the Board;
4. Vasiliki Skoubas, father's name Christos, Executive Member of the Board;
5. Alexios Pelekis father's name Dionysios, Non-Executive Member of the Board;
6. Charikleia Vardakari, father's name Nikolaos, Independent Non-Executive Member of the Board;
7. Ioannis Zographakis, father's name Georgios, Independent Non-Executive Member of the Board;
8. Aimilios Giannopoulos, father's name Polykarpos, Independent Non-Executive Member of the Board;
9. Grigorios Zarifopoulos, father's name Dionysios, Independent Non-Executive Member of Board.

The term of office of the above Board of Directors remains the same, i.e. it is three years from the decision of the Regular General Meeting of 02.09.2020, valid until 01.09.2023. The above term of office is extended in accordance with paragraph 1 of Art. 85 of Law 4548/2018 until the expiry of the period within which the next Regular General Meeting must be convened and until the relevant decision is taken.

At the aforementioned meeting, the Board of Directors unanimously decided that the designation of the Bank's powers of representation and commitment be maintained as decided and described in its minutes under no. 1402/02.02.2023.

The Board of Directors at its meeting of June 7, 2023, following the Minutes of the Nomination and Remuneration Committee of 07.06.2023, accepted the election of Mr. Riccardo Lambiris and Ms. Marianna Politopoulou as new members of the Board of Directors, to replace the resigned non-executive members Mr. Markos Koutis and Mr. Patrick Horend, whose resignation was accepted at the Board of Directors' meeting of 02.02.2023.

With the election of the above, i) the requirements of Article 5 of Law 4706/2020 in conjunction with the resolutions of the General Meeting of Shareholders regarding the required number of independent members of the Board of Directors, and ii) the requirements of Article 3 paragraph 1.b of Law 4706/2020 regarding the adequate gender representation on the Board of Directors of the Bank are fulfilled.

The election of the above new member was announced by the Board of Directors at the Regular General Meeting of Shareholders of 06.07.2023 (the General Meeting of Shareholders immediately following the above election), as stipulated by law and the Articles of Association of the Bank.

Following the above election, the Board of Directors was reconstituted and its executive and non-executive members were appointed as follows:

1. Konstantinos Makedos father's name George, Chairman of the Board of Directors, Non-Executive Member of the Board;
2. Avraam (Minos) Moissis father's name Esdra, Vice-Chairman of the Board of Directors, Non-Executive Member of the Board, representative of the HFSF;
3. Eleni Vrettou, father's name Christos, Chief Executive Officer, Executive Member of the Board;
4. Vasiliki Skoubas, father's name Christos, Executive Member of the Board;
5. Alexios Pelekis father's name Dionysios, Non-Executive Member of the Board;
6. Riccardo-Antonios Lambiris, father's name Konstantinos, Non-Executive Member of the Board;
7. Maria-Ioanna Politopoulou, father's name Georgios, Non-Executive Member of the Board;
8. Charikleia Vardakari, father's name Nikolaos, Independent Non-Executive Member of the Board;
9. Ioannis Zographakis, father's name Georgios, Independent Non-Executive Member of the Board;
10. Aimilios Giannopoulos, father's name Polykarpos, Independent Non-Executive Member of the Board;
11. Grigorios Zarifopoulos, father's name Dionysios, Independent Non-Executive Member of Board.

The term of office of the above Board of Directors remains the same, i.e. it is three years from the decision of the Regular General Meeting of 02.09.2020, valid until 01.09.2023. The above term of office is extended in accordance with paragraph 1 of Art. 85 of Law 4548/2018 until the expiry of the period within which the next Regular General Meeting must be convened and until the relevant decision is taken.

At the above meeting, the Board of Directors unanimously decided:

a) To maintain the designation of the Bank's powers of representation and commitment as decided and described in its minutes under no. 1402/02.02.2023 (the relevant notice under no. 2899828/28.2.2023 was registered on the website of the G.E.MI. on 28.2.2023 under registration number 3485487).

b) To reconstitute the Nomination and Remuneration Committee as follows:

Grigorios Zarifopoulos, President
Ioannis Zographakis, Member
Charikleia Vardakari, Member
Avraam Moissis, Member
Riccardo Lambiris, Member

c) The composition and term of office of the Audit Committee and the Risk Management Committee remain the same.

On 06-07-2023 a new Board of Directors was elected by the Regular General Meeting of the Bank and the following were appointed as independent non-executive members: a) Michael Kefalogiannis, b) Efthymios Kyriakopoulos, c) Ioannis Zographakis, d) Amilios Giannopoulos and e) Charikleia Vardakari

The aforementioned Board of Directors met on the same day and elected the Chairman, the Vice-Chairman and the Chief Executive Officer, was constituted, appointed its executive and non-executive members, allocated its responsibilities and determined the relevant representation of the Bank as follows:

1. Ioannis Zographakis, father's name Georgios, Chairman of the Board of Directors, Non-Executive Member of the Board;
2. Avraam (Minos) Moissis, father's name Esdra, Vice-Chairman of the Board of Directors, Non-Executive Member of the Board, representative of the HFSF;
3. Eleni Vrettou, father's name Christos, Chief Executive Officer, Executive Memberof the Board,
4. Michael Kefalogiannis, father's name Evaggelos, Independent Non-Executive Member of the Board;
5. Efthymios Kyriakopoulos, father's name Petros, Independent Non-Executive Member of the Board;
6. Aimilios Giannopoulos, father's name Polykarpos, Independent Non-Executive Member of the Board;
7. Charikleia Vardakari, father's name Nikolaos, Independent Non-Executive Member of the Board;
8. Riccardo-Antonios Lambiris, father's name Konstantinos, Non-Executive Member of the Board;
9. Maria-Ioanna Politopoulou, father's name Georgios, Non-Executive Member of the Board;
10. Christos Alexakis, father's name Apollonas, Non-Executive Member of the Board;
11. Despoina Doxaki, father's name Ioannis, Non-Executive Member of the Board;
12. Theodoros Karakasis, father's name Stylianos, Non-Executive Member of the Board;
13. Konstantinos-Vasileios Adamopoulos, father's name Grigorios, Non-Executive Member of the Board.

The new Board of Directors has a three-year term of office, i.e. from 06.07.2023 to 05.07.2026, which can be extended in accordance with paragraph 1 of Article 85 of Law No. 4548/2018 until the expiry of the period within which the next Regular General Meeting must be convened and until the relevant decision is taken.

It is noted that according to the Minutes of the Nomination and Remuneration Committee of 15.06.2023, announced to the Board of Directors at its meeting of 15.06.2023, the above members of the Board of Directors meet the eligibility criteria provided for in the Bank's Nomination Policy for Board of Directors Candidates and for independent members that they meet the independence criteria of article 9 par. 1, 2, 3 and 4 of Law No. 4706/2020, as well as the suitability criteria set out in the Bank's Policy for the Nomination of Candidates for Board Members.

It is also noted that the election of the above fulfils i) the requirements of Article 5 of Law 4706/2020 in conjunction with the decisions of the General Meeting of 07.07.2021 of shareholders regarding the required number of independent members of the BoD, and ii) the requirements of article 3 par.1.b of law 4706/2020 regarding adequate representation by gender in the Bank's BoD. The above meeting of the Board of Directors defined the responsibilities and representation of the Bank.

Furthermore, at the aforementioned Board meeting, following the election of the new Board of Directors, the composition of the Committees of the Board of Directors was determined as follows:

i) Risk Management Committee:

1. Efthymios Kyriakopoulos, father's name Petros, President
2. Avraam (Minos) Moissis, father's name Esdra, Member
3. Charikleia Vardakari, father's name Nikolaos, Member
4. Michael Kefalogiannis, father's name Evaggelos, Member
5. Maria-Ioanna Politopoulou, father's name Georgios, Member.

ii) Corporate Governance, Nomination, Human Resources and Remuneration Committee:

1. Michael Kefalogiannis, father's name Evaggelos, President
2. Aimilios Giannopoulos, father's name Polykarpos, Member
3. Efthymios Kyriakopoulos, father's name Petros, Member
4. Avraam (Minos) Moissis, father's name Esdra, Member
5. Riccardo-Antonios Lambiris, father's name Konstantinos, Member

iii) Audit Committee (new (joint) 5-member independent Audit Committee, which was elected by the Regular General Meeting of 06.07.2023, consisting of one (1) third independent person . non.member of the Board of Directors, two (2) independent non.executive members of the Board of Directors, and two (2) non.executive members of the Board of Directors, as constituted after its meeting of 06.07.2023 and the election of its Chairman:

1. Christos-Stergios Gklavanis, third party-non BoD member, that meets the independent criteria of article 9 of Law 4706/2020, Chairman
2. Aimilios Giannopoulos, Independent Non-Executive Member of the Board that meets the independent criteria of article 9 of Law 4706/2020, Member
3. Efthymios Kyriakopoulos, Independent Non-Executive Member of the Board that meets the independent criteria of article 9 of Law 4706/2020, Member
4. Avraam (Minos) Moissis, Vice-Chairman of the BoD, Non-Executive Member of the Board, Representative of the Hellenic Financial Stability Fund
5. Konstantinos-Vasileios Adamopoulos, Non-Executive Member of the Board, Member

In particular, the member of the Committee, Mr. Christos-Stergios Gklavanis, has sufficient knowledge and experience in auditing (and accounting) and is qualified in accordance with Article 44 par. 1.g. of Law 4449/2017.

The term of office of the Audit Committee is the same as that of the Board of Directors.

The Board of Directors at its meeting on October 18, 2023, unanimously accepted the resignation of Mr. Michael Kefalogiannis (independent non-executive member) and as a result of this resignation the Board of Directors is formed into a twelve-member Board, and all twelve members, in accordance with Article 18 par. 2 of the Bank's Articles of Association, in conjunction with Article 82 of Law 4548/2018, the Board of Directors, duly convened and with the required quorum, decided to reconstitute the Risk Management Committee and the Corporate Governance, Nominations, Human Resources and Remuneration Committee as follows:

Risk Management Committee:

1. Efthymios Kyriakopoulos, father's name Petros, President
2. Avraam (Minos) Moissis, father's name Esdra, Member
3. Charikleia Vardakari, father's name Nikolaos, Member
4. Aimilios Giannopoulos, father's name Polykarpos, Member
5. Maria-Ioanna Politopoulou, father's name Georgios, Member.

Corporate Governance, Nomination, Human Resources and Remuneration Committee:

1. Aimilios Giannopoulos, father's name Polykarpos, President
2. Efthymios Kyriakopoulos, father's name Petros, Member
3. Avraam (Minos) Moissis, father's name Esdra, Member
4. Riccardo-Antonios Lambiris, father's name Konstantinos, Member
5. Charikleia Vardakari, father's name Nikolaos, Member

Audit Committee: The composition of the Audit Committee, as elected by the decision of the Regular General Meeting of 06.07.2023, remains the same.

The term of office of the above Board Committees and their members is the same as that of the Board of Directors, i.e. until 05.07.2026.

The Board of Directors at its meeting on October 20, 2023, following the relevant recommendation of the Bank of Greece regarding the obligation to appoint a second executive member to the Board of Directors and in compliance with the provisions of the current legislative framework (Article 13 of Law 4261 /2014) and in accordance with the Minutes of 18.10.2023 of the Corporate Governance, Nominations, Human Resources and Remuneration Committee, elected Ms. Vasiliki (Valerie) Skouba, Chief Financial Officer (CFO) of the Bank, as an executive member of the Board of Directors.

The Committee has verified that the required eligibility criteria have been met for this member in accordance with the Eligibility and Nomination Policy for Candidate Board Members and the applicable legal framework.

With the election of Ms.Vasiliki (Valerie) Skouba, the following requirements are met: i) the requirements of Article 5 of Law 4706/2020, regarding the required number of independent members of the Board of Directors, as their number amounts to at least 1/3 of the number of members of the Board of Directors, and ii) the requirements of Article 3 paragraph 1.b of Law 4706/2020 regarding the adequate gender representation on the Board of Directors of the Bank. Due to the reduction in the number of independent non-executive members and in accordance with Article 9 paragraph. 4 Law 4706/2020, the number of independent non-executive members of the Board of Directors will be determined by the next General Meeting of the Bank, and a relevant reference was included in the Bank's statement posted on its website and will remain posted until the next General Meeting.

Following the above, the Board of Directors appointed its executive and non-executive members and was reconstituted as follows:

1. Ioannis Zographakis, father's name Georgios, Chairman of the Board of Directors, (Non-Executive Member of the Board);
2. Avraam (Minos) Moissis, father's name Esdra, Vice-Chairman of the Board of Directors, (Non-Executive Member of the Board, representative of the HFSF);
3. Eleni Vrettou, father's name Christos, Chief Executive Officer, (Executive Member of the Board);
4. Vasiliki (Valerie) Skoubas, father's name Christos, Executive Member of the Board;
5. Efthymios Kyriakopoulos, father's name Petros, Independent Non-Executive Member of the Board;
6. Riccardo-Antonios Lambiris, father's name Konstantinos, Non-Executive Member of the Board;
7. Maria-Ioanna Politopoulou, father's name Georgios, Non-Executive Member of the Board;
8. Aimilios Giannopoulos, father's name Polykarpos, Independent Non-Executive Member of the Board;
9. Charikleia Vardakari, father's name Nikolaos, Independent Non-Executive Member of the Board;
10. Christos Alexakis, father's name Apollonas, Non-Executive Member of the Board;
11. Despoina Doxaki, father's name Ioannis, Non-Executive Member of the Board;
12. Theodoros Karakasis, father's name Stylianos, Non-Executive Member of the Board;
13. Konstantinos-Vasileios Adamopoulos, father's name Grigorios, Non-Executive Member of the Board.

At the aforementioned meeting, the Board of Directors unanimously decided that the designation of the Bank's powers of representation and commitment should be maintained as decided and described in its minutes under no. 1417/06.07.2023 (the relevant announcement under no. 3007561/11.8.2023 was registered on the website of the G.E.MI. on 11.8.2023 under registration number 3738028).

At its meeting on 28.11.2023 the Board of Directors unanimously decided to change the Bank's representation.

As at 31.12.2023 the Board of Directors of the Bank maintained the above composition which was as follows:

1. Ioannis Zographakis, father's name Georgios, Chairman of the Board of Directors, (Non-Executive Member of the Board);
2. Avraam (Minos) Moissis, father's name Esdra, Vice-Chairman of the Board of Directors, (Non-Executive Member of the Board, representative of the HFSF);
3. Eleni Vrettou, father's name Christos, Chief Executive Officer, (Executive Member of the Board);
4. Vasiliki (Valerie) Skoubas, father's name Christos, Executive Member of the Board;
5. Efthymios Kyriakopoulos, father's name Petros, Independent Non-Executive Member of the Board;
6. Riccardo-Antonios Lambiris, father's name Konstantinos, Non-Executive Member of the Board;
7. Maria-Ioanna Politopoulou, father's name Georgios, Non-Executive Member of the Board;
8. Aimilios Giannopoulos, father's name Polykarpos, Independent Non-Executive Member of the Board;
9. Charikleia Vardakari, father's name Nikolaos, Independent Non-Executive Member of the Board;
10. Christos Alexakis, father's name Apollonas, Non-Executive Member of the Board;
11. Despoina Doxaki, father's name Ioannis, Non-Executive Member of the Board;
12. Theodoros Karakasis, father's name Stylianos, Non-Executive Member of the Board;
13. Konstantinos-Vasileios Adamopoulos, father's name Grigorios, Non-Executive Member of the Board.

As at 31.12.2023 the Board of Directors following the above amendments consists of thirteen (13) members of which two (2) are executive, seven (7) non-executive and four (4) independent non-executive members.

The term of office of the above Board of Directors is three years, i.e. from the decision of the Regular General Meeting of 06.07.2023 until 05.07.2026. The above term of office shall be extended in accordance with paragraph 1 of Article 85 of Law 4548/2018 until the expiry of the period within which the next Regular General Meeting must be convened and until the relevant decision is taken.

Moreover, out of a total of thirteen (13) members of the Board of Directors of the Bank, the number of Independent Non-Executive Members amounts to four (4) and therefore the requirements of Article 5 of Law 4706/2020, regarding the required number of independent members of the Board of Directors are met, as their number amounts to at least 1/3 of the number of the members of the Board of Directors (based on the composition of the Board of Directors for the year 2023).

2.1.2 Curriculum Vitae of Board Members

1. Ioannis Zographakis, father's name Georgios, President of the Board of Directors (Non-Executive Member)

Ioannis Zographakis has been a member of the Board of Directors of the Bank of Cyprus since September 2013. He has been Senior Independent Consultant to the Administration since February 2019 and President of the Risk Management Committee since May 2020. He has also been President of the Ethics Committee since November 2019, a member of the Audit Committee and a member of the Technology Committee. From September 2013 until March 2021, he served as Chairman of the Audit Committee.

Ioannis Zographakis has extensive international experience in the banking sector as a senior manager. He started his career in 1990 at Citibank in Greece as Management Associate for Europe, Middle East and Africa region. In 1996 he served as Director of Finance of CitiMortgage, and in 1997 he became Financial Officer of Citigroup Consumer Finance, assuming later the position of Chief Financial Officer (CFO) for the Consumer Assets Division of America. From 1998 until 2004, he worked at the Student Loan Corporation, a subsidiary of Citigroup. In 2005 he returned to Europe as Head of Consumer and Housing Credit for Europe, Middle East and Africa region of Citibank, as well as Head of UK Retail Banking. From 2006 until 2011, he assumed the position of General Manager of Retail Banking at Citibank Greece, where he remained until 2011. He has been a member of the Board of Directors of the Student Loan Corporation in the US, Tiresias SA in Greece, Diners Club Greece and the National Bank of Greece. Mr Zographakis studied civil engineering (BSc) at the Imperial College of London, and his postgraduate studies are in Business Administration (MBA) at the Carnegie Mellon University in the US.

2. Avraam (Minos) Moissis, father's name Esdra, Vice-Chairman of the Board of Directors, (Non-Executive Member of the Board, representative of the Hellenic Financial Stability Fund)

Avraam-Minos Moissis is the Vice Chairman of the Board of Attica Bank as a representative of the Hellenic Financial Stability Fund. He has a long track record in the management of financial services as CEO of Interamerican Group and Ethniki Insurance, general manager of Retail Banking of National Bank and Emporiki Bank, chairman of the board of directors of the Single Liquidator PQH and member of the Supervisory Board of the Hellenic Corporation of Assets and Participations. He is a founding partner of the advisory firm SYNERGON Partners and chairman of the board of directors of the factoring company Flexfin. A qualified actuary with a degree in mathematics from University of Athens and a postgraduate degree in actuarial science from Heriot Watt University in Great Britain.

3. Eleni Vrettou, father's name Christos, Chief Executive Officer, Executive Member of the Board

Eleni Vrettou has more than 20 years of international experience in Banks in Greece and abroad, specializing in the fields of corporate and investment banking.

Ms. Vrettou held the position of Executive General Manager, Chief of Corporate and Investment Banking at Piraeus Bank Group, while previously she had worked for 14 years at HSBC Bank Plc in Greece and United Kingodm. Her most recent position at HSBC was that of Managing Director and Head of Wholesale Banking Greece, while previously she was Head of Multinationals and Business Development of HSBC for the CEE, CIS, Mediterranean and SubSaharan Africa regions. Most recently she held the position of Chief Strategy and Investor Relations Officer at Lamda Development.

She has significant experience in corporate transformations and the management of Non-Performing Exposures, as well as in the systematic development of ancillary business in investment and transaction banking and Development Programs. Prior to HSBC, she had worked for Greek and international Financial Institutions, in Athens and New York, in the fields of Credit and Risk and Investment Banking (M&A). Between the years 2019 and 2021, she served as Chairman of the Board of Directors of Piraeus Factors S.A, Piraeus Leasing and Piraeus Leases, as well as a member of the Board of Directors of ETVA VIPE. She currently is an independent non-executive member of the 2 Board of Directors of Star Bulk Carriers Corp, as well as an independent non-executive member of the Board of Directors of MOTODYNAMICS S.A.

Ms. Vrettou holds a Bachelor of Science in Economics from the Wharton School of the University of Pennsylvania.

4. Vasiliki (Valerie) Skoubas, father's name Christos, Executive Member

Ms.Vasiliki Skouba has over 30 years of experience in the Banking Industry and has significant experience in crisis management during periods of growth, recession and other variables in foreign banks in Greece. Ms.Skouba was appointed as CFO in January 2023 at Attica Bank following her joining the Bank in April 2022 as Advisor to the CEO. She has worked at Citi Bank for 25 years, serving for the last 7 years as CFO for the Group's operations in Greece and previously served as Chief of Staff, Consumer CFO and Consumer Cluster CFO for Egypt, UAE, Greece and Bahrain. She also worked as an Executive Director of the Bank since 2009. In addition, she held the position of Board Member of the Diners Club of Greece and of the Pensions Investment Committee. During her seven-year term at HSBC, she served as CFO for the Greek sector and Oversite Director for the Group's French branches, while in the last year she worked as Project Director for the Group's M&A team. Ms. Skouba holds a Bachelor in accounting from Saint John's University in New York and has gained professional training during her career at Citi and HSBC. She recently successfully completed the Corporate Governance Diploma for Non-Executive Directors from the Institute of Corporate Governance.

5. Efthymios Kyriakopoulos, father's name Petros, Independent Non-Executive Member of the Board

Thymios Kyriakopoulos is a senior executive with international experience and expertise in banking, portfolio management, corporate transformations and risk management.

He currently serves as a member of the Board of Directors of HCAP (Greek Sovereign Wealth fund), is the chairman of the investment committee, and has served as chairman of the risk management committee, member of the audit committee, and member of the nomination committee. He also currently sits on the board of directors of a London Stock Exchange listed FTSE 250 emerging market bank focused on Central Asia named TBC Bank PLC. He serves as chairman of the risk management committee, member of the audit committee and member of the technology and data committee.

He has served as Executive General Manager and Group Chief Risk Officer at Piraeus Bank. Prior to that, he was Managing Director in the fixed income, currencies and commodities trading division at Goldman Sachs. He has held various board positions 3 in financial services and corporates. Throughout his career, he has been involved in securities, early stage and real estate investing. He was part of the founding team of Market Axess Inc., a NASDAQ-listed fintech firm, and prior to that worked at Deutsche Bank and PriceWaterhouse Coopers.

He holds an MBA with distinction from the Wharton School of the University of Pennsylvania, and a Bachelor's degree in Mechanical and Aerospace Engineering from Cornell University.

6. Aimilios Giannopoulos, father's name Polykarpos, Independent Non-Executive Member of the Board

Aimilios Giannopoulos has served as Manager of PwC London for 13 years and of PwC Athens for 26 years and has many years of vast experience in Managerial positions in the financial sector.

During his tenure at PwC Greece from 1994 to 2021, he served as Head of Audit Department, founder and Head of the Consulting Services Department on acquisitions, mergers and financing (Deals Advisory), founder and Head of the special unit providing advisory services on non-performing bank loans (NPL Advisory) as well as Head of Customers and Markets for the company.

At the same time, he serves as Business Consultant and member of the Boards of Directors of companies and organizations such as Quest Holdings, PQH (single liquidator of the 17 Bankrupt Greek banks), Fresh-Life UG, Campion School and St Catherine's School. Mr. Giannopoulos was born in London, where he completed his studies. He is a member of the Institute of Certified Auditors of England and Wales FCA, ICAEW, and the Board of Directors of the Hellenic Club of Non-Executive Members of the Boards of Directors.

He also has significant voluntary action, supporting and advising start-up companies on their financial and strategic planning through PwC's Corporate Responsibility program.

7. Charikleia Vardakari, father's name Nikolaos, Independent Non-Executive Member of the Board

Charikleia Vardakari holds a BA in Business Administration from the University of Piraeus and an MBA in Finance from École Normale Supérieure, in Paris. Mrs. Vardakari started her career as a business and financial consultant with Interaction SA focusing on feasibility studies for various sectors of the economy. Soon after she moved to HSBC Bank plc in Athens as a Senior Executive (Corporate & Private Banking). Since the mid-90s she is contributing to the development of Factoring in Greece, having served as a Senior Manager at ABC FACTORS S.A. For the last fourteen years she held the position of Chief Executive Officer of Piraeus Factoring S.A. and served as an Executive Board 5 Member of the same company. Since early 2020, Mrs. Vardakari serves as a non-executive Member of the Board and Member of the Board's Audit Committee of Hellenic Public Properties Company S.A. (ETAD S.A.).

8. Riccardo-Antonios Lambiris, father's name Konstantinos, Non-Executive Member of the Board

Mr. Riccardo Lambiris has over 20 years of experience in banking and finance. He is a member of the Board of Directors of Bank of Attica from June 2023 and a member of the Nomination and Remuneration Committee. Having initially worked at Rockwell Golde in the UK, he moved into business and investment banking (initially at EFG Telesis Finance and subsequently at HSBC Bank plc.), covering a wide range of industries and products from senior management positions in the Greek, Cypriot and Southeast European markets. From 2017 to 2021, he served first as CEO and then as Chairman of the Hellenic Republic Asset Development Fund S.A. (HRADF), where he worked meticulously to streamline the organization's portfolio and completed a large number of very important privatizations. He holds the position of Chairman of the Board of Directors of Athens International Airport S.A. since September 2021. Mr. Richard Labiris studied electronic engineering at the

University of Sussex (BEng) and holds an MSc. in Project Management from the University of Birmingham. He also holds an MSc. in International Trade, Transport and Finance from City University (CASS), UK.

9. Maria-Ioanna Politopoulou, father's name Georgios, Non-Executive Member of the Board

Marianna Politopoulou holds an MBA in Finance from the Wharton School - University of Pennsylvania and an MSc in Civil Engineering from the National Technical University of Athens. In her long professional career in Greece and abroad, particularly since 1994, she has held several senior management and CEO positions, among others, with Honeywell Europe, EFG Eurobank, Inchcape Hellas Group, Credit Agricole Indosuez Luxembourg and the National Bank of Greece. She was the Chairwoman & CEO of NN Hellas and NN Agency 2016-2022. In January 2022, with the acquisition of Metife in Greece she was also appointed Chairwoman and CEO of Metlife and Chairwoman of Metlife Mutual Fund Co.

Her extensive and diverse experience in senior management, contributed to her introducing best practices in internal and corporate governance, transforming the operating model and corporate culture. She designed and implemented the new strategy with significant turnaround, profitability and growth, focusing on people-centricity, customer service, teamwork, employee engagement, diversity and inclusion, innovation and digitalization. Marianna Politopoulou is:

– Vice-Chair of the BoD of Junior Achievement Greece
– Secretary General of the BoD of The Wharton Club of Greece
– Vice-Chair member of the Hellenic-Dutch Association of Commerce & Industry 2016-2022 and honorary member since 2023
– Member of the Leadership Committee of the American - Hellenic Chamber of 4 Commerce.

She has also served as:

– Elected member of the General Council, of the supreme advisory body of the Hellenic Federation of Enterprises (SEV), 2019-2022
– BoD member of the Hellenic Association of Insurance Companies and member of the Executive Committee of the Hellenic Association of Insurance Companies, 2016-2022 and Chairwoman of the Life and Pension Committee, 2022

10. Christos Alexakis, father's name Apollonas, Non-Executive Member of the Board

Mr. Christos Alexakis is an Associate Professor at the Department of Finance and Accounting of the Rennes School of Business in France, and a Visiting Professor at the University of Cattolica in Milan Italy. He has taught at the Universities of York, Leeds, Bradford, the University of Athens, the University of Piraeus and the Open Universities of Greece and Cyprus. Mr. Alexakis has published numerous papers in high quality scientific journals with referees, and several books on finance and banking (Behavioral Finance, Islamic Finance and Banking, Takaful – Islamic Insurance, among others).

Along with his academic experience, Mr. Alexakis has significant professional financial experience acting as CEO for companies in the financial sector. He has served as an advisor to the State on privatization issues at the Ministry of Development. During the period 2010-2011 he was the CEO of Invest in Greece S.A., the official investment promotion agency for Greece (Enterprise Greece S.A today). From 2016 to 2020 Mr. Alexakis was a member of the SMSG group of the European Securities and Markets Authority (ESMA). Since 2017 he has been a member of the Selection Committee of the Hellenic Financial Stability Fund (HFSF) as the representative of the Bank of Greece. He has participated in the IVLP program, the U.S. Department of State's

11. Despoina Doxaki, father's name Ioannis, Non-Executive Member of the Board

Professional with an overall experience of 30 years in international financing transactions. Expertise in all types of funds raising and lending while also the last years involved in EU and institutional policy making matters. Involved in the Banking Infrastructure and Energy sectors. The last years serves as a Board and Committee Member in Public Power Corporation S.A. Relocated from London to Athens to assume the position of Chief Legal Counsel with the Hellenic Financial Stability Fund. Working experience in Athens, London, N.Y. and

Brussels. Accustomed working in multicultural environments. During her carrier she has worked with Chadbourne - Norton Rose Fulbright, Shearman & Sterling, Milbank, McDermont Ellis (Stanbrook & Hooper), the EU Commission, Alpha Bank AE, KPMG, Ellaktor (CIS) and KG Law Firm. Holder MSc in Law.

12. Theodoros Karakasis, father's name Stylianos, Non-Executive Member of the Board

Mr. Karakasis has many years of banking experience (48 years) in positions of responsibility in credit institutions in Greece and abroad. He began his career at the First National Bank of Chicago, where he worked for 17 years (1973 – 1990) in seven countries, including London, where he was vice president of the Bank from 1985-1990. 6 He was a founding member of Eurobank Ergasias S.A. and for the years 1990-2012 he held the position of Deputy General Manager. Then, during the years 2012-2022, he held various positions on the Boards of Directors and Board Committees of Eurobank subsidiaries in Southeast Europe, such as Eurobank Beograd in Serbia, Bancpost in Romania and Eurobank Bulgaria – Postbank in Bulgaria. Mr. Karakasis is a graduate of the Department of Economic Sciences of the University of Athens and a graduate of First Chicago's Credit and Finance Development School as well as having attended Computer programming and Analysis with DEC at Reading U.K. and with NCR at Rolling Meadows, Illinois, U.S.A.

13. Konstantinos-Vasileios Adamopoulos, father's name Grigorios, Non-Executive Member of the Board

Kostas Adamopoulos started his professional career at NBG in 2000 and held various positions in Finance and Strategy until 2013. He was then appointed as Assistant General Manager of Corporate Strategy & Business Planning at Piraeus Bank until 2016 and held CFO positions in the finance industry (Credicom CF, Qualco). In April 2019, he was appointed as Assistant General Manager of Strategic Transactions up to June 2023. He holds an MSc in Finance from Queen Mary & Westfield (University of London), a BSc in Economics from University of Athens. He is a CFA charter holder since 2004.

Individual Participation Rates at BoD Meetings for the year 2023

2023 Individual Participation Rates of Board Members in Meetings, concerning the elected Board of Directors of 31.08.2022				
Board of Directors		Candidate Members Nomination and Remuneration Committee	Risk Management Committee	Audit Committee
Number of Meetings	In 2023 a total of 2 meetings were held	6	2	1
Chairman				
Konstantinos Makedos (Non-Executive Member)	100%	-	-	-
Executive Members				
Eleni Vrettou CEO	100%	-	-	-
Irene Maragoudaki Acting Executive Director	50%	-	-	-
Non-Executive Members				
Avraam (Minos) Moissis Vice-Chairman of the Board of Directors Representative of the Hellenic Financial Stability Fund	100%	100%	100%	100%
Alexios Pelekis	100%	-	100%	-
Markos Koutis	50%	-	0%	-
Patrick Horend	50%	100%	-	-
Independent Non-Executive Members				
Charikleia Vardakari	100%	100%	100%	-
Ioannis Zographakis	100%	100%	50% C	100%
Aimilios Giannopoulos	100%	-	-	100%
Grigorios Zarifopoulos	100%	100% **C**	-	-
Non-Board Members who meet the independence criteria of article 9 of Law 4706/2020				
Christos-Stergios Glavanis	-	-	-	100% C
C:Chairman -:The Member shall not participate in the Committee	-			

2023 Individual Participation Rates of Board Members in Meetings, concerning the elected Board of Directors of 02.02.2023				
Board of Directors		Candidate Members Nomination and Remuneration Committee	Risk Management Committee	Audit Committee
Number of Meetings	In 2023 a total of 1 meeting was held	1	0	0
Chairman				
Konstantinos Makedos (Non-Executive Member)	100%	-	-	-
Executive Members				
Eleni Vrettou CEO	100%	-	-	-
Non-Executive Members				
Avraam (Minos) Moissis Vice-Chairman of the Board of Directors Representative of the Hellenic Financial Stability Fund	100%	100%	0%	0%
Alexios Pelekis	100%	-	0%	-
Independent Non-Executive Members				
Charikleia Vardakari	100%	100%	0%	-
Ioannis Zographakis	100%	100%	0% C	0%
Aimilios Giannopoulos	100%	100%	-	0%
Grigorios Zarifopoulos	100%	100% C	-	-
Non-Board Members who meet the independence criteria of article 9 of Law 4706/2020				
Christos-Stergios Glavanis	-	-	-	0% C
C:Chairman -:The Member shall not participate in the Committee	-			

2023 Individual Participation Rates of Board Members in Meetings, concerning the elected Board of Directors of 08.02.2023				
Board of Directors		Candidate Members Nomination and Remuneration Committee	Risk Management Committee	Audit Committee
Number of Meetings	In 2023 a total of 10 meetings were held	4	4	10
Chairman				
Konstantinos Makedos (Non-Executive Member)	100%	-	-	-
Executive Members				
Eleni Vrettou CEO	100%	-	-	-
Vasiliki Skoubas	100%	-	-	-
Non-Executive Members				
Avraam (Minos) Moissis Vice-Chairman of the Board of Directors Representative of the Hellenic Financial Stability Fund	100%	100%	100%	100%
Alexios Pelekis	100%	-	100%	-
Independent Non-Executive Members				
Charikleia Vardakari	100%	100%	75%	-
Ioannis Zographakis	100%	100%	100% C	100%
Aimilios Giannopoulos	100%	100%	-	100%
Grigorios Zarifopoulos	100%	100% C	-	-
Non-Board Members who meet the independence criteria of article 9 of Law 4706/2020				
Christos-Stergios Glavanis	-	-	-	100% C

C:Chairman

-:The Member shall not participate in the Committee -

2023 Individual Participation Rates of Board Members in Meetings, concerning the elected Board of Directors of 07.06.2023

Board of Directors		Candidate Members Nomination and Remuneration Committee	Risk Management Committee	Audit Committee
Number of Meetings	In 2023 a total of 4 meetings were held	1	1	2
Chairman				
Konstantinos Makedos (Non-Executive Member)	100%	-	-	-
Executive Members				
Eleni Vrettou CEO	100%	-	-	-
Vasiliki Skoubas	100%	-	-	-
Non-Executive Members				
Avraam (Minos) Moissis Vice-Chairman of the Board of Directors Representative of the Hellenic Financial Stability Fund	100%	100%	100%	100%
Alexios Pelekis	100%	-	100%	-
Riccardo - Antonios Lambiris	100%	100%	-	-
Maria Ioanna Politopoulou	100%	-	-	-
Independent Non-Executive Members				
Charikleia Vardakari	100%	100%	100%	-
Ioannis Zographakis	100%	100%	100% C	100%
Aimilios Giannopoulos	100%	-	-	100%
Grigorios Zarifopoulos	100%	100% C	-	-
Non-Board Members who meet the independence criteria of article 9 of Law 4706/2020				
Christos-Stergios Glavanis	-	-	-	100% C

C:Chairman

-:The Member shall not participate in the Committee -

2023 Individual Participation Rates of Board Members in Meetings, concerning the elected Board of Directors of 06.07.2023				
Board of Directors		Corporate Governance, Nomination, Human Resources and Remuneration Committee	Risk Management Committee	Audit Committee
Number of Meetings	In 2023 a total of 8 meetings were held	2	3	5
Chairman				
Konstantinos Makedos (Non-Executive Member)	100%	-	-	-
Executive Members				
Eleni Vrettou CEO	100%	-	-	-
Non-Executive Members				
Avraam (Minos) Moissis Vice-Chairman of the Board of Directors Representative of the Hellenic Financial Stability Fund	100%	100%	100%	100%
Riccardo - Antonios Lambiris	100%	50%	-	-
Maria Ioanna Politopoulou	100%	-	100%	-
Christos Alexakis	100%	-	-	-
Despoina Doxaki	86%	-	-	-
Theodoros Karakasis	100%	-	-	-
Konstantinos Adamopoulos	100%	-	-	100%
Independent Non-Executive Members				
Michael Kefalogiannis	100%	100% C	100%	-
Efthymios Kyriakopoulos	100%	100%	100% C	100%
Charikleia Vardakari	100%	-	100%	-
Aimilios Giannopoulos	100%	100'%	-	100%
Non-Board Members who meet the independence criteria of article 9 of Law 4706/2020				
Christos-Stergios Glavanis	-	-	-	100% C
C:Chairman -:The Member shall not participate in the Committee	-			

2023 Individual Participation Rates of Board Members in Meetings, concerning the elected Board of Directors of 20.10.2023				
Board of Directors		Corporate Governance, Nomination, Human Resources and Remuneration Committee	Risk Management Committee	Audit Committee
Number of Meetings	In 2023 a total of 7 meetings were held	3	3	4
Chairman				
Ioannis Zographakis (Independent Non-Executive Member)	100%	-	-	-
Executive Members				
Eleni Vrettou CEO	100%	-	-	-
Vasiliki (Valerie) Skoubas CFO	100%	-	-	-
Non-Executive Members				
Avraam (Minos) Moissis Vice-Chairman of the Board of Directors Representative of the Hellenic Financial Stability Fund	100%	100%	67%	100%
Riccardo - Antonios Lambiris	100%	100%	-	-
Maria Ioanna Politopoulou	100%	-	100%	-
Christos Alexakis	100%	-	-	-
Despoina Doxaki	100%	-	-	-
Theodoros Karakasis	100%	-	-	-
Konstantinos - Vasileios Adamopoulos	86%	-	-	100%
Independent Non-Executive Members				
Efthymios Kyriakopoulos	86%	100%	100% C	100%
Charikleia Vardakari	100%	100%	100%	-
Aimilios Giannopoulos	100%	100% C	100%	100%
Non-Board Members who meet the independence criteria of article 9 of Law 4706/2020				
Christos-Stergios Glavanis	-	-	-	100% C
C:Chairman				
-:The Member shall not participate in the Committee	-			

2.2. Operation of the BoD

The Chairman of the Board is proposed by the independent non-executive members. In the event that the Chairman is proposed by the non-executive members, one of the independent non-executive members is appointed, either as Vice-Chairman or as a Senior Independent Director.

The Board of Directors consists according to the Articles of Association of seven (7) to fifteen (15) members, who are elected by the General Meeting of shareholders (hereinafter the "GM") by vote and by absolute majority. The General Meeting determines the number of BoD members within the above range.

The Board of Directors consists of executive, non-executive and independent non-executive members. The capacity of its members as executive or non-executive is defined by the Board of Directors upon its constitution. The independent non-executive members are elected by the General Assembly – or appointed by the Board of Directors in accordance with paragraph 4 Article 9 of Law 4706/2020, are not less than one third (1/3) of the total number of its members and are not less than two (2). If a fraction is obtained, it shall be rounded to the nearest whole number. In the event that a larger number (of the one above) of independent non-executive members is provided for by decision of the competent body of the Bank and after the replacement of a member the number is less than the aforementioned number, a relevant announcement shall be posted on the Bank's website, which shall remain posted until the next General Meeting.

The term of office of the members of the Board of Directors is three years. Exceptionally, the term of office of the members of the Board of Directors is extended until the expiry of the deadline within which the next Regular General Meeting must be convened and until the relevant decision is taken. The members of the Board of Directors are always eligible for re-election and freely revocable.

According to the current legislation, the independent non-executive members of the Board of Directors must, upon appointment and during their term of office, not hold directly or indirectly more than 0.5% of the Bank's share capital and be free from financial, business, family or other dependency relationships, which may influence their decisions and their independent and objective judgment.

The composition of the Board of Directors as a whole must reflect a sufficiently wide range of knowledge and experience per subject of its members. The Board of Directors must possess, as a whole, a variety of knowledge, skills and experience per subject, in order to be able to understand the Bank's activities, including the main risks to which the Bank is or may be exposed, and to make sound decisions.

The criteria for the selection of BoD members include adequate representation by gender, at a percentage set by applicable law calculated on the total number of BoD members and should not be excluded on grounds of discrimination based on sex, race, color, ethnic or social origin, religion or belief, property, birth, disability, age or sexual orientation. In the case of a fraction, the above percentage shall be rounded up to the previous integer.

The Board of Directors is competent to decide on any act concerning the Management of the company, the management of its assets and generally the pursuit of corporate objectives, with the exception of matters which, according to an express provision of the Law or the Articles of Association, fall within the competence of the General Meeting.

2.3. Board of Directors' Operating Regulations

The Board of Directors' Operating Regulations were approved on 08.06.2022 and replaced the approved regulation from 14.07.2021. The regulation ensures full compliance with the law governing public limited companies (Law 4548/2018), the specific legislation applicable to credit institutions (Law 4261/2014) and the listed public limited companies (Law 3016/2002), the Law on Corporate Governance (Law 4706/2020), as well as its Articles of Association, the guidelines of the European Banking Authority on corporate governance issues, the principles of corporate governance of the Royal Commission on Banking Supervision and in general, the best practices of corporate governance at the international, European and European level.

According to the BoD Operating Regulations, the BoD shall meet at the registered office of the Bank at least once every calendar month, at the date and time and on the agenda items to be set and communicated by written invitation to the other members by the Chairman or his/her Deputy (whenever applicable) at least two (2) working days before the meeting. The BoD shall meet extraordinarily when the Chairman or his/her Deputy (whenever applicable) deems it appropriate or necessary, or at the request of at least two of its members in writing (including by electronic means) to the Chairman or his Deputy. The BoD must meet within seven (7) days from the filing of the request To be admissible, the request must clearly state the issues that the BoD will discuss. If the BoD is not convened by the Chairman or his/her Deputy within the above deadline, the members who requested the convocation are allowed to convene the BoD within five (5) days from the expiration of the above seven (7) days deadline, upon sending a relevant invitation to the other members of the BoD. The BoD meets validly outside its headquarters in another place in the country or abroad, provided that all its members are present or represented at the meeting and no one objects to the holding of the meeting and the decision-making. The Board of Directors may meet by teleconference provided that the invitation to its members includes the necessary information and technical instructions for their participation in the meeting.

BoD meetings shall be convened by the BoD Secretariat within the timeframe and following an order by the Chairman of the BoD. The agenda items shall be clearly stated in the invitation. The agenda of each BoD meeting shall be determined by the Chairman and forwarded to the members of the Board of Directors. The agenda and the relevant documents shall be distributed within a reasonable time, but not less than two (2) working days before the meeting. Their distribution by electronic means is considered valid. Suggestions should be clear and include, where appropriate, a concise description of the subject.

The BoD shall be in quorum and meet validly when half plus one of its directors are present or represented. Especially in BoD meetings that have as their subject the preparation of financial statements or the agenda of which includes issues for the approval of which a decision is foreseen by the General Assembly with an increased quorum and majority in accordance with Law 4548/2018, the BoD is in quorum when at least two (2) independent non-executive members are present.

The decisions of the Board of Directors shall be validly made by an absolute majority of the present and represented Members.

Each member has one vote and can validly represent another member only with a specific proxy addressed to the Board of Directors or with a declaration recorded in the minutes. Representation of a Member of the Board of Directors is prohibited. by a person who is not a Member. In case of unjustified absence of an independent member in the minimum number of meetings provided for each time in the legislative framework, the Statute and/or its decisions, this member shall be deemed to have resigned. Such resignation shall be determined by a decision of the Board of Directors which shall replace him in accordance with the procedure set out in para. 4 Article 9 of Law 4706/2020 and the Articles of Association.

The minutes of the BoD are signed by the present members. In the event of a refusal of any member to sign, this shall be recorded in the minutes. Copies and extracts of the BoD minutes shall be ratified by the Chairman or his Deputy.

The preparation and signing of minutes by all members of the Board of Directors or their representatives is equivalent to a decision of the Board, even if there has been no prior meeting. The signatures of the Members of the Board of Directors or their representatives may be replaced by an exchange of messages via email or other electronic means.

A representative of the Hellenic Financial Stability Fund participates as a member of the Board of Directors, this member has all the rights provided for the HFSF by Law 3864/2010 and the Relationship Framework Agreement concluded on the basis thereof, as currently in force and applicable.

During 2023, the Board of Directors held 32 meetings and its meeting attendance rate reached 98.7%.

The main issues addressed by the Board of Directors in 2022 comprise, among others, the following:

a) Corporate Governance:

- Preparing and convening the Annual General Meeting of the Bank's Shareholders
- Planning and progress achieved in the BoD Committees work
- Approval of the updated BoD Rule
- Reconstruction of the Board of Directors
- Reconstruction and changes in the composition of the BoD Committees
- Approval of new policies and approval of revisions to existing policies
- Amendment of the Bank's organizational chart
- Co-location of the Bank's Central Services
- Settlement of outstanding issues of the Supplementary Pension Fund Management Account (LAK 1)

- Revision of the Rules of Procedure of the Corporate Governance, Nominations, Human Resources and Remuneration Committee
- Amendment of the Bank's Articles of Association

b) Monitoring Business Activities:

- Business Plan - Capital Plan 2023 - 2025
- Process and actions for a possible merger with Pancreta Bank (Project Eve)
- Procedure for the submission of the Application for the HAPS Indicative Business Plan 2023-2025
- Transfer Agreement for the transfer of Astir 1 Securitization Bonds
- Regulation of Omega,Metexelixis securitization issues
- Approval of Voluntary Exit Scheme
- Approval of the 2024 budget
- Approval of the financial statements
- Share Capital Increase & Issuance of documentary titles of acquisition rights in common shares in favor of the Greek State, determination of the individual terms and further relevant decisions in the context of the implementation of the provisions of Article 27A of Law 4172/2013 and Ministerial Council Act No 28/6.7.2021 ("DTC")
- Approval of the Bank Group's Strategy Guidelines
- Keeping track of the Bank's key indicators and figures
- Recovery Plan 2021 approval

c) Risk Management:

- Non-performing exposures of the Bank
- Regular monitoring of the Bank's liquidity
- Regular monitoring of the Bank's liquidity
- Disclosure of Supervisory Information on Capital Adequacy and Risk Management on a consolidated basis (PILLAR III)

d) Internal Audit:

- Annual Report on the Internal Control System of ATTICA BANK (according to the Act of the BoG Governor No 2577/2006)
- Annual Audit Plan 2023
- Annual Report on the control & operation of information systems within the framework of the Act of the BoG Governor No 2651/2012
- Quarterly reports with the results of the review of high significance findings

e) Regulatory Compliance:

- Approval of the annual compliance report
- Annual report of the independent evaluation report on the safekeeping of wastepaper data (Executive Committee Act 147/27.07.2018)

2.4. Remuneration and Compensation of BoD Members

Any kind of remuneration paid by the Bank to BoD Members, as well as the general remuneration policy of the Bank, are determined by a relevant decision of the BoD, and are approved by a special decision of the General Meeting, where required by law, in combination with the Remuneration Policy approved by the Regular General Meeting of 22.07.2019 and the Remuneration Report for the corporate year 2022 which was approved by the Regular General Meeting of 05.07.2023.

The Remuneration Policy for Members of the Board of Directors of Attica Bank (in accordance with Law 4548/2018), the Operating Regulation of the BoD and the Bank's Articles of Association detail the issues relating to any kind of remuneration paid by the Bank to the members of the Board of Directors.

All the fees and any compensation of the members of the Board of Directors shall be reported in a separate section of the Bank's financial statements.

2.5. Procedures for the evaluation of the Board of Directors & Committees

According to the Policy for the Evaluation of the Board of Directors & Committees, the Board of Directors, as a body, in the presence of all its Members, including its Chairman, evaluates its work annually by listing the criteria on the basis of which it was evaluated, any deficiencies found during its operation and the proposed remedial action to address identified weaknesses. Every three years, the BoD may assign external consultants the overall evaluation of its work, taking care of the implementation of any proposed corrective actions to address the identified weaknesses.

The individual evaluation of the members of the BoD concerns the performance of each member on an individual basis and the assessment of the contribution of each member to the effective operation and the overall performance of the BoD.

Every BoD member is evaluated by the Chairman and all the other BoD members. The Chairman of the BoD is – in turn - evaluated by all the other BoD members.

The evaluation of the executive BoD members is carried out by non-executive members (without the presence of the other executive members) in a special meeting during which the performance of the executive members is discussed, according to a special procedure approved by the Committee for the Promotion of Candidate BoD Members and the BoD. Non-executive measures are assessed only through collective assessment.

The policy of evaluating the performance of the CEO and Senior Executive Officers includes the basic guidelines, which the BoD considers critical for the proper management of Attica Bank. The Evaluation Policy is applied separately and in parallel with the Suitability and Promotion Policy of Candidate Board Members:

a) The relationship of the Board of Directors and its cooperation with the Chief Executive Officer and the Top Executives is determined by the Chairman. More specifically, the Chairman coordinates their evaluation based on the policy described below, taking into account the comments and views of the other members of the Board and, where necessary, other members of the bank's management team;

b) Because the CEO and the Key Executives have a direct impact on the financial results of the bank, it is important that the Chairman, taking into account the proposals of the CEO and the views of the members of the Board, sets goals that are consistent with the strategic planning of the organization, based on which an objective evaluation of the CEO and the Top Executives will be made;

c) The employment relationship and exchange of information between the CEO, the Top Executives, the Chairman and the Board of Directors is an ongoing process, which leads to an annual evaluation that highlights areas for improvement, if any, and clarifies future expectations.

Attica Bank's goal is to ensure that the above guidelines apply and that they ensure transparency with regard to the evaluation of the CEO and Senior Executive Officers.

2.6. Candidate Promotion Policy for Attica Bank BoD Members

The Policy of Suitability and Promotion of Candidate BoD Members sets the principles and criteria of suitability during the selection, replacement (including the case of filling any vacancies) and renewal of the term of office of the BoD members, in the context of the evaluation of individual and collective suitability and the framework of nomination of candidates and evaluation of its existing members.

The policy is approved by the BoD of the Bank. Then it is submitted for approval to the General meeting of Shareholders and is published in the Bank's website. Its amendments are approved by the BoD and if they are essential, are submitted for approval to the General Meeting. The policy is reviewed at least annually, or ad-hoc in case of changes in the legal and regulatory framework, aiming to a potential update, if it is required.

It is based on the applicable regulatory and regulatory obligations and takes into account the requirements established by the following texts, as applicable:

(a) relevant provisions of Law 4261/2014, which transposed into Greek law Directive 2013/36/EU (CRD IV);

(b) the guidelines of the European Banking Authority (EBA) and European Securities and Markets Authority-ESMA) on the assessment of the suitability of members of the management body and key function holders (EBA/GL/2012/06), and (EBA/GL/2017/12) and;

(c) the EBA's guidelines on the internal governance of credit institutions (EBA/GL/2017/11);)

(d) the Article 3 of Law 4706/2020 (Government Gazette 136/A/17.7.2020) on "Corporate governance of public limited companies, modern capital market, incorporation into Greek legislation of Directive (EU) 2017/828 of European Parliament and the Council, measures for implementation of Regulation (EU) 2017/1131 and other provisions";

(e) the guidelines of the Exchange Commission for the Suitability Policy of article 3 of Law 4706/2020 (Circular EC 60/18.09.2020);

International corporate governance best practices have also been taken into account, including the BCBS Corporate governance principles for banks, July 2015.

This Policy applies to the members of the BoD of Attica Bank elected by the competent collective bodies of Attica Bank (General Meeting or BoD), according to the provisions of the current legislation and the Articles of Association of Attica Bank, for the definition of which the regulatory provisions applicable each time are implemented during the time that said members participate in the BoD.

According to the Policy, during the evaluation of suitability of the promotion and nomination of the candidate members by the Committee for the Promotion of Candidate BoD Members and Remuneration, but also the individual and collective evaluation of BoD members, the Committee takes into account the criterion of adequate representation by gender according to Law. The adoption of the principle of diversity allows the expression of different perspectives that reflect the social and business environment in which the Bank operates and inspires confidence in the interested parties.

At present, the aim of the Board of Directors is to represent at least 25% of all Members.

All candidates for the position of Member of the Board of Directors are evaluated on the basis of the same criteria, regardless of gender, as the eligible candidates must meet all the conditions set in relation to their qualifications. In this context, men and women have equal opportunities to be nominated Members, provided they meet all other prerequisites.

Seeking to actively respect gender equality and address the low percentage of women in positions of responsibility, elements that characterize the Greek labor market, the Bank, through a series of measures which, on the one hand, favor the harmonization of professional and personal life and, on the other hand, promote equality in treatment, as well as the meritocratic development of Personnel, gives equal opportunities for advancement to female Employees.

The Bank applies a single payroll policy regardless of gender in all categories of Employees.

The Bank respects and defends the differentiation of its Employees regardless of gender, age, nationality, political and religious beliefs or any other kind of discrimination. In addition to these principles, the Bank recognizes the need for diversification in terms of skills, background, knowledge and experience in a way that facilitates constructive discussion and independent thinking. It ensures excellent working conditions and provides opportunities for development based on meritocracy and equal treatment. It provides fair remuneration, based on contracts that are in line with the conditions in the national labor market, and ensures compliance with the relevant national regulations, including minimum wages, working hours and leaves.

Furthermore, the Bank defends human rights and opposes all forms of child labor, forced labor or compulsory labor. The Bank, fully respecting the rights of the Employees, is committed to their full safeguarding, in accordance with Greek Law, EU Law and the terms of the International Labor Organization.

Profile of Board Members and Individual Participation Rates of Board Members in BoD Meetings for the year 2023

2023 Profile of Board Members and Individual Participation Rates of Board Members in BoD Meetings, concerning the elected Board of Directors of 31.08.2022					
Board of Directors	Gender	Age	Candidate Members Nominations and Remuneration Committee	Risk Management Committee	Audit Committee
Chairman					
Konstantinos Makedos (Non-Executive Member)	M	58	-	-	-
Executive Members					
Eleni Vrettou CEO	F	44	Acting Executive Director	-	-
Irene Maragoudaki Acting Executive Director	F	52	-	-	-
Non-Executive Members					
Avraam (Minos) Moissis Vice-Chairman of the Board of Directors Representative of the Hellenic Financial Stability Fund	M	61	100%	100%	100%
Alexios Pelekis	M	59	-	100%	-
Markos Koutis	M	70	-	0%	-
Patrick Horend	M	45	100%	-	-
Independent Non-Executive Members					
Charikleia Vardakari	F	61	100%	100%	-
Ioannis Zographakis	M	60	100%	50% **C**	100%
Aimilios Giannopoulos	M	67	-	-	100%
Grigorios Zarifopoulos	M	52	100% **C**	-	-
Non-Board Members who meet the independence criteria of article 9 of Law 4706/2020					
Christos-Stergios Glavanis	M	70	-	-	100% **C**
C:Chairman -:The Member shall not participate in the Committee					

2023 Profile of Board Members and Individual Participation Rates of Board Members in BoD Meetings, concerning the elected Board of Directors of 02.02.2023					
Board of Directors	Gender	Age	Candidate Members Nominations and Remuneration Committee	Risk Management Committee	Audit Committee
Chairman					
Konstantinos Makedos (Non-Executive Member)	M	58	-	-	-
Executive Members					
Eleni Vrettou CEO	F	44	-	-	-
Non-Executive Members					
Avraam (Minos) Moissis Vice-Chairman of the Board of Directors Representative of the Hellenic Financial Stability Fund	M	61	100%	0%	0%
Alexios Pelekis	M	59	-	0%	-
Independent Non-Executive Members					
Charikleia Vardakari	F	61	100%	0%	-
Ioannis Zographakis	M	60	100%	0% C	0%
Aimilios Giannopoulos	M	67	100%	-	0%
Grigorios Zarifopoulos	M	52	100% C	-	-
Non-Board Members who meet the independence criteria of article 9 of Law 4706/2020					
Christos-Stergios Glavanis	M	70	-	-	0% C
C:Chairman -:The Member shall not participate in the Committee					

2023 Profile of Board Members and Individual Participation Rates of Board Members in BoD Meetings, concerning the elected Board of Directors of 08.02.2023					
Board of Directors	Gender	Age	Candidate Members Nominations and Remuneration Committee	Risk Management Committee	Audit Committee
Chairman					
Konstantinos Makedos (Non-Executive Member)	M	58	-	-	-
Executive Members					
Eleni Vrettou CEO	F	44	-	-	-
Vasiliki Skoubas	F	57	-	-	-
Non-Executive Members					
Avraam (Minos) Moissis Vice-Chairman of the Board of Directors Representative of the Hellenic Financial Stability Fund	M	61	100%	100%	100%
Alexios Pelekis	M	59	-	100%	-
Independent Non-Executive Members					
Charikleia Vardakari	F	61	100%	75%	-
Ioannis Zographakis	M	60	100%	100% C	100%
Aimilios Giannopoulos	M	67	100%	-	100%
Grigorios Zarifopoulos	M	52	100% C	-	-
Non-Board Members who meet the independence criteria of article 9 of Law 4706/2020					
Christos-Stergios Glavanis	M	70	-	-	100% C

C:Chairman
-:The Member shall not participate in the Committee

2023 Profile of Board Members and Individual Participation Rates of Board Members in BoD Meetings, concerning the elected Board of Directors of 07.06.2023					
Board of Directors	Gender	Age	Candidate Members Nominations and Remuneration Committee	Risk Management Committee	Audit Committee
Chairman					
Konstantinos Makedos (Non-Executive Member)	M	58	-	-	-
Executive Members					
Eleni Vrettou CEO	F	44	-	-	-
Vasiliki Skouba	F	57	-	-	-
Non-Executive Members					
Avraam (Minos) Moissis Vice-Chairman of the Board of Directors Representative of the Hellenic Financial Stability Fund	M	61	100%	100%	100%
Alexios Pelekis	M	59	-	100%	-
Riccardo - Antonios Lambiris	M	48	100%	-	-
Maria Ioanna Politopoulou	F	54	-	-	-
Independent Non-Executive Members					
Charikleia Vardakari	F	61	100%	100%	-
Ioannis Zographakis	M	60	100%	100% C	100%
Aimilios Giannopoulos	M	67	-	-	100%
Grigorios Zarifopoulos	M	52	100% C	-	-
Non-Board Members who meet the independence criteria of article 9 of Law 4706/2020					
Christos-Stergios Glavanis	M	70	-	-	100% C
C:Chairman -:The Member shall not participate in the Committee					

2023 Profile of Board Members and Individual Participation Rates of Board Members in BoD Meetings, concerning the elected Board of Directors of 06.07.2023					
Board of Directors	Gender	Age	Candidate Members Nominations and Remuneration Committee	Risk Management Committee	Audit Committee
Chairman					
Ioannis Zographakis (Independent Non-Executive Member)	M	60	-	-	-
Executive Members					
Eleni Vrettou CEO	F	44	-	-	-
Non-Executive Members					
Avraam (Minos) Moissis Vice-Chairman of the Board of Directors Representative of the Hellenic Financial Stability Fund	M	61	100%	100%	100%
Riccardo - Antonios Lambiris	M	48	50%	-	-
Maria Ioanna Politopoulou	F	54	-	100%	-
Christos Alexakis	M	58	-	-	-
Despoina Doxaki	F	55	-	-	-
Theodoros Karakasis	M	76	-	-	-
Konstantinos Adamopoulos	M	49	-	-	100%
Independent Non-Executive Members					
Michael Kefalogiannis	M	59	100% C	100%	-
Efthymios Kyriakopoulos	M	48	100%	100% C	100%
Charikleia Vardakari	F	61	-	100%	-
Aimilios Giannopoulos	M	67	100'%	-	100%
Non-Board Members who meet the independence criteria of article 9 of Law 4706/2020					
Christos-Stergios Glavanis	M	70	-	-	100% C
C:Chairman -:The Member shall not participate in the Committee					

2023 Profile of Board Members and Individual Participation Rates of Board Members in BoD Meetings, concerning the elected Board of Directors of 20.10.2023					
Board of Directors	Gender	Age	Corporate Governance, Nominations, Human Resources and Remuneration Committee	Risk Management Committee	Audit Committee
Chairman					
Ioannis Zographakis (Independent Non-Executive Member)	M	60	-	-	-
Executive Members					
Eleni Vrettou CEO	F	44	-	-	-
Vasiliki (Valerie) Skoubas CFO	F	57	-	-	-
Non-Executive Members					
Avraam (Minos) Moissis Vice-Chairman of the Board of Directors Representative of the Hellenic Financial Stability Fund	M	61	100%	67%	100%
Riccardo - Antonios Lambiris	M	48	100%	-	-
Maria Ioanna Politopoulou	F	54	-	100%	-
Christos Alexakis	M	58	-	-	-
Despoina Doxaki	F	55	-	-	-
Theodoros Karakasis	M	76	-	-	-
Konstantinos Adamopoulos	M	49	-	-	100%
Independent Non-Executive Members					
Efthymios Kyriakopoulos	M	48	100%	100% C	100%
Charikleia Vardakari	F	61	100%	100%	-
Aimilios Giannopoulos	M	67	100% C	100%	100%
Non-Board Members who meet the independence criteria of article 9 of Law 4706/2020					
Christos-Stergios Glavanis	M	70	-	-	100% C
C:Chairman -:The Member shall not participate in the Committee					

2.7. Policy for Persons with Special Relationship with Attica Bank

Related parties

The Policy for "Persons with special relationship with the Bank (related parties)" records the rules applied by the Bank for the entities related to it directly or indirectly, as defined in the legislative, regulatory, and supervisory framework (IAS 24, EBA GL/2021/05, EBA GL/20217/15 and IAS 178_3_/2. 10.2020), the Relationship Framework Agreement (RFA) with the Hellenic Financial Stability Fund and Law 3864 /2010.

The purpose of the Policy is to clearly describe the criteria and the process of locating persons with a special relationship with the Bank.

A detail record is made of the definition of persons with special relationship with the Bank, the process of locating them and the monitoring framework of their loans. The Policy applies to all contractual relationships that govern the Bank with the above persons.

2.8. Corporate Social Responsibility Policy of ATTICA BANK Group

Attica Bank recognizes the importance and impact that the implementation of responsible business practices has on society and understands the growing importance of its reputation and has set Corporate Social Responsibility as a key element of its business strategy.

Attica Bank's Social Responsibility is its practice with respect for the person and human values and principles with environmental, social and economic actions in the areas where it operates.

The BoD of the Bank and its subsidiaries apply as guide the Policy for the definition of these actions and the assignment of responsibilities, ensuring that the relevant actions are aligned with the interests of the shareholders.

Through Corporate Social Responsibility, Attica Bank expresses its firm commitment to the goal of long-term sustainable development. The philosophy of Corporate Social Responsibility of the Attica Bank Group is to increase its positive impact and improve its performance in the fields of action on which Corporate Social Responsibility is built.

3. BoD Committees

The Board of Directors is assisted by the relevant committees on a case-by-case basis, which for the issues within their competence submit the relevant suggestions for decision by the Board, in accordance with the applicable legal framework and their Operating Regulation. The Board of Directors shall establish, as a minimum, the following Committees:

1. Audit Committee
2. Corporate Governance, Nomination, Human Resources and Remuneration Committee
3. Risk Management Committee.

All the above committees inform the BoD about their activities through submitting activity reports to it.

3.1. Audit Committee

The purpose of the Audit Committee (AC) of Attica Bank S.A. is to assist the Board of Directors (BoD) in exercising its duties in the area of developing and ensuring the operation of an adequate and effective Internal Control System at the Bank and Group level and, in particular, to ensure:

- the integrity of the financial statements of the Bank and the Group, the independence of internal and external audit of the Bank and the Group; and
- the compliance with the legal and regulatory framework, internal regulations and best practices to which the Bank and the Group are subject.

The AC is composed of at least three (3) members. The AC may be: (a) a Board of Directors committee, composed of non-executive members, or (b) an independent committee, composed of non-executive members of the Board and third parties, or (c) an independent committee, composed only of by third parties. The type of the AC, the term of office, the number and the capacities of its members are decided by the General Meeting. The Members of the AC are elected by the BoD, when it is a committee or the General Meeting of Shareholders.

The term of office of AC members is three years. In the event of resignation, death or loss of membership, the BoD shall appoint a new member from among its existing members to replace the vacant for the period until the expiry of the term of office. In the case, the member referred to in the previous subparagraph is a third person, not a member of the BoD, the BoD shall appoint a third person, not a member of the BoD, as a temporary replacement, and the next General Meeting shall either appoint the same member or elect another member for the period until the expiry of his/her term of office in the AC. The Chairman of the AC shall be appointed by its members, shall be independent of the Bank and may not be the same person as the Chairman of the Board of Directors or the Chairman of the Risk Management Committee. The Audit Committee may invite to its meetings any member of the Board of Directors, an executive of the Bank or any subsidiaries of its Group or another person (employee or associate) who, in its opinion, can assist in the execution of its work.

The secretary of the Audit Committee shall be an officer of the Bank, who works in a department of the Bank that is not controlled by the Internal Audit Division (hereinafter referred to as "IAD"). The secretary shall be appointed by decision of the Audit Committee.

The General Meeting of Shareholders dated 07.07.2021 resolved that the AC is an independent Committee consisting of non-executive members of the Board and third non-member parties.

During the Annual General Meeting of 06.07.2023 it was decided to redefine the AC, which will be a five-member (joint) independent Committee with BoD members and one (1) third party with a three-year term, which expires on 05-07-2026 (starting from the initial election of the Committee during the Regular General Meeting of 06-07-2023) consisting of one (1) third person – non-member of the BoD, independent of the Bank within the meaning of article 9 of Law 4706/2020, which meets the conditions of independence of the above article, two (2) non-executive members of the BoD and two (2) independent non-executive members of the BoD within the meaning of article 9 of Law 4706/2020 who meet the conditions of independence of the above article.

The Audit Committee, as determined by a decision of the Regular General Meeting of 06.07.2023 and was constituted into a body, on 31.12.2023 had the following composition:

Chairman: Christos Gklavanis, Independent Non-Member of the BoD

Member: Aimilios Giannopoulos, Independent Non-Executive Member of the BoD

Member: Efthimios Kyriakopoulos, Independent Non-Executive Member of the BoD

Member: Avraam Moissis, Vice-Chairman and Non-Executive Member of the BoD

Member: Konstantinos – Vasileios Adamopoulos, Non-Executive Member of the BoD

The members of the Committee are in their majority and at a rate of 60% independent from the Bank, in accordance with the provisions of Law 4449/2017.

The responsibilities of the Audit Committee as described in its Operating Regulation (the update of which was approved on 26.01.2023 by the Bank's Board of Directors and has been posted on the Bank's website www.atticabank.gr) shall also include.

External audit and financial reporting procedure

- It monitors the procedure and implementation of the statutory audit of the individual and consolidated financial statements of the Bank and the Group pursuant to 6 of Article 26 of the Regulation (European Union) no. 537/2014 of the European Parliament, informs the Bank's BoD of the outcome of the statutory audit and explains how the statutory audit contributed to the quality and integrity of financial reporting.
- It monitors, reviews and evaluates the financial reporting procedure, i.e. the mechanisms and production systems, the flow and dissemination of financial information produced by the Bank's organizational units, and makes recommendations or proposals to ensure its integrity, if appropriate.
- It reviews the annual financial statements of the Bank and the Group, the annual report of the Board of Directors and the consolidated quarterly and six-month statements of the Bank and the Group before submitting them for approval to the Board of Directors.

Internal Control System

- It monitors, reviews and evaluates the adequacy and effectiveness of the Bank's overall policies, procedures and safeguards with regard to the Bank's Internal Control System, quality assurance and risk management concerning financial reporting issues.
- It evaluates annually the adequacy and effectiveness of the Money Laundering and Terrorist Financing Policy and the report of the competent executive manager, it submits a relevant report to the Board of Directors and generally supervises the proper implementation of this policy.
- It reviews and evaluates the IAD Reports and informs the BoD regarding:
  - the adequacy and effectiveness of the Internal Control System at the Bank and Group level,

- the effectiveness and adherence to the risk management procedures and associated credit procedures, including provisions policy,
- the adequacy of procedures in relation to the internal assessment of the Bank's capital adequacy,
- the completeness of the procedure or methodology for calculating the impairment of loans and other assets and any changes during the financial year,
- the information systems,
- the effectiveness of procedures for the prevention and suppression of money laundering and terrorist financing,
- matters within the competence of the Regulatory Compliance & Corporate Governance (DKSED) Division.

External auditors

- It reviews and monitors the independence of statutory auditors-accountants or audit firms in accordance with Articles 6, 21-23 and 26-27 of Regulation (EU) No 537/2014 and in particular the appropriateness of providing non-audit services to the Bank (in accordance with Article 5 of the same Regulations).

- It is responsible for the procedure for the selection of statutory auditors-accountants or audit firms and proposes the statutory auditors-accountants or the audit firms to be appointed (in accordance with Article 16 of Regulation (EU) No 537/2014.

Other responsibilities and duties

- The Audit Committee accepts confidential or even anonymous written or oral reports and observations on the inappropriate actions or omissions of Executives and Officers or on breaches of accounting and auditing practices.

- It is informed by the Head of the Internal Audit of the Bank, by the statutory auditors-accountants and audit companies, of the audits carried out at every stage of the proceedings, on the computerized procedures and the information and accounting systems, on the safeguards that are determined to prevent mistakes, misuse of systems and fraudulent actions.

- In addition, it receives, through the competent Business Units, the reports of the Bank of Greece's Banking Supervision Department and the audit findings by other Authorities (e.g. tax audits).

During 2023, the Audit Committee held 22 meetings. The attendance rate of its members reached 100%.

As part of its mission for 2023, the Audit Committee performed, among others, the following actions:

- It monitored the Bank's Internal Control System through the reports of the IAD regular, extraordinary and special audits, the annual audit of the statutory auditors-accountants and the audits of external associates. It evaluated the Internal Control System for 2022, based on the respective annual IAD report.

- It examined and discussed on the quarterly IAD reports. It recommended to the BoD, through its periodic reports, the implementation of the corrective measures agreed upon following the recommendations of the Internal and External Auditors and the Supervisory Authorities.

- It studied the assessment of the Bank's risk areas with a view to drafting the audit schedule for 2023 and assisted in its preparation.

- It examined the Annual Report of the Bank's competent Executive Manager on Prevention of Money Laundering and Terrorist Financing as well as the DKSED Annual Compliance Report for 2022.

- It discussed issues related to the interim and annual financial statements of the Bank and the Group with the CFO, the Heads of the Financial Division and Internal Audit Division, as well as with the Certified Auditors.

- It monitored the procedure and implementation of the statutory audit of the individual and consolidated financial statements of the Bank and the Group. It examined and evaluated the process of preparing the interim (2023) and annual financial statements (2022) and the work of the Statutory Auditors.

- It was updated by the Certified Auditor on the 2023 annual mandatory audit program before implementation.

- It made observations and suggestions which are recorded in its quarterly reports to the BoD and its assessments which are submitted to the BoD of the interim and annual financial statements.

3.2. Corporate Governance, Nomination, Human Resources and Remuneration Committee

The Corporate Governance, Nomination, Human Resources and Remuneration Committee is responsible for implementing the policy and procedures to be followed for the appointment of members of the Board of Directors and committees set up at the level of the Bank's Board of Directors. In particular, it is responsible for identifying and submitting proposals to the Board of Directors regarding persons eligible to fill the vacant positions of the Board of Directors and its committees. It also addresses issues related to the adequacy, efficiency and effectiveness of the BoD, both as a whole and in relation to its individual members, as well as in terms of the appointment of senior management in positions of Chief level and above. The Committee assists the Board of Directors on remuneration issues, gives a specialized and independent opinion on remuneration policies and their implementation, as well as on the proper use of incentives related to management of risk, capital and liquidity and ensures effective alignment of staff remuneration with risks which are undertaken and managed by the Bank and the required coordination between the Bank and the Group.

The Committee ensures that the overall remuneration policy is in line with the Bank's and the Group's business strategy, objectives, corporate culture, corporate values and long-term interests.

The Committee shall be composed of at least three (3) non-executive members of the Board of Directors, who at least in their majority, including its Chairman, are independent non-executive members.

The term of office of the members of the Committee is the same as the term of office as the members of the Board of Directors.

The Committee's Chairman and its members as well as the exact number of its members are appointed and determined, respectively, by decision the Bank's Board of Directors.

Responsibilities of the Committee:

The responsibilities of the Committee shall include, inter alia:

A) Responsibilities related to the nomination of candidates for the Board of Directors and senior management and the assessment of the eligibility of the members of the Board of Directors and the Board of Directors as a whole

1. Preparation and monitoring of the implementation of the nomination and selection process of candidates for the Board of Directors. The Committee recommends to the Board of Directors or the General Meeting the election of candidate members whom it assesses as suitable with regard to the combination of breadth of knowledge by subject, skills and experience in accordance with the applicable legal and regulatory framework, either in the context of the election of members in principle or in replacement of members who leave the Board for any reason.

2. Periodic review and review on at least an annual basis:

   - of the Bank's Board Members Nomination Policy.
   - of the Policy and Procedures for the Evaluation of the Board of Directors, and Committees, the independence of the independent non-executive members of the Board, and submission of recommendations to the Board in accordance with the applicable legal and regulatory framework and best practices (as indicated by guidelines of the European Banking Authority)
   - the succession planning of the Senior Management, as presented by the CEO.

In all the above cases, the Committee shall make proposals to the Board on any changes it deems appropriate.

3. Submission of proposals to the BoD on the diversity policy. In particular with regard to the representation of the underrepresented gender on the Board, the Committee shall elaborate ways in which the number of underrepresented gender persons on the Board can be increased and submit them to the Board for approval.

4. Recommendation to the BoD of the programs related to training and supervision of the implementation of introductory training for new BoD members and periodic training programs for existing Board members in the context of the fulfilment of their duties and in accordance with the needs of the Board's operation, in particular in the areas of risk assumption and management, financial management, accounting, supervisory framework, IT and corporate governance.
5. Development of a long-term succession plan for Board members and senior management with executive responsibilities
6. The Committee shall seek to assess the eligibility of the members of the Board of Directors and senior management prior to appointment. It shall evaluate on an annual basis (with the assistance of external consultants if deemed necessary) the structure, size, composition and performance of the Board of Directors. and its Committees and, if deemed appropriate, make recommendations to the Board which may include (but are not limited to) the addition of training, changes in procedures, measures to mitigate conflicts of interest, the appointment of additional members with specific qualifications, the delegation of responsibilities and/or the replacement of Board members.
7. The Committee monitors on an annual basis the sound implementation of the provisions of the Relationship Framework Agreement between the HFSF and the Bank on matters of BoD Policies and obligations of the credit institution, in particular regarding:

   - the induction training and training activities for Board members.
   - the participation rate of members in the work of the Board and its Committees (minimum participation rate of 85% on an individual basis). A relevant report on the participation of Board members in Board and Committee meetings must be included in the Annual Corporate Governance Statement.

(B) Responsibilities related to the Remuneration Policy

1. It recommends to the BoD and annually reviews the Bank's Remuneration Policy and ensures that

   - it is clear, documented and complies with the provisions of the applicable legal and regulatory framework and the guidelines of the European Banking Authority
   - it is aligned with the credit institution's business strategy, profile and risk appetite and does not encourage excessive and short-term risk taking
   - it takes into account the bank's objectives, corporate culture and corporate values, as well as the long-term interests of the bank and its shareholders
   - it includes mechanisms for ex-post risk-based adjustments (malus and clawback adjustments, deferrals of variable remuneration)
   - provides that the remuneration of staff in the control functions (risk management, internal audit, compliance, financial control) is not linked to the performance of the unit they supervise
2. It proposes to the BoD and/or reviews the objectives related to the CEO's remuneration and evaluate the CEO's performance taking into account the specific objectives
3. It makes proposals to non-executive members of the BoD regarding any remuneration and/or compensation issues that may arise during their term of office as BoD Members or after the expiry or termination of their term of office for any reason.
4. It recommends to the BoD remuneration and expenses of all kinds within the scope of the Remuneration Policy of the executive, non-executive, independent non-executive members of the Chairman of the BoD and members of the Audit Committee (if they are not BoD members), as well as the persons falling within the scope of the Remuneration Policy and on the remuneration of the Bank's senior management.
5. It receives and evaluates, at least annually, the reports of the Internal Audit Division on the Remuneration Policy and its proposals for any revision of the applicable Remuneration Policy, with a view in particular to preventing the creation of incentives for excessive risk taking. The Committee shall, if it considers it necessary, recommend to the Management Board corrective actions in the event of a need for revision, failure to implement the Remuneration Policy or material deviations in its application.
6. The Committee foresees a formal assessment of possible scenarios to determine the impact on the remuneration system of possible future events, either inside or outside the Bank, and the carrying out of back tests.
7. It evaluates the achievement of performance targets and the need for ex-post risk adjustment, including the application of malus and claw back arrangements.

8. It evaluates or recommend the appointment of external experts in relation to the provision of advice or support services on remuneration and/or remuneration policy.
9. It ensures the adequacy of the information provided to shareholders on remuneration policies and practices, in particular in relation to the ratio between fixed and any variable remuneration.
10. The Committee shall cooperate with the Risk Management Committee on any issues it deems necessary in the formulation, evaluation and review of the Remuneration Policy.
11. It provides adequate information to the General Meeting of Shareholders on the activities in which it engages as required.

(C) Responsibilities related to Corporate Governance

1. It ensures the operation of a line of communication for the purpose of gathering and exchanging information between the BoD Committees and executive bodies of the Bank.
2. It ensures and periodically assesses the effectiveness of the Bank's internal governance framework through self-assessment and proposes to the BoD appropriate measures to address any identified deficiencies.
3. It informs the BoD on an annual basis of current trends and developments in the area of corporate governance, including best practices and relevant regulations.
4. It evaluates every three (3) years the corporate governance framework (organizational structure, regulations and policies) by external independent bodies for its compliance with applicable laws, regulatory requirements and international best practices in corporate governance in order to strengthen the risk taking and risk management framework and ensures effective oversight of executive management
5. It gives its opinion on an annual basis on the Bank's organizational chart, the delegation of responsibilities and any amendments thereto that the executive members of the BoD recommend to the Board for approval.
6. It approves the recommendation for the initial appointment of senior management, with the exception of the Head of the Internal Audit Division appointed by the Audit Committee and the Head of the Risk Management Division appointed by the Risk Management Committee.
7. It evaluates, on a case-by-case basis and in cooperation with the relevant Departments or Divisions of the Bank (Compliance, Internal Audit Division, etc.), existing or potential conflicts of interest of members of the Board of Directors and senior management at Chief level and above and submits relevant proposals to the Board of Directors, in accordance with the Bank's Internal Operating Regulations and international best practices of corporate governance.

(D) Responsibilities related to Human Resources

1. It reviews the framework and progress in working relationships to ensure that they are consistent with best practice and contribute to good performance.
2. It is up-to-date on programs that:
   - shape, strengthen and disseminate corporate values and corporate objective/vision across the Bank
   - empower and engage Bank staff; and
   - implement ESG objectives such as gender equality, equal opportunities, employee health care programs (Physical, Mental, Economic and Social).

   It reviews the effectiveness of the above programs, in collaboration with the relevant HR Departments (e.g. through Staff Opinion Surveys), and provide guidance for their continuous improvement.
3. It keeps abreast of key HR management policies related to all stages of the HR career lifecycle, in particular in relation to recruitment, hiring and integration, talent retention, skills development and low performance management, to ensure that they are consistent with best practice.
4. It reviews the implementation and results of the annual employee performance evaluation plan, evaluates the applied eligibility criteria.

5. It reviews the progress and implementation of the annual training program and examines whether it develops the competencies necessary to fulfill the Bank's strategic priorities.

Regarding the Committee meetings:

During January 2023, the Committee held a teleconference on 11.01.2023 with a 100.00% attendance rate of the Members and the following composition:

- Mr. GRIGORIOS ZARIFOPOULOS, Chairman
- Mr. AVRAAM (MINOS) MOISSIS, Member
- Mr. IOANNIS ZOGRAPHAKIS, Member (by authority of AVRAAM (MINOS) MOISSIS)
- Ms. CHARIKLEIA VARDAKARI, Member
- Mr. PATRICK HOREND, Member
- Mr. APOSTOLOS MERAKLIS, HFSF Representative

During February 2023, the Committee held a meeting on 08.02.2023 by telephone and on 14.02.2023 through teleconference with a participation rate of 100.00% of the Members and the following composition, based on the Resolution (Minutes) of the Board of Directors No. 1402 of 02.02.2023

- Mr. GRIGORIOS ZARIFOPOULOS, Chairman
- Mr. AVRAAM (MINOS) MOISSIS, Member,
- Mr. IOANNIS ZOGRAPHAKIS, Member
- Ms. CHARIKLEIA VARDAKARI, Member
- Mr. AIMILIOS GIANNOPOULOS, Member
- Mr. APOSTOLOS MERAKLIS, HFSF Representative

During March 2023 the Committee did not hold a meeting.

During April 2023, the Committee met on 05.04.2023 with a participation rate of 100.00% of the Members and the following composition, based on the Resolution (Minutes) of the Board of Directors no. 1402 of 02.02.2023:

- Mr. GRIGORIOS ZARIFOPOULOS, Chairman
- Mr. AVRAAM (MINOS) MOISSIS, Member,
- Mr. IOANNIS ZOGRAPHAKIS, Member
- Ms. CHARIKLEIA VARDAKARI, Member
- Mr. AIMILIOS GIANNOPOULOS, Member
- Mr. APOSTOLOS MERAKLIS, HFSF Representative

During May 2023, the Committee met on 24.05.2023 via teleconference with a participation rate of 100.00% of the Members and the following composition, based on the Resolution (Minutes) of the Board of Directors no. 1402 of 02.02.2023:

- Mr. GRIGORIOS ZARIFOPOULOS, Chairman
- Mr .AVRAAM (MINOS) MOISSIS, Member,
- Mr. IOANNIS ZOGRAPHAKIS, Member
- Ms. CHARIKLEIA VARDAKARI, Member
- Mr. .AIMILIOS GIANNOPOULOS, Member
- Mr. APOSTOLOS MERAKLIS, HFSF Representative

During June 2023, the Committee met on 07.06.2023 via teleconference with a participation rate of 100.00% of the Members and the following composition, based on the Resolution (Minutes) of the Board of Directors no. 1402 of 02.02.2023:

- Mr. GRIGORIOS ZARIFOPOULOS, Chairman
- Mr. AVRAAM (MINOS) MOISSIS, Member,
- Mr. IOANNIS ZOGRAPHAKIS, Member
- Ms. CHARIKLEIA VARDAKARI, Member
- Mr. AIMILIOS GIANNOPOULOS, Member
- Mr. APOSTOLOS MERAKLIS, HFSF Representative

During June 2023, the Committee met on 15.06.2023 with a participation rate of 100.00% of the Members and the following composition, based on the Decision (Minutes) of the Board of Directors no. 1413 of 07.06.2023

- Mr. GRIGORIOS ZARIFOPOULOS, Chairman
- Mr. AVRAAM (MINOS) MOISSIS, Member,
- Mr. IOANNIS ZOGRAPHAKIS, Member
- Ms. CHARIKLEIA VARDAKARI, Member
- Mr. AIMILIOS GIANNOPOULOS, Member
- Mr. APOSTOLOS MERAKLIS, HFSF Representative

It is hereby specified that in July 2023 the NOMINATIONS AND REMUNERATION COMMITTEE will be reconstituted and renamed as the CORPORATE GOVERNANCE, NOMINATIONS, HUMAN RELATIONS & REMUNERATION COMMITTEE based on the Board of Directors' Resolution (Minutes) no. 1417 of 06.07.2023.

During July 2023, the Committee met on 20.07.2023 with a participation rate of 100.00% of the Members and the following composition, based on the Resolution (Minutes) of the Board of Directors no. 1417 of 06.07.2023:

- Mr. MICHAEL KEFALOGIANNIS, Chairman
- Mr. AVRAAM (MINOS) MOISSIS, Member,
- Mr. AIMILIOS GIANNOPOULOS, Member
- Mr. EFTHYMIOS KYRIAKOPOULOS, Member
- Mr. RICCARDO – ANTONIOS LAMBIRIS, Member
- Mr. APOSTOLOS MERAKLIS, HFSF Representative

During August 2023 the Committee did not meet.

During September 2023, the Committee met on 22.09.2023 via teleconference with the following composition, based on the Resolution (Minutes) of the Board of Directors no. 1417 dated 06.07.2023, with a participation rate of 80.00% of the Members:

- Mr. MICHAEL KEFALOGIANNIS, Chairman
- Mr. AVRAAM (MINOS) MOISSIS, Member,
- Mr. AIMILIOS GIANNOPOULOS, Member
- Mr. EFTHYMIOS KYRIAKOPOULOS, Member
- Mr. RICCARDO – ANTONIOS LAMBIRIS, Member
- Mr. APOSTOLOS MERAKLIS, HFSF Representative

The CORPORATE GOVERNANCE, NOMINATIONS, HUMAN RELATIONS & REMUNERATION COMMITTEE shall be reconstituted on the basis of the Resolution (Minutes) no. 1424/18.10.2023 of the Board of Directors as follows:

- Mr. AIMILIOS GIANNOPOULOS, Chairman
- Mr. AVRAAM (MINOS) MOISSIS, Member,
- Mr. EFTHYMIOS KYRIAKOPOULOS, Member (by authority of Ms Charikleia Vardakari)
- Mr. RICCARDO – ANTONIOS LAMBIRIS, Member
- Ms. CHARIKLEIA VARDAKARI, Member

During October 2023 the Committee met on 18.10.2023 with a participation rate of 100.00% of the Members.

During November 2023, the Committee met on 23.11.2023 via teleconference with a participation rate of 100.00% and the following composition:

- Mr. AIMILIOS GIANNOPOULOS, Chairman
- Mr. AVRAAM (MINOS) MOISSIS, Member,
- Mr. EFTHYMIOS KYRIAKOPOULOS, Member
- Mr. RICCARDO – ANTONIOS LAMBIRIS, Member
- Ms. CHARIKLEIA VARDAKARI, Member
- Mr. APOSTOLOS MERAKLIS, HFSF Representative

During December 2023 it met twice, specifically on 07.12.2023 and 18.12.2023 via teleconference with a participation rate of 100.00% of the Members and the following composition:

- Mr. AIMILIOS GIANNOPOULOS, Chairman
- Mr. AVRAAM (MINOS) MOISSIS, Member,
- Mr. EFTHYMIOS KYRIAKOPOULOS, Member
- Mr. RICCARDO – ANTONIOS LAMBIRIS, Member
- Ms. CHARIKLEIA VARDAKARI, Member
- Mr. APOSTOLOS MERAKLIS, HFSF Representative

3.3. Risk Management Committee

The purpose of the Risk Management Committee (hereinafter "RMC") is to adequately inform the Board on all matters relating to the risk-taking strategy and the level of risk tolerance in the performance of its duties. The Risk Management Committee assists the Board of Directors with regard to the achievement of the following objectives:

- compliance of the Group with the legal and regulatory framework governing risk management;

- formulation of a strategy on undertaking of all kind of risks and asset management that responds to the Group's business objectives and the adequacy of the resources available in technical means and personnel;

- control of the adequacy, independence and effectiveness of the Group Risk Management Unit; and

- ensuring that risk management is disclosed to all the Group's business units and forms the basis for setting risk control limits.

The Risk Management Committee is composed of at least 3 (three) non-executive members of the Board of Directors, of whom at least one (1) is an independent non-executive member of the Board of Directors. One member (1) who cannot be the Chairman of the Board of Directors is appointed as Chairman of the Committee.

The Chairman and the composition of the Committee shall be determined by the Board of Directors of the Bank. The Chairman of the Committee may not be the Chairman of the Audit Committee.

The Chairman and the members of the Committee are appointed by the Board of Directors of the Bank. Members of the Committee may not hold parallel positions or properties or carry out transactions which could be considered incompatible to the mission of the Committee. Given this, their participation in the Committee does not exclude the possibility of participating in other Board of Directors' committees. A member of the Committee who is absent for three (3) consecutive meetings without reason may be replaced by decision of the BoD .

The term of office of the members of the Committee is three years and may be changed by decision of the BoD.

Any member of the Board of Directors deemed necessary or Executive Officers of the Bank depending on the matter of discussion which falls under their responsibility may be called to the meetings of the Committee for the purpose of informing the latter and facilitating its work.

The responsibilities of the Secretary of the Committee are executed by an Executive of the Group Risk Management Unit appointed by the Chairman of the Committee.

Among others, the responsibilities of the RMC, as described in its operating regulation which were revised by the BoD during its meeting on 29.03.2023 and is posted on the Bank's website, include the following:

3.3.1. Risk strategy

3.3.1.1 It advises and supports the Board of Directors regarding the monitoring of the Bank's overall present and future risk-taking strategy, taking into account all types of risks, to ensure that they are consistent with the Bank's business strategy, objectives, corporate culture and corporate values.

3.3.1.2 It formulates, based on suggestions by the head of the Group Risk Management Unit (hereinafter "CRO"), the strategy of taking all types of risk and capital management that meets the business objectives of the Bank, at the individual and Group level, and the sufficiency of available resources in technical means and staff.

3.3.2. Risk-undertaking Framework

3.3.2.1 It oversees the development and implementation of an appropriate risk-taking framework, which sets specific limits to risk tolerance. It proposes to the Board of Directors on an annual basis the risk-taking framework for discussion and approval, as well as the evaluation of the appropriateness of the business plan. It suggests amendments to the above, whenever it considers it necessary.
If there is any discrepancy between the business plan and the risk-taking framework, it shall submit a correction plan to the Board of Directors.

3.3.2.2 It evaluates on an annual basis the adequacy and effectiveness of the risk management policy of the Bank and the Group based on the annual CRO report.

3.3.3. Exposures in delay and non-performing exposures

3.3.3.1 It ensures appropriate supervisory and control mechanisms for the monitoring and efficient management of exposures in default and non-performing exposures.

3.3.4. Link to the Risk Management Unit

3.3.4.1. It forwards to the BoD, after evaluation, the annual report of the CRO. This report, together with its evaluation, shall be submitted to the Bank of Greece by the end of the first calendar quarter of each year, in accordance with the applicable regulatory framework.

3.3.4.2 It ensures the development of an internal risk management system which incorporates the business decision-making process in the whole range of the Group's activities.

3.3.4.3 It sets out the principles that should govern risk management in identifying, predicting, measuring, monitoring, controlling and addressing risk, in accordance with the business plan in force and the adequacy of the resources available. In case of any shortcomings in the logistics and staffing of the Risk Management Unit, it shall propose to the Board of Directors the strengthening of the Risk Management Unit to be able to respond to its work.

3.3.4.4 It discusses extensively and evaluates the Quarterly Risk Report of the Risk Management Unit, and presents the relevant conclusions and proposed actions to the BoD.

3.3.4.5 It makes recommendations to the BoD regarding the CRO.

3.3.5. Other responsibilities and duties

3.3.5.1 It informs the Board of Directors at least quarterly on the activities of the Committee and the major risks assumed at the Group level, reassures the Board of Directors of their effective response and proposes any actions that it deems necessary. Makes arrangements for the development of appropriate early warning systems and supervisory and control mechanisms for the monitoring and efficient management of high risk lending.

3.3.5.2 It examines, without prejudice to the Remuneration Committee's duties, whether the incentives provided by the Bank's and the Group's remuneration policies and practices take into account risk, capital, liquidity, as well as the probability and timing of profitability.

3.3.5.3 It assesses the recommendations of internal or external auditors and monitors the proper implementation of the measures taken.

3.3.5.4 It addresses issues related to the Group's relationship with Affiliates.

The Board of Directors, at its meeting on 02-02-2023 accepted the resignation of Mr. Markos Koutis from the Board of Directors, and decided a) not to replace him, as well as b) to reconstitute the Risk Management Committee, with Mr. Ioannis Zographakis, Independent Non-Executive Member of the Board of Directors, as its Chairman, and the members of the Board of Directors are Ms. Charikleia Vardakari, Independent Non-Executive Member of the Board of Directors, and the Non-Executive Members of the Board of Directors are Mr. Avraam Moissis, representative of the HFSF, and Mr. Alexios Pelekis.

The new Board of Directors - as constituted on 06-07-2023 with a three-year term of office, from 06-07-2023 to 05-07-2026 – during its meeting on 06-07-2023 decided the new composition of the Risk Management Committee as follows:

1. Efthymios Kyriakopoulos, father's name Petros, (Independent Non-Executive Member of the BoD), Chairman
2. Avraam (Minos) Moissis, father's name Esdra, (Non-Executive member of the BoD), Member
3. Charikleia Vardakari, father's name Nikolaos, (Intependent, Non-Executive Member of the BoD), Member
4. Michael Kefalogiannis, father's name Evaggelos, (Independent Non-Executive member of the BoD), Member
5. Maria-Ioanna Politopoulou, father's name Georgios, (Non-Executive Member of the BoD), Member

On 10.10.2023 the independent non-executive member of the Board of Directors Mr. Michael Kefalogiannis submitted his letter of resignation from member of the Board of Directors of Attica Bank.

The Board of Directors, during its meeting on 18.10.2023, decided to reconstitute the Risk Management Committee (with a term of office until 05-07-2026) as follows:

1. Efthymios Kyriakopoulos, father's name Petros, Independent Non-Executive Member of the BoD, Chairman
2. Avraam (Minos) Moissis, father's name Esdra, Non-Executive member of the BoD, Member
3. Charikleia Vardakari, father's name Nikolaos, Intependent, Non-Executive Member of the BoD, Member
4. Aimilios Giannopoulos, father's name Polykarpos, Independent Non-Executive Member of the BoD, Member
5. Maria-Ioanna Politopoulou, father's name Georgios, Non-Executive Member of the BoD, Member

The above composition of the Committee meets the requirements of Law 4706/2020, the Commission's Rules of Procedure and the Corporate Governance Code.

The term of office of the members of the Committee is three years and may be changed by decision of the Board of Directors.

During 2023, the Risk Management Committee held 13 meetings and the participation of its members amounted to 91.92%.

While exercising its duties during 2023, the Risk Committee, among other things, made observations, comments, proposals for improvement actions, and recommendations to the Board, which are recorded in the minutes of its meetings and in its quarterly reports to the Board.

Below are some of the actions of the Risk Management Committee for 2023:

1. It decided to recommend to the Board to approve the updated Risk Assumption Policy and monitored its implementation.

2. It monitored and briefed the Board on the levels and evolution of the major risks faced by the Bank and the Group based on the reports submitted by the Chief Risk Officer, Chief Financial Markets & Group Operational Operational Risk and Group Market Risk.

3. It monitored the development of the Bank's capital and liquidity ratios, the quarterly provisions formed and the Bank's relationship with major customers based on the submitted reports of the Risk Management Units. It also expressed its observations on the above issues.

4. It ratified the decisions of the Write-Offs and Depreciation Provisions Committee for the partial write-off for amounts over €250th. for debts that have been securitized and transferred to the Astir 1 & Astir portfolios, and positively recommended to the Board of Directors for their approval.

5. It was informed on the progress of the implementation in the Bank's systems of the new EBA DoD and expressed its observations.

6. It was informed on the “2023 Recovery Plan”, provided its refining observations on the submitted document, and decided to favorably report to the Board for approval.

7. It was informed of the new organizational structure of the Risk Management Unit under the Chief Risk Officer, as well as the organizational structure under the Chief Credit Officer.

8. It approved the amendments to the delegated authorities of the Credit Risk Assessment Division and the Business Banking Division as reflected in the submitted “Credit Policy Quick Fix” document.

9. It decided to positively report to the Board on the submitted Policies: a) Risk Identification Policy 2023, b) Risk Appetite Policy, & c) Credit Policy Retail Credit Approval.

10. It decided to approve the report of the Credit Risk Assessment Division on the topic “Delegated Authorities of the home energy savings EKO Program”.

11. It decided to update the Risk Management Committee Operating Rules to correct a finding of the three-year audit, and reported to the Board for approval.

12. It decided unanimously to approve the submitted Business Continuity Plan of Attica Bank Group and to make a positive recommendation to the Board for its approval.

13. It monitored systematically and on a regular basis the progress of the projects and supervisory obligations of the Units reporting to the Chief Risk Officer.

14. It was informed of the staffing needs of the Units reporting to the Chief Risk Officer, systematically monitored the progress of actions to meet them and made recommendations in this regard.

15. It was informed on the Updated Operating Regulations of the approval teams for delinquencies (1 and 2), and the approval team for business facility.

16. It was informed about the update of the Group's Leasing - Factoring Project Policies which was carried out within the framework of the project “Establishment of Leasing & Factoring Subsidiaries”.

17. It was informed on the Risk Profile & Risk Appetite Monitoring issues by reviewing the submitted regular reports in this regard, and made recommendations for improvement.

18. It received regular updates on the results of securitized portfolio management against the business plan, based on the submitted reports from the Credit Portfolio Monitoring & Definite Delays Division, and provided comments.

19. It was informed by the Credit Portfolio Monitoring and Definite Delays Division of (a) the findings of the Internal Audit Division in its 2023 audit of the above Division's operations, and (b) the timeline for action to address the findings.

20. It was informed about information security issues and the procedure implemented by the Unit responsible to avoid security incidents, and made suggestions for improvement.

21. It was informed in detail about the Banking Supervision Committee's Standard 239 and the Bank's actions per principle.

22. It was informed about the actions taken by the Compliance and Corporate Governance Division on the actions concerning persons with a special relationship with the Bank (including but not limited to updating the policy, list of persons, and mapping in the Bank's systems) and the status of their development, and formulated its recommendations.

23. It supported the Board's work on monitoring the Bank's overall current and future risk appetite and risk strategy by reviewing, evaluating, making recommendations for improvement and providing positive input to the Board on the following Risk Management Unit reports: a) Risk and Capital Strategy, including the overall risk identification and risk appetite framework, and b) ICAAP & ILAAP 2023.

24. It was informed of the PILLAR III Framework & the PILLAR III Report through the relevant documents submitted by the Risk Management Unit, made its comments, and then unanimously decided to recommend positively to the Board for their approval.

25. It received an update on the draft update to the SREP Decision through a relevant submitted paper from the Risk Management Unit (RMU).

26. It was informed of the update to the Retail Banking Approval Scale (Credit Policy_Retail Credit Approval), provided comments, and subsequently decided to recommend positively to the Board on the submitted document.

27. It provided its observations and suggestions for improvement on the a) "Asset Quality Report" and b) "Non-Financial Risks Report" submitted by the RMU.

28. It was informed about the 2023 update of the Early Warning Policy, provided its observations, and subsequently decided to favorably report to the Board for approval.

29. It received an update on the NPE Strategy, Business & Capital Plan and provided relevant observations.

30. It evaluated a) on the Credit Control Policy, and b) on the Market Risk Policy, made relevant observations on the above, and decided to report favorably to the Board for their approval.

31. It was informed based on a submitted document on the Interest Rate Risks in the Banking Book (IRRBB) Update Overview. It then received the accompanying documents of the "IRRBB Policy", on which it provided observations, and subsequently decided that it would favourably report to the Board for approval.

32. It assessed the submitted "three new special financing products (Attica Hospitality) to be offered to members of the Hellenic Chamber of Hotels and to provide delegated authorities to the Business and Retail Banking Units for their approval". It expressed its observations on the matter, and subsequently decided to favourably report to the Board for its approval.

33. It was informed of the Retail Banking Strategy on the basis of a document submitted by the Head of Unit, and expressed its remarks and observations on the matter.

34. It monitored the progress of the work of the Group Credit Risk Assessment Division, was informed about operational issues of the Unit, and expressed its observations and recommendations for improvement.

35. It was informed of the approved improvement changes to the operating regulations of the Retail Banking approval teams (Supreme and Arbitration Committee). It also formulated its observations on the matter.

36. It evaluated the submitted "Credit Risk Management Policy" to update the existing one, and decided to favourably report to the Board for its approval.

37. Evaluated and decided to favourably report to the Board on the submitted "Antifraud Policy", after making its proposals for improvement on the matter.

38. It reviewed, evaluated, made proposals for improvement and favourably reported to the Board on the Risk Based Pricing Framework.

39. Monitored the proper implementation of the measures taken with regard to the auditors' recommendations (internal and external), through informative reports from the RMU, while making its observations/proposals for improvement.

40. Evaluated the submitted "Operational Risk Management Policy", formulated its observations on it, and decided to favourably report to the Board for its approval.

41. Based on the existing information, it proceeded with its annual work planning for 2024 by defining the annual plan of the issues to be addressed by the RMC.

42. It assessed the submitted "Operational Risk Management Policy", made its observations and remarks, and decided to favourably report to the Board for its approval.

43. It evaluated the submitted "Model Validation & Governance Policy", formulated its proposals for improvement, and decided to favourably report to the Board for its approval.

44. It was informed on the topic "ECB Expectations on Climate & Environmental Risk", formulating its improvement proposals on the topic.

4. Management Committees [1]

4.1. Executive Committee

The Executive Committee monitors and ensures the smooth and efficient operation of the Bank in implementing its strategy, business plan and budget, as approved by the Board of Directors. It consists of at

[1] Information on the duties, responsibilities and procedures of the Management Committees and Councils are included in their Operating Regulations, as approved by the Board of Directors of the Bank or the Managing Director within the framework of the responsibilities and authorizations granted by the Board.

least nine (9) members, including the Chief Executive Officer, who is appointed as Chairman and non-voting advisory members. The number of members and the composition of the Committee shall be determined by the Board of Directors of the Bank or the Chief Executive Officer within the framework of the responsibilities and authorizations granted by the Board of Directors of the Bank.

Among other things, the Committee has the following duties:

- to prepare the strategy and elaborate the proposed Operational Plan and the annual budget before they are discussed at the Board of Directors and its competent Committees;
- to specify the implementation of the strategy, by coordinating the actions of the Bank's Units;
- to monitor the progress made in the Bank's Business Plan and the achievement of the objectives set at Bank and Unit level, to examine any deviations, to decide on corrective measures and to provide guidance to the competent corporate structures;
- to decide on the development policy of the networks and the Group;
- to ensure that the risk management guidelines are incorporated into the Bank's operations and budget;
- to decide on the approval limits for investments and expenditure that apply to the relevant units;
- to review and approve high-cost programs and decide on cases of outsourcing in accordance with the applicable Policies.

The Committee should meet regularly at least twice a month or exceptionally when required by the circumstances, at the discretion of its Chairman, or if immediate decision-making is required.

The Committee shall be in quorum, if the number of members present at the meeting exceeds half of its appointed members with voting rights and provided that in each case the number of members present is no less than 6 (six), including the Chairman and his or her substitute, in case there is a need to be replaced. The Committee's decisions shall be made by the majority of its present members, subject to the agreement of its Chairman. In the event of a tie, the Chairman's vote shall prevail.

During 2023, the Executive Committee held 39 meetings, in which 225 recommendations were discussed. The main issues which the Commission dealt with during 2023 concern:

- The Bank's budget for 2024;
- The Internal Capital Adequacy Assessment Process (ICAAP) and the Internal Liquidity Adequacy Assessment Process (ILAAP);
- The monitoring of the actions of the Retail Banking Division;
- All kinds of approvals for the implementation of projects and establishment of partnerships, as well as the assignment of outsourcing work;
- The updates from the CRO and Risk Units on the Risk Management Reports, as well as Supervisory - Regulatory Issues;
- Communication Actions 2023;
- Monitor transformation program;
- Voluntary Exit Scheme;
- Recovery Plan 2023;
- Settlement of Omega, Metexelixis securitization issues;
- Utilization of real estate owned by the Bank;
- Process and actions for a possible merger with Pancreta Bank (Project Eve).

Composition of the Executive Committee on 31.12.2023

POSITION IN THE COMMITTEE	COMPOSITION
CHAIRMAN	Chief Executive Officer
MEMBER	Chief Operating Officer
MEMBER	Chief Financial Officer
MEMBER	Chief Risk Officer
MEMBER	Chief Transformation Officer
MEMBER	Chief Corporate Officer
MEMBER	Chief Retail and Digital Officer
MEMBER	Chief Financial Markets Officer
MEMBER	Chief HR Officer
MEMBER	Chief of Strategy & NPE
MEMBER	Head of Project Finance
CONSULTING MEMBER without voting rights	Chief Credit Officer
CONSULTING MEMBER without voting rights	Head of Legal
CONSULTING MEMBER without voting rights	Head of Compliance

4.2. Asset-Liability Committee (ALCO)

The Asset-Liability Committee (ALCO) consists of at least seven (7) principal members, one of whom is the Bank's Chief Executive Officer, who is designated as its Chairman, and advisers. The advisory Members give a non-binding opinion on the issues to be discussed and may propose additional issues for discussion. The principal members of the Committee shall take decisions on all matters dealt with by the Committee.

The Committee, among others, establishes the policy of the Bank and the Group's companies in matters concerning the structure, pricing and management of Assets and Liabilities, and sets out risk limits, taking into account the Bank's strategy resulting from decisions of the competent governing bodies (BoD, Executive Committee), the applicable regulatory framework, corporate governance rules, current conditions in the money and capital markets, and the risk limits set by the Bank. It monitors their implementation and makes decisions on the necessary corrective and improvement measures.

During 2023, the Committee held 22 meetings, in which 41 recommendations were discussed.

The Committee meets regularly on a monthly basis or more frequently, on an exceptional basis, when required by the market circumstances, at the discretion of its Chairman, or if immediate decision-making is required.

The Committee is convened by its Chairman. The Committee shall be quorum if the number of members present at the meeting exceeds half of its appointed members, including its Chairman, and provided that in each case the number of members present is not less than five (5).

The Committee's decisions shall be made by the majority of its principal members, who are present or represented, are subject to the agreement of its Chairman. In the event of a tie, the Chairman's vote shall prevail.

The advisory members do not sign and participate in the meetings without the right to vote.

The Committee establishes a framework for its regular updating through standard reports (ALCO reports) which include, at a minimum, reports on gap position, interest rate risk, liquidity, the size of lending/deposits, and their cost and maturity. It approves the conditions under which the business units and executives of the Bank are authorized to temporarily exceed the limits in case of emergencies and is informed of any excesses and their remedial actions.

The issues discussed in 2023 concerned the following:

- The approval Limits of the Financial Markets and Capital Markets Department.
- The pricing of deposits and other products and services.
- The modification of product interest rates.
- New products for financing investment projects through NSRF
- Creation and promotion of new financial products for Hotels

Composition of the Committee on 31.12.2023

POSITION IN THE COMMITTEE	COMPOSITION
CHAIRMAN	Chief Executive Officer (CEO)
MEMBER	Chief Operating Officer
MEMBER	Chief Financial Officer
MEMBER	Chief Risk Officer

MEMBER	Chief Corporate Officer
MEMBER	Chief Retail and Digital Officer
MEMBER	Chief Financial Markets Officer
MEMBER	Chief of Strategy & NPE
MEMBER without voting rights	Chief Transformation Officer
MEMBER without voting rights	Head of Compliance

4.3. Loans Committee

The approval teams of loans are described in the Lending Regulation (No. 4555/23-07-2021) and its subsequent amendments.

In particular,

1. By circular no. 4651/01-03-2023, the business banking approval teams were modified (reduced) and until 31-12-2023 were as follows:

- LEVEL 1
- LEVEL 2
- LEVEL 3
- LEVEL 4

2. By circular No. 4694/04-08-2023, the retail banking approval teams were modified (reduced) and until 31-12-2023 they were, as follows:

- RETAIL BANKING LOANS SUB-DIVISION
- SENIOR RETAIL BANKING APPROVAL TEAM

The teams examine credit risk, the limits of which are described in the respective, aforementioned circulars amending the Lending Regulation.

The functioning of the Business and Retail Banking Approval Teams is set out in the respective Operating Regulations.

In summary,

1. the meetings of the following teams are continuous and the number of meetings is not recorded.

- LEVEL 1
- LEVEL 2
- RETAIL BANKING LOANS SUB-DIVISION

2. the meetings of the following teams are regular and are as follows:

- LEVEL 3: thirty-nine (39)
- LEVEL 4: forty-eight (48). This figure includes the meetings of the suspended LEVEL 5.
- SENIOR RETAIL BANKING APPROVAL TEAM: one hundred and thirty (130). The figure includes the meetings of the suspended team SENIOR APPROVAL LEVEL II.

During 2023, the following lending requests were discussed during the ordinary meetings of the approval teams:

RETAIL BANKING REQUESTS:

-	Consumer Loans	500
-	Mortgage Loans	607
-	Credit Cards	103
-	SBL (Credit Limit Renewals and Definitions)	192
-	Other (Collateral releases, Amendments to decisions, Settlements, etc.)	30

BUSINESS BANKING REQUESTS:

-	Defining credit limits	103
-	Credit limit renewals	219
-	Other (collateral releases, waiver provision Settlements, changes of limits etc.)	102

4.4. Approval Teams Business Default and Private Individual Default I and II

The approval teams for default comprise the following: Teams Business Default and Private Individual Default I, Teams Business Default and Private Individual Default II, staffed by competent executives of the Bank

During 2023, 102 meetings were held, in which the following issues were examined, among others:

- Debt settlements - extension of settlements
- Debt settlements - extension of settlements
- Proposals and counter-proposals for settlements
- Account complaints
- Instructions after the complaint
- Payment proposals
- Debt waivers
- Cases of customers subject to the provisions of Law 3869/10, Law 4738/20, Law 4605/19
- Letters of guarantee (payment due to deduction request)
- Amendments to approvals
- Debt write-offs
- Settlement of amortized debts
- Selection of consultants and external associates in Credit cases
- Various legal actions or modifications of approvals that do not constitute debt settlement/restructuring.

The topics include suggestions on customer debt management and the suggestions for the securitized portfolio management company ASTIR I & ASTIR II, where the Bank acts as an operating advisor under the receivables management contract, including METEXELIXIS after the purchase of the securitization bonds. The loans in these portfolios are kept in the Bank's accounting system.

4.5. Informatics Committee

The Informatics Committee is the official body of the Bank whose purpose is to determine, prioritize, evaluate, approve the implementation of IT projects, supervise them based on the Bank’s strategy and objectives, central coordination of the execution of IT projects, as well as and the supervision of the smooth and efficient operation of the Bank’s infrastructure and systems and the management of the operational risk arising from the information systems. In addition, in the context of its responsibilities regarding approval, it is responsible for approving the costs relating to implementing IT projects or forwarding them to a higher approval level.

During 2023, 4 meetings were held, one of which was by rotation. Below are the agenda items from the meetings.

1. Presentation of the organizational chart of the Informatics Committee
2. Update on the progress of IT project implementation
3. Information Asset Ownership Policy & Attica Bank Group Corporate Information Classification Scheme (ΠΑΠ_21)
4. ΠΑΠ_19 Information Asset Owners & Corporate Information Rating Scheme
5. Information Systems Incident Reporting
6. Annual and Regular Information Systems Security Incident Reporting
7. Informing the IT Committee on the testing of the Disaster Recovery Plan
8. Report on the Results of the Annual Assessment of the Security Framework defined by SWIFT
   - Evaluation of the Security Framework and Resilience to Cyber Attacks against TARGET2
   - T24 Central Computer System Functionality Audit Report
   - Audit Report on Outsourcing of IT service systems.
   - Audit report on the testing of the Alternative Data Center Infrastructure
9. Status report of technology audit findings
10. Budget Update for 2022-2023 Projects
11. General application and future implementation updates (CRM, Risk Datamart, Cyber Security)
12. Modification of ATTICA BANK Group's Electronic Correspondence Security Policy
13. Penetration Testing & Phishing Campaign

4.6. Expenditure Committee

From 1.1.2023 to 30.3.2023 (the date the Expenditure Committee was dissolved), no meetings of the Committee were held.

5. Internal Control System (IAS)

1. The Bank's Internal Control System is a set of control mechanisms and procedures, which covers on a continuous basis every activity and contributes to its effective and safe operation.
2. The Internal Control System includes all kinds of preventive or control mechanisms that aim to ensure the following:

- The consistent implementation of the Bank's business strategy with effective use of available resources.
- Identifying, addressing and systematically monitoring all kinds of risks undertaken, including operational risk, and safeguarding the Bank's assets.
- Ensuring the completeness and reliability of the data and information required for the accurate and timely determination of the Bank's financial condition and the production of reliable financial statements.
- Compliance with the regulatory framework governing the Bank's operation as well as with all kinds of internal regulations and rules of conduct.

- The prevention and avoidance of wrong actions and irregularities that could jeopardize the reputation and interests of the Bank, shareholders and traders.

3. The Internal Control System is implemented in multiple levels:

- The first level includes all the control mechanisms/safeguards that have been placed in the Bank's workflow, as well as the mechanisms for monitoring their compliance. These control mechanisms have been integrated into the Bank's procedures to ensure that operations are carried out smoothly, the underlying risks are effectively addressed and the outcome of the business is in line with the Bank's objectives. The responsibility for the observance of the existing procedures and their proper functioning at the first level rests with the executive officers of the Bank.

- The second level includes actions aimed at objectively assessing the efficient and effective operation of control mechanisms by personnel independent of the one responsible for tasks such as compliance, risk and back office support.

- The third level is implemented by the Bank's Board of Directors, which has the ultimate responsibility for the implementation and maintenance of the Internal Audit System. The Management and the Board of Directors of the Bank are responsible for the design, implementation and operation of an IAS which will support the Bank's strategic goals. In this context, the Board of Directors should:
  - have ensured the establishment of an internal environment that recognizes the importance of the audit function and to have established an organizational structure that facilitates the effective operation of the Internal Audit System,
  - have clearly defined operational objectives and policies, in relation to acceptable limits on the type and level of risks undertaken, and have developed realistic operational action and budget programmes, which should be understood by all those involved in their implementation;
  - to ensure that the Internal Control System applies to all business units of the Bank and to ensure the existence of an effective Internal Control System in each Subsidiary.

In order to assist them in the exercise of these duties, the Board of Directors has established the Audit Committee, the responsibilities and responsibilities of which are described in its Articles of Association.

The Group's Internal Audit Division, through its audits, assesses the proper planning (adequacy) and ascertains the effective operation of the control mechanisms that make up the Internal Control System, providing its independent evaluation to the Audit Committee, and through it to the Bank's Board of Directors. Internal Audit also provides advice on improving the design and operation of the Internal Audit System, both through its audit work and through its advisory role in the context of its participation in committees.

6. Audit Units

The Bank has independent audit units operating in accordance with the law and in line with the best international practices, aiming at maximum transparency in the operation of the Organization.

6.1. Internal Audit Department

The IAD reports administratively to the Audit Committee on its operations, and to the CEO on management issues. It operates independently, without the interference/involvement of anybody else, in the selection, handling and communication of its audit work. Among other things, the Audit Committee and the Board of Directors approve all decisions concerning the recruitment or replacement of the Internal Audit Director, evaluate (in terms of efficiency and quality) the quality and effectiveness of the IAD's work and are informed by the Group's Internal Audit Director about the progress and the results of the audit work.

The Group's Internal Audit Division (IAD) has unlimited and unannounced access to hard-copy and electronic data and information, functions, information systems, assets and staff at all levels of the Bank, including those relating to subsidiaries.

The IAD has adopted and maintains a Code of Conduct, which includes the Principles relating to the Internal Audit Practice and Rules of Conduct to be followed by internal auditors. The IAD shall refrain from approving any kind of transaction other than those stipulated for its own operation.

The IAD has detailed and documented audit objectives, audit plans and procedures and an appropriate methodology for conducting such audits in order to form an independent and documented opinion on the adequacy and effectiveness of the IAS at Bank and Group level. It draws up an annual audit program, based on risk assessment, and has follow-up mechanisms to verify compliance with the recommendations of all kinds of audits (by internal auditors, external auditors, supervisory authorities, tax authorities, etc.) and to provide information to the Management of the Bank on the course of the corrective actions. The implementation of the corrective actions is the responsibility of the Executive Management and the relevant executives and officers.

At the same time, it consults in the design of new products, systems and procedures to ensure that the appropriate audit mechanisms are integrated. Finally, the IAD shall monitor, investigate and process with particular confidentiality any anonymous reports recorded through the whistle-blowing channel, and must have notified all the Bank's staff of the operation of this channel.

The IAD may cooperate with third parties (inside or outside the Bank) when it deems it necessary to carry out its work (e.g. because of a lack of professional staff, technical expertise, etc.). Any cooperation with third parties shall be approved in accordance with the Bank's regulations, taking into account the professional qualifications and the reliability of the third party. In any event, the Head of the IAD shall have the ultimate responsibility for the audit reports.

In performing its role, the IAD shall inform the Board of Directors in writing, through the Audit Committee and the Management at least every three months, on the main findings of the audits carried out and its recommendations. It shall also submit an annual evaluation report on the adequacy and effectiveness of the IAS to the Bank and its subsidiaries, as well as on effectiveness and adherence to the risk management procedures and associated credit procedures, including the impairment policy. The aforementioned annual report shall be submitted to the Bank of Greece. Moreover, the IAD shall submit to the Management and, through the Audit Committee, to the Board the annual report on the operation of Information Technology Systems under Bank of Greece Governor's Act No 2651/20.01.2012, which shall also be submitted to the Bank of Greece.

6.2. Regulatory Compliance and Corporate Governance Division

The Regulatory Compliance and Corporate Governance Division prevents and manages the risks of non-compliance by the Bank and its Group companies with the legal and regulatory framework governing their operation. For this reason, it shall have uninterrupted access to all data, accounts and information of the Bank and its Group which are deemed necessary for discharging its mission.

The Division is administratively independent of all other Bank's administrative bodies and reports to the Chief Executive Officer, and its composition and structure as well as the nomination of its Director/Head are decided by the Board of Directors.

In legal matters (such as interpretation of laws, application of a regulatory provision, disclosure of information or not, sanctions to the bank, etc.), the Division shall be supported by the Bank's Legal Services Division. Among other things, it shall work with the Human Resources and Organization Divisions on personnel training and the adoption of policies, regulations, procedures, circulars and other guidelines.

The Compliance Officer and its staff cannot hold any other position and/or engage in any activity within and outside the bank that conflicts with their obligations, roles and duties.

The main functions of the Division are the following:

- It suggests the development and implementation of the Bank's and Group's policy in the field of Regulatory Compliance & Corporate Governance, taking into account the existing institutional framework.

- It publishes relevant instructions for adjusting the procedures and the Rules of Operation of the Group to the legal and regulatory framework.

- It monitors and verifies regulatory compliance of the individual Units and informs the Management and the BoD of the Bank of any significant violations or failures that may arise.

- It ensures timely and ongoing communication to employees of any developments in the regulatory framework that applies to their scope of work, by establishing appropriate procedures and training programs.

- It adopts and implements appropriate procedures and prepares an annual program aiming at the full compliance of the Bank and the Group's companies with the applicable regulatory framework, the Articles of Association and the Rules of Operation and prepares an Activity Report.

- It ensures, through appropriate procedures, that the deadlines for the fulfillment of the obligations under the applicable regulatory framework are met and provides assurance to the BoD.
- It coordinates the work of the Regulatory Compliance Officers of the Internal Services and Units and the Group Companies in order to comply fully with the applicable provisions.
- It ensures that the Bank develops appropriate Policies and complies with the legal framework for the prevention and suppression of money laundering and terrorist financing.
- It is responsible for providing information and safeguarding the interests of the State in cases of tax evasion according to the current framework.
- It recommends the establishment of internal Codes of Ethics and ensures that they are faithfully applied by everyone.
- It monitors the approval of new systems, products, contracts, regulations, circulars and procedures to ensure their compatibility with applicable rules and the Codes of Conduct. It collects from and provides information and data to Supervisory, Regulatory, Judicial, Tax or other Authorities.

In 2023, the Division dealt with the following, among others:

- Review and update policies and procedures of the AML and Reporting Subdivision. The amendments introduced by Law 4734/2020 and Law 4816/2021 to Law 4557/2018 were taken into account in order to harmonize with the requirements of the current legislative and regulatory framework
- Introduction of the Bank's Outsourcing Policy.
- Monitoring of the progress of the Client Archive optimization project.
- Scheduling seminars for the majority of the employees on topics of regulatory interest.
- Issuing a supervisory reporting procedure.
- Appointment of the Head of the Compliance and Corporate Governance Directorate as the Report Receiving and Monitoring Officer (RRMO) concerning the protection of persons reporting violations of EU law (whistleblowing reports)

6.3. Processing Personal Data

Attica Bank attaches particular importance to the obligation of the Bank and its Group companies to protect and safeguard the personal data of the individuals it processes and takes the appropriate technical and organizational measures in accordance with the provisions of Regulation (EU) 2016/679, Law 4624/2019 and the relevant decisions of the competent Greek and European Courts and Authorities.

In this context, the Bank has appointed a Data Protection Officer and has established and implements policies and procedures in which the fundamental principles and actions for the lawful processing of the personal data, are recorded.

The Bank's Data Protection Officer is entrusted with the following tasks:

a) To inform and advise the Bank and its employees on the obligations arising from the Regulation and the legislation on personal data

b) To monitor the Bank's compliance with the Regulation and the applicable personal data legislation.

c) To advise the Bank on conducting an impact assessment study where a processing operation is likely to present a high risk to the rights and liberties of natural persons and to monitor its implementation.

d) To cooperate and act as a point of contact with supervisory authorities and data subjects (employees, customers, etc.).

The Data Protection Officer shall not receive instructions from the Bank for the performance of the above tasks and shall report directly to the Bank's CEO.

6.4. Group Risk Management

Based on its business model, Attica Bank Group (hereinafter referred to as the Group) is exposed to a variety of risks, the most important of which are Credit Risk, Market Risk, Liquidity and Funding Risk and Operational Risk. The Group has established a framework for thorough and prudent management of the risks it faces due to its business model, which is aligned with international best practices, the applicable legal framework and regulatory risk management rules. Risk management is a function embedded in the Group's business strategy (as reflected in the business plan in force at any given time), is exercised within the framework of the principles set out in Bank of Greece Governor's Act 2577/2006 and follows the risk and capital management strategy defined by the Group.

The risk management framework, which the Group has developed in relation to the management of the significant risks it assumes, aims to ensure the safe and uninterrupted operation of the Group and the fulfilment of its business objectives. Through the overall risk management framework, Attica Bank Group aims:

- To continuously support the business strategy by ensuring that business objectives are pursued in a risk-controlled manner in order to maintain profit stability, protecting against unforeseen losses.
- To establish a comprehensive control environment and a robust framework for monitoring all risks and the interaction between them.
- To support Attica Bank Group's decision-making processes, taking into account the risk exposure at any given time.
- To ensure sufficient availability of resources to guarantee the maintenance of a risk profile compatible with the approved risk appetite.

The risk management framework is subject to continuous evaluation to ensure that it is responsive to the challenges of the markets in which the Group operates, as well as that it complies with regulatory requirements and industry best practices/standards.

The risk and capital management strategy, which is adopted and implemented across the Group:

- includes appropriate risk management policies, methodologies and procedures, constituting a coherent and structured approach to identify, assess, measure and mitigate risks;
- establishes, through the risk appetite, specific limits, taking into account management's willingness to assume risks;
- ensures that the Group's capital levels are adequately monitored and adjusted;
- establishes appropriate internal governance practices and reporting lines on risk management.

In particular, the risk appetite framework, which is an integral part of the risk and capital management strategy, is integrated into the Group's key processes and affects its operations in a holistic manner, while increasing awareness of risk management in the Group and guiding staff on acceptable and unacceptable levels of risk taking.

The Risk Management Unit (RMU) operates in accordance with the provisions of Bank of Greece Governor's Act 2577/06 and has the general task of assessing and monitoring the risks inherent in the structure and individual on- and off-balance sheet items of the Group's balance sheet. In particular, the RMU:

- is administratively independent of units with executive powers and departments that carry out or account for transactions utilizing its risk analysis;
- reports, on matters within its remit, to Management and the Risk Management Committee or, through it, to the Board of Directors;
- is subject to the control of the Internal Audit Unit as to the adequacy and effectiveness of the risk management processes;
- is responsible for the development and implementation of the risk management framework as specified in the individual policies, methodologies and procedures for the risk areas undertaken by the Group, based on its activities and in accordance with the Board's guidelines.

The Chief Risk Officer (CRO), head of the Risk Management Committee, is a member of the Group's top management, appointed by the Board of Directors (upon the recommendation of the Risk Management Committee) and their appointment, as well as any replacement, is notified to the Bank of Greece. Key objectives and actions governing the role of the CRO:

- To ensure appropriate monitoring and control mechanisms for the monitoring and effective management of overdue exposures and non-performing exposures.
- To formulate proposals and recommend corrective actions to the RMC and the Board of Directors in the event that it identifies weaknesses in the implementation of the credit institution's risk management strategy or deviations in its implementation.
- To deal with matters relating to the Group's relationship with Related Parties.
- To ensure the development of an internal risk management system which is integrated into the business decision-making process across the Group's activities.
- To define the principles that should govern the Group's risk management in terms of identifying, assessing, quantifying/measuring, monitoring, controlling and managing risks, consistent with the business plan in place and the adequacy of available resources.
- To provide for the conduct of at least annual stress tests for market, credit and liquidity risks, and similar techniques for operational risk.
- To ensure the development of appropriate early warning systems and supervisory and control mechanisms to monitor and effectively manage high-risk lending.

The organizational structures reporting to the CRO are the Credit Risk Management and Credit Control Division, the Capital, Liquidity and Market Risks Division, the Non-Financial Risks and Controls Division and the Risk Planning and Operations Subdivision. Based on best practices for internal risk governance, the organizational structures reporting to the CRO's area of responsibility include the organizational structures reporting to the Chief Credit Officer.

The main responsibilities of the Credit Risk Management and Credit Control Division include the following:

- Developing a framework for identifying, measuring, monitoring and managing credit risk.
- Determining, calibrating and monitoring credit risk disposition statements.
- Monitoring and updating the framework for calculating and forecasting expected credit losses.
- Creating and managing credit risk models and rating systems.
- Reviewing and providing advice on lending policy manuals.
- Monitoring and controlling the loan approval process based on the approved lending policy, assessing the effectiveness of the latter, and monitoring compliance with established procedures and limits.
- Supporting strategic processes (business plans, ICAAP, ILAAP, etc.) and performing stress testing exercises specific to the loan and bond portfolios.

The main responsibilities of the Capital, Liquidity and Market Risks Division include the following:

- Developing a framework for managing capital adequacy and liquidity risk.
- Identifying, measuring, and managing capital adequacy and liquidity risks.
- Conducting holistic contingency exercises, drafting a contingency funding assurance plan, drafting the Recovery Plan.
- Developing a framework for identifying, measuring, monitoring and managing market risk in the trading portfolio as well as interest rate and credit spread risks in the banking portfolio.
- Conducting daily value at risk and interest rate sensitivity measurements.
- Defining, calibrating and monitoring risk appetite statements for market risk exposures and monitoring the correct application of the trading principles.
- Supporting strategic processes (business plans, ICAAP, ILAAP, etc.) and performing portfolio specific stress testing exercises.

The main responsibilities of the Non-Financial Risks and Controls Division are as follows:

- Developing a framework for identifying, measuring, monitoring and controlling non-financial risks.

- Leading the implementation of the integration project, environmental risks, social and governance risks and climate risk in the Group's risk management framework.
- Defining, calibrating and monitoring risk appetite statements for non-financial risks.
- Strengthening the internal control system by establishing risk self-assessment and control environment processes in collaboration with business units.
- Developing the governance framework for the creation and validation of models (model governance framework).
- Establishing a regular and independent process for the validation of risk models, and models of risk quantification and measurement techniquesSupport during the implementation of strategic projects/processes (business plans, ICAAP, ILAAP, etc.).

The main responsibilities of the Risk Planning and Operations Subdivision are as follows:

- Developing and implementing the Group's project action plan and initiatives in the risk management area.
- Developing and updating risk data management policies and procedures in collaboration with the IT Unit.
- Operational management of the risk management systems, coordinating of their smooth operation and joint management with other business units.

The main responsibilities of the organizational structures under the area of responsibility of the Chief Credit Officer are as follows:

- Evaluating credit applications, debt restructuring, debt restructuring or debt settlement of existing Business and Retail Banking credit facilities and preparing an opinion on credit risk to be assumed.
- Monitoring, during the request evaluation process, the proper implementation of the Credit Policy, the Credit Regulations, the Policy on Arrangements and Restructuring and other Policies related to its scope, in the context of the Bank's strategy and in line with the principles of corporate governance.
- Participating, within the limits of its responsibility, in the designated approval panels, in accordance with the procedures in force for taking decisions on requests for which it is responsible.
- Proposing the preparation or updating of the Retail and Business Banking Credit Regulations in cooperation with the relevant business units of the Group.

7. Risk management in relation to the preparation of financial statements

The Bank has an adequately documented Policy and Procedures for the accounting of financial events and the preparation of financial statements.

Transactions are conducted through specialized computerized applications, per business activity of the Bank and the Group, which support the responsibility limits of the officers, the double-checking of transactions and the automatic generation of the required accounting records.

The Bank's and the Group's accounting system is supported by custom information systems, which have been adapted to the Bank's operational requirements.

Instruction manuals for the all the systems which support the Bank's operations, indicatively T24 systems by TEMENOS and EBS by Oracle, have been issued and are followed.

Audit procedures and accounting arrangements have been established to ensure the correctness and legality of entries in the books and the completeness and validity of the financial statements.

8. Brief Curriculum Vitae of the top executives of Attica Bank

Aslanoglou Reggina, Chief of Staff and Transformation Officer

Mrs Reggina Aslanoglou undertakes the Chief of Staff and Transformation Officer (CTO) position.

Mrs Aslanoglou has more than 20 years of experience in the banking sector. From 2001 until 2009, she worked at HSBC in important positions of responsibility, being as of 2016 the Chief Operating Officer (COO) Wholesale Banking of the Bank.

In her most recent role, she worked at Piraeus Bank, where she was Senior Director-Head of Business Coordination, Corporate and Investment Banking since 2019.
She holds an MSC in International Accounting and Financial Management from Glasgow University.

Avgeros Stavros, Director of Internal Audit

He joined Attica Bank in August 2019.

He holds a Master's degree in Business Administration (Executive MBA) from the Athens University of Economics and Business. He has many years of experience in the Banking sector, and specifically in high-ranking Internal Audit positions. He has served as Internal Audit Manager at Hellenic Bank (2006-2013), Senior Audit Manager at Piraeus Bank (2013-2017), and he is Internal Audit Manager at Attica Bank since May 2017. He is a certified Financial Services Auditor (CFSA) and has the renowned COSO Internal Control certification.

Vourna Dimitra, Chief Operating Officer

Mrs Dimitra Vourna joins the Bank's management team, undertaking the position of Chief Operating Officer (COO). She will refer to the CEO. She comes from HSBC, where she joined in 1999 and evolved as COO of the Bank, maintaining this position since 2016. Between 2014 and 2016, she was Head of Operations Europe International of HSBC Bank. From 1997 until 1999 was working in Piraeus Asset Management. She holds an Economics degree from the Economic University of Athens and an MBA in Marketing and Finance from ALBA. She is also a Chief Operating Foundation Course graduate from Cambridge University.

Georgiadi Eleni, Director of Compliance and Corporate Governance

Mrs Eleni Georgiadi has more than 20 years of experience in the domestic banking industry and is a Certified Fraud Examiner and a member of IIA Greece, ACFE Greece and the Economic Chamber of Greece.

She joined Attica Bank in 2018 as an internal auditor, served as Secretary of the Audit Committee and during the last year she worked as an executive in the CEO's Office. She has worked in the Internal Audit Unit at Piraeus Bank, specializing in regulatory compliance and retail banking audits. During the period 1999 - 2013 she worked at Hellenic Bank both in Internal Audit and Branch Network as Branch Manager. She holds an MBA from Kingston University, London and a degree in Regional and Economic Development from Panteion University.

Dalanatos Marinos, Group Treasurer

He joined Attica Bank on April 2017.

He has over 35 years of banking experience.

He worked in the Financial Markets & Capital Markets departments of Eurobank and Piraeus Bank and was appointed Director of Financial Markets & Capital Markets at Aegean Baltic Bank, Fortis and FBBank. He is a member of the boards of the Primary Dealers' Committee and Forex Club Greece.

He is a graduate of Deree College (Bachelor of Business Administration) and holds a Master of Business Administration (MBA) from Henley Business School, London.

Iliopoulos Christos, Deputy General Manager, Head of Project Finance

Mr Christos Iliopoulos undertakes the position of Deputy General Manager, Head of Project Finance.

He has more than 18 years of banking experience specializing in business financing. He comes from Piraeus Bank, where he joined in 2004. He held, until recently, the position of Senior Director, Group Structured Finance – Energy and Development Banking Division. In addition, he has been a Financial Analyst at SIMA, where he worked from 2000 until 2004.

He holds an MSc in International Banking and Finance from Reading University and is an Economic and Regional Development graduate from Panteion University.

Kanelis Evangelos, Chief of Strategy & NPE

Mr Evangelos Kanelis undertakes the position of Chief of Strategy & NPE. Having worked for many years in large banks and consulting companies.

He comes from the National Bank of Greece, where since 2019, he has held the position of Director - Head of Strategic Transactions. Among other things, he contributed to the bank's transformation, undertaking the execution of strategic transactions aimed at reducing non-performing exposures.

Before that, he was a financial consultant in Risk and Finance at EY, working with banks in Greece and the broader region of South-Eastern Europe and the Middle East.

From 2007 to 2015, he worked at Piraeus Bank in Finance and mainly in Capital Management.

He holds an MSc in Banking and Finance from the University of Southampton and a BSc in Economics from the University of Wales, United Kingdom.

George Kouroumalos, Chief Risk Officer

Mr George Kouroumalos, with 20 years of experience in the banking industry, undertakes the position of Chief Risk Officer, coming from Piraeus Bank, where he was Senior Director, Head of capital management and risk strategy.

Within this role, he transformed the risk appetite framework for the group to cover the full spectrum of financial and non-financial risks and enabled capital allocation mechanisms that optimize risk-return relationships.

In addition, he assessed and delivered major Risk Management projects, including infrastructure projects and supervisory exercises. He also delivered the Environmental, Social and Governance (ESG) roadmap for Piraeus Bank, focusing on climate-related and environmental risks.

He holds a Master of Engineering in Electrical and Electronic Engineering from Imperial College London and an MBA from the National Technical University of Athens.

Malandris Alexandros, Chief Credit Officer

Mr. Alexandros Malandris has many years of experience in the financial sector and in particular in the Credit Departments of systemic and international banks, evaluating creditors from a wide range of sizes and industries. His presence in these Departments has coincided with periods of both economic growth and recession allowing him to fully understand the risks of each exposure in each time period and to plan restructuring of non-viable loans. Also through his presence in the Supervisory & Regulatory Affairs department he gained a very good knowledge of both the institutional and supervisory framework governing Credit Institutions.

Since 2020, he held the position of Supervisory Inspections Manager at Piraeus Bank, while previously he was Senior Credit Officer at the Piraeus Bank Group Credit Division of Large Corporates, Project Finance and Shipping.

Previously he worked at BNP Paribas in London in the Corporate Coverage Banking Europe (CCBE) Division as Credit Officer assessing credit risk of large corporates (FTSE 100). He started his career in the Banking industry at Bank of Cyprus where he was a Sanctioning Officer in the Large Corporates and SMEs Credit Division. In the past he has worked in both private and shipping companies. His university studies are specialized in finance and accounting.

Marmara Anna, Chief Credit Officer

Ms Marmara has taken up the position of Chief Credit Officer at Attica Bank since February 2023, having joined the team in 2018.

She previously served as Head of Credit Risk Assessment since November 2019 and prior to that she was a senior executive in the Group Market Risk Credit Risk Division at Attica Bank.

Since June 2013, she held the position of Deputy Head of Retail & Business Credit Division in the Small & Medium Enterprises at Alpha Bank.

She previously held senior positions at Emporiki Bank in the Retail Banking and SME sector as Head of Specialised Retail & Business Banking Credit Division, Head of International Operations Division of the Subsidiaries Unit, Commercial Director at Emporiki Leasing.

She holds a degree in Economics from the Athens School of Economics and a degree in Business Administration from the Technological Educational Institute of Thessaly.

Masouras Christos, Assistant General Manager C.C.B.O.

Christos Masouras is Assistant General Manager Large Corporate & Investment Banking, primarily responsible for developing partnerships with large corporates, as well as executing complex financing and investment banking assignments.

He has 17 years of experience in the Banking industry having held positions of responsibility mainly in Corporate Banking as well as NPEs management, at Eurobank, Piraeus Bank and National Bank of Greece.

He holds a BSc in Accounting and Finance as well as an MSc of Banking & Finance from the Athens University of Economics and Business.

Skoubas Vasiliki, Chief Financial Officer

Mrs Vasiliki (Valerie) Skoubas undertakes the position of Chief Financial Officer, with more than 30 years of international and domestic experience in the banking and finance sectors.

She joined Attica Bank in April 2022 as a Management Consultant. From 2015 to 2021, she was appointed Chief Financial Officer at HSBC Greece. Furthermore, from 2018 to 2020, she was also Head of Supervision of 9 branches of HSBC France until 2021, while she was also Director of Mergers & Acquisitions at HSBC London in 2021.

During 1989-2014 she worked at Citigroup Greece, where she undertook the role of Chief Financial Officer in 2009.

She holds a BSc in Accounting from St. John's University in New York and a Diploma in Corporate Governance for NEDs from the Corporate Governance Institute.

Tsitoura Ioanna, Chief HR Officer

Mrs Ioanna Tsitoura undertakes the position of Chief HR Officer.

She has extensive experience as a Human Resources Director in large Greek and multinational companies, in dynamic sectors of the economy and business, with particular expertise in human resources development and corporate transformations.

She comes from the ANTENNA group, where since 2021, she has held the position of Group HR & Administration Services Director.

From October 2012 until 2020, she was the General Director of Human Resources of WIND Greece. Previously, she worked in large companies such as Regency Entertainment, OTE, Unilever, etc.

She holds a degree in Chemical Engineering from the National Technical University of Athens and an MBA from the University of Wales, United Kingdom.

Fridakis Konstantinos, Chief Retail and Digital Officer

Mr Konstantinos Fridakis undertakes the position of Chief Retail and Digital Officer (CRDO).

Mr Fridakis has 24 years of experience in finance services and IT. For the previous two years, he has been a consultant in sectors such as payments, digital strategy and transformation, cooperating with financial institutions in Greece and abroad.

From 2016 until 2020, he was President and CEO of Tora Wallet and Tora Direct, subsidiary companies of the OPAP group.

Between 2007 and 2016, he was a senior executive at Piraeus Bank.

He holds an MBA from the University of Strathclyde Business School UK and a BSc in Management from the American College of Greece.

Christodoulou Konstantinos, Chief Corporate Banking Officer

Mr. Konstantinos Christodoulou joins the Bank's Management personnel and undertakes the position of Chief Corporate Banking Officer. He has long-standing experience, having held positions of increased responsibility in the financial industry and in multinational companies.

Since 2020 he has held the position of CEO at Piraeus Factoring S.A., while previously he was Senior Director of Retail Sales, Small Business Banking at Piraeus Bank.

Until 2012 he held the position of Head of Distribution Channels at Societe Generale-Geniki Bank, while he has also served as Sales Manager for the Financial Advisors network and the "Open24" branch network of Eurobank until 2007.

From 1995 to 2004 he worked in Groups such as Grand Metropolitan – IDV – Metaxa, Bacardi – Martini and Boutari Group. Mr. Christodoulou has an extensive knowledge in business reorganization and development and significant experience in business banking.

He holds a bachelor degree in Chemical Engineering from the Aristotle University of Thessaloniki and a MBA degree from Athens University of Economics and Business.

9. Information pursuant to Article 10 (1) of Directive 2004/25/EC of the European Parliament

Pursuant to Article 152 (1) of Law 4548/2018, the Annual Management Report of the BoD of Attica Bank includes the Corporate Governance Statement for the financial year 2023. The reference date of the Statement is 31 December 2023.

Points (c), (d), (f), (h), (i) of Article 10 of Directive 2004/25/EC of the European Parliament and of the Council, as incorporated in points (c), (d), (e), (g), (h) of Article 4 7 of Law 3556/2007, are analyzed in the Explanatory Report of the Board of Directors to the General Meeting of Shareholders, which is included in the Annual Management Report of the Board of Directors.

Information on the Remuneration of the Members of the Board of Directors for the year 2023 (1.1-31.12.2023), pursuant to Article 450 of Regulation (EU) No 575/2013

	Members of the Board of Directors	
	Non Executive	**Executive**
Number of beneficiaries	19	2
Total fixed remuneration	794,304 €	463,682 €
Total variable remuneration split in:	-	-
Cash	-	-
Shares	-	-
Financial instruments linked to shares	-	-
Other categories	-	-
Amounts of deferred earnings split in:	-	-
Registered	-	-
Unregistered	-	-
Amounts of deferred earnings that have been determined to be paid and decreased through performance adjustments	-	-
Number of beneficiaries receiving payment for recruitment	-	-
Total payment for recruitment	-	-
Number of beneficiaries receiving leaving pay	1	-
Total amount of leaving pay	234,730 €	-
Highest amount paid as indemnity to an individual	-	-

THE CHAIRMAN OF THE BOARD OF DIRECTORS

IOANNIS ZOGRAPHAKIS

ID No T P 651219

ANNUAL FINANCIAL INFORMATION

FOR THE YEAR ENDED

31 DECEMBER 2023

In accordance with the International Financial Reporting Standards
as adopted by the European Union

III. . ANNUAL STANDALONE AND CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED AS AT 31 DECEMBER 2023 (INCLUDING INDEPENDENT AUDITORS' REPORT)

The Annual Standalone and Consolidated Financial Statements for the year ended as at 31 December 2023, as well as the notes attached, have been approved by the Board of Directors at the meeting held on 7 March 2024 and have been published on the Bank's website, as well as on the website of A.S.E., where they will remain at the disposal of investors for at least ten (10) years from the date they were issued and published.

Athens, 7 March 2024

THE CHAIRMAN OF THE BOARD	THE CHIEF EXECUTIVE OFFICER	THE C.F.O.	THE DIRECTOR OF FINANCIAL MANAGEMENT
IOANNIS G. ZOGRAPHAKIS ID No. P 651219	ELENI CH. VRETTOU ID No. AB 515487	VASILIKI CH. SKOUBAS ID No. AE 105203	EVAGGELOS G. RIZOS ID No Ξ 989060

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Independent Auditor’s Report

To the Shareholders of ATTICA BANK S.A.

Report on the Audit of the Standalone and Consolidated Financial Statements

Opinion

We have audited the accompanying standalone and consolidated financial statements of ATTICA BANK S.A. (the “Bank”), which comprise the standalone and consolidated statement of financial position as at December 31, 2023, the standalone and consolidated statements of income and other comprehensive income, changes in equity and cash flows for the year then ended, as well as the notes to the financial statements that include significant accounting policy information.

In our opinion, the accompanying standalone and consolidated financial statements present fairly, in all material respects, the financial position of ATTICA BANK S.A. and its subsidiaries (the “Group”) as at December 31, 2023, their financial performance and cash flows for the year then ended, in accordance with International Financial Reporting Standards as adopted by the European Union.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs), as incorporated into the Greek Legislation. Our responsibilities under those standards are further described in the “Auditor’s Responsibilities for the audit of the standalone and consolidated financial statements” section of our report. We are independent of the Bank and its consolidated subsidiaries, during our entire assignment, in accordance with the International Ethics Standards Board for Accountants International Code of Ethics for Professional Accountants as incorporated in the Greek Legislation, and the ethical requirements relevant to the audit of the standalone and consolidated financial statements in Greece and we have fulfilled our ethical responsibilities in accordance with current legislation requirements and the aforementioned Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the standalone and consolidated financial statements of the current year. These matters, as well as the related risks of significant misstatement, were addressed in the context of our audit of the standalone and consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key audit matters	How our audit addressed the key audit matter
Expected credit loss for financial assets at amortized cost comprising loans and receivables from	
As at December 31, 2023, the total impairment for loans and receivables from customers of the Bank and the Group stood at € 1,215 million, as recorded in Notes 16 and 17 to the annual financial statements. Measurement of expected credit risk losses in accordance with the IFRS 9 requires a significant exercise of judgments and estimates on the part of the Management that involve a significant degree of complexity. The Bank and the Group recognize expected impairment losses of financial assets at amortizable cost both individually and collectively. The most significant areas where we identified a high degree of judgment and estimates on the part of the Management and therefore focused our audit to estimate the expected credit risk loss are: • Significant Increase in Credit Risk (SICR) - Determining qualitative characteristics required to identify Significant Increase in Credit Risk for credit risk classification purposes involves a significant degree of judgment, also taking into account the current macroeconomic conditions. • To calculate the expected credit risk loss, mathematical formulas and assumptions are used which inherently involve the exercise of judgement. Calculation of the expected credit risk loss is based on the calculation of the Probability of Default, Loss Given Default and Exposure at Default. Credit loss may be at error if the incorporated mathematical formulas or assumptions do not accurately determine defaults or collections over time or do not reflect the credit risk of loans and receivables. Consequently, the mathematical formulas used for purposes of applying IFRS 9 as well as their assumptions are the main reasons why calculation of impairment loss is complex and subjective. The disclosures made by the Group in respect of the accounting policy in line with the assumptions and estimates used to calculate the expected credit risk loss are recorded in Notes 2.6 and 2.32 to the standalone and consolidated financial statements.	Our audit approach included, among others, the following procedures: • We examined whether the assumptions and decisions made by the Management for classification and measurement of financial instruments are appropriate. • We evaluated the procedures as well as the corresponding internal controls in terms of classification and measurement. • We examined the design and implementation of the most significant internal controls related to the assessment and calculation of the key parameters and criteria related to the Significant Increase in Credit Risk (SICR). • We assessed the accuracy and relevance of the data used for classification and measurement. We focused on the control procedure for the completeness and accuracy of the data included in the impairment calculation models as well as on the evaluation carried out by Management to validate the results. The verification procedures we chose to apply in calculating expected loss included the following: • For a specific sample of loans, we verified the mechanisms used by the Bank and the Group to assess the significant increase in credit risk. • Regarding impairment at the portfolio level, we evaluated the Bank's and the Group's methodology, assessing the correctness of the data required to calculate the expected credit risk loss from the Bank's and the Group's systems. • We evaluated the expected loss estimation methodology of the Bank and the Group and recalculated the model parameters on a sample basis. • We have assessed the reasonableness and appropriateness of macroeconomic variables, scenarios and probability weights used in the models, comparing their results with macroeconomic data from a range of external sources. • For specific portfolios we examined the existence and valuation of the collaterals taken into account for the expected loss calculation. Finally, we assessed the appropriateness and adequacy of the relevant disclosures in the

	standalone and consolidated financial statements in respect of this matter.
Recoverability of deferred tax assets	
As at December 31, 2023, total deferred tax assets of the Bank and the Group stood at € 147 million, as recorded in Note 29 to the annual financial statements. As at December 31, 2023, the Bank and the Group recognized deferred tax assets on temporary differences to the extent they are considered recoverable and can be utilized versus tax profits in the future. Recognition and recoverability of deferred tax assets is considered a key audit matter as the Management's assessment of the recoverability is complex and highly judgmental. Recoverability of recognised deferred tax assets is dependent on whether the Bank can generate future taxable profits that can be utilized against temporary tax differences and tax losses (before they expire). Management's assessment regarding whether there will be sufficient future taxable profits requires significant judgments and estimates such as: Assumptions on which the Bank's business plan is based, in relation to the estimates of future performance related to determining the expected future tax profits. Estimates that cover the time period until the legal expiration of the period within which the deferred tax assets can be recovered. Adjustments required for accounting profits (as estimated in the business plan) to estimate the tax profits in order to ensure the amount of deferred tax assets that can be recovered in the future. The disclosures made by the Group in respect of the accounting policy in line with the assumptions and estimates used for recognition and recovery of the deferred tax assets are recorded in Notes 2.19 and 2.32 to the standalone and consolidated financial statements.	Our audit approach included, among others, the following procedures: • We assessed the assumptions used by the Management to assess the recoverability of deferred tax assets recognized in the statement of financial position as of December 31, 2023. • We evaluated the reasonableness of the key assumptions used by the Management for the business plan. • For the purpose of recoverability assessment, we tested the adjustments applied by the Management to calculate taxable profits from accounting profits, with the support of our tax specialists. • We examined the consistency with the prior periods, including a review of the historical accuracy of the Bank's assumptions and the assessment of the Management's interpretation of the applicable tax legislation with respect to accounting write-offs and the gradual amortization the ultimate tax loss on sales of non-performing loans and write-offs of creditors debt. • We assessed the appropriateness and adequacy of the relevant disclosures in the standalone and consolidated financial statements in respect of this matter.
Going concern	
The financial statements of the Bank and the Group have been prepared in based on the going concern accounting principle, as analytically recorded in Note 2.2 to the consolidated and standalone financial statements. In particular, in the context of the preparation of the Financial Statements, the Management is responsible to evaluate the Group's and the	Our audit approach included, among others, the following procedures: • We received the Bank's Business Plan, as submitted and approved by the competent bodies and supervisory authorities in 2023 and we have assessed the reasonableness of

Banks's ability to continue as a going concern in the projectable future, as well as to adequately disclose the results of this assessment. Based in the above, the Management evaluated the following key areas: (1) the macroeconomic environment and its uncertainties, (2) the quality of the Bank's assets, (3) the market risk, (4) the liquidity adequacy, (5) the capital adequacy ratios, and (6) the Bank's business plan for 2023-2025 prepared by the Management and submitted to the supervisory authorities regarding the Bank's estimated performance over the following 2 years (the "Business Plan").

We considered the Bank's and the Group's going concern assessment as a key audit matter due to its significance in line with the estimates and assumptions the Bank's Management is required to make in respect of this matter.

the key assumptions and estimates of the Management in this respect.

- We assessed the accuracy of the projections in the Bank's Business Plan compared to the actual results for the year 2023.
- We assessed the Bank's liquidity as recorded in the Business Plan compared to the minimum regulatory thresholds.
- We conducted the sensitivity analysis on key variables based on adverse scenarios performed by the Management in the Business Plan in order to assess potential impacts on capital ratios in the period 2023-2025.
- We discussed with the Management (i) the Bank's assessment of a potential alternative way of managing its NPLs by including part of them in Hercules III state guarantee scheme, (ii) a potential future charge on the Bank's results as a result of the relative decision to do so after the financial statements approval date, and (iii) capital improvement actions to meet the required capital needs in such a case.
- When deemed necessary regarding the above procedures, we were assisted by internal experts.
- We assessed the appropriateness and adequacy of the relevant disclosures in the standalone and consolidated financial statements in respect of this matter.

Other matter

The standalone and consolidated financial statements of the Bank and the Group for the previous financial year ended 31.12.2022 were audited by another auditing firm. As far as that financial year is concerned, on 28.04.2023, the Certified Accountant issued an Unqualified Opinion Independent Auditor's Report.

Other information

Management is responsible for the other information. The other information is included in the Management Report of the Board of Directors, for which reference is made in the "Report on other Legal and Regulatory Requirements" and the Representations of the Members of the Board of Directors, but does not include the standalone and consolidated financial statements and the auditor's report thereon.

Our opinion on the standalone and consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the standalone and consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the standalone and consolidated financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the management and those charged with governance for the standalone and consolidated financial statements

Management is responsible for the preparation and fair presentation of the standalone and consolidated financial statements in accordance with the IFRSs as adopted by the European Union and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the standalone and consolidated financial statements, management is responsible for assessing the Bank's and Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless there is an intention to liquidate the Bank or the Group or to cease operations, or there is no realistic alternative but to do so.

The Audit Committee (artic. 44 Law 4449/2017) of the Bank is responsible for overseeing the Bank's and Group's financial reporting process.

Auditor's responsibilities for the audit of the standalone and consolidated financial statements

Our objectives are to obtain reasonable assurance about whether the standalone and consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs, as incorporated into the Greek Law, will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these standalone and consolidated financial statements.

As part of an audit in accordance with ISAs, as incorporated into the Greek Law, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the standalone and consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Bank's and Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Bank's and Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Bank and the Group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the standalone and consolidated financial statements, including the disclosures, and whether the standalone and consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express audit opinions on the standalone and consolidated financial statements. We are responsible for the direction, supervision and performance of the Group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the standalone and consolidated financial statements of the periods under audit and are therefore the key audit matters.

Report on Other Legal and Regulatory Requirements

1. Board of Directors' Report

Taking into consideration that Management is responsible for the preparation of the Board of Directors' Report and the Corporate Governance Statement included in this report, according to the provisions of paragraph 5 of article 2 of Law 4336/2015 (part B) we note the following:

a. The Board of Directors' Report includes the corporate governance statement that provides the information required by Article 152 of Law 4548/2018.

b. In our opinion, the Board of Directors' Report has been prepared in accordance with the legal requirements of articles 150-151 and 153-154 and paragraph 1 (c and d) of Article 152 of Law 4548/2018 and the content of the report is consistent with the accompanying financial statements for the year ended 31.12.2023.

c. Based on the knowledge we obtained during our audit of the company ATTICA BANK S.A. and its environment, we have not identified any material misstatements in the Board of Directors' Report.

2. Complementary Report to the Audit Committee

Our audit opinion on the accompanying standalone and consolidated financial statements is consistent with the Complementary Report to the Bank's Audit Committee in accordance with Article 11 of the European Union (EU) Regulation 537/2014.

3. Provision of non-audit services

We have not provided to the Bank and its subsidiaries any prohibited non-audit services referred to in article 5 of Regulation (EU) 537/2014.

4. Auditor's Appointment

We were appointed for the first time as Certified Auditors of the Bank based on the decision of the Annual General Shareholders' Meeting dated 06.07.2023.

5. Bylaws (Internal Regulations)

The Bank has Internal Regulations in accordance with the provisions of article 14 of Law 4706/2020.

6. Assurance Report on European Single Electronic Format

We examined the digital records of ATTICA BANK S.A. (hereinafter "the Bank and/or the Group), prepared in accordance with the European Single Electronic Format (ESEF) as defined by the European Commission Delegated Regulation 2019/815, amended by the Regulation (EU) 2020/1989 (ESEF Regulation), which comprise the standalone and consolidated financial statements of the Bank and the Group for the year ended December 31, 2023, in XHTML, as well as the provided XBRL (213800FFWYE3BQ1CU978-2023-12-31-el.zip) with the appropriate mark-up, on the aforementioned consolidated financial statements including other explanatory information (Notes to financial statements).

Regulatory framework

The digital records of the ESEF are prepared in accordance with the ESEF Regulation and the Commission Interpretative Communication 2020/C379/01 of November 10, 2020, in conformance with Law 3556/2007 and the relevant announcements of the Hellenic Capital Market Commission and the Athens Stock Exchange (ESEF Regulatory Framework). In summary, this framework includes, inter alia, the following requirements:

- All annual financial reports shall be prepared in XHTML format.
- For the consolidated financial statements in accordance with IFRS, financial information included in the Statements of Comprehensive Income, Financial Position, Changes in Equity and Cash Flows, as well as the financial information included in other explanatory information shall be marked-up with XBRL (XBRL 'tags' and "'block tag"'), in accordance with the effective ESEF Taxonomy. ESEF technical specifications, including the relevant taxonomy, are set out in the ESEF Regulatory Technical Standards.

The requirements set out in the current ESEF Regulatory Framework constitute the appropriate criteria for expressing a conclusion of reasonable assurance.

Responsibilities of management and those charged with governance

Management is responsible for the preparation and submission of the standalone and consolidated financial statements of the Bank and the Group for the year ended December 31, 2023, in accordance with the requirements of ESEF Regulatory Framework, and for such internal control as management determines is necessary to enable the preparation of digital records that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities

Our responsibility is to design and conduct this assurance engagement in accordance with No. 214/4/11-02-2022 Decision of the Board of Directors of the Hellenic Accounting and Auditing Standards Oversight Board (HAASOB) and the "Guidelines on the auditors' engagement and reasonable assurance report on European Single Electronic Format (ESEF) for issuers whose securities are admitted to trading on a regulated market in Greece" as issued by the Institute of Certified Public Accountants of Greece on 14.02.2022 (hereinafter "ESEF Guidelines"), in order to obtain reasonable assurance that the standalone and the consolidated financial statements of the Bank and the Group, prepared by the management in accordance with ESEF are in compliance, in all material respects, with the effective ESEF Regulatory Framework.

We conducted our work in accordance with the Code of Ethics for Professional Accountants (IESBA Code) issued by the International Ethics Standards Board for Accountants, as incorporated in Greek legislation and we have complied with the ethical requirements of independence, in accordance with Law 4449/2017 and EU Regulation 537/2014.

We conducted our work in accordance with the International Standard on Assurance Engagements (ISAE) 3000 "Assurance Engagements other than Audits or Reviews of Historical Financial Information" and our procedures are limited to the requirements of ESEF Guidelines. Reasonable assurance is a high level of assurance, but is not a guarantee that this work will always detect a material misstatement of non-compliance with the requirements of ESEF Regulation.

Conclusion

Based on the procedures performed and the evidence obtained, we express the conclusion that the standalone and consolidated financial statements of the Bank and the Group for the year ended December 31, 2023, in XHTML format, as well as the provided XBRL file (213800FFWYE3BQ1CU978-2023-12-31-el.zip) with the appropriate mark-up on the above consolidated financial statements, including the Notes to the consolidated financial statements, have been prepared, in all material respects, in accordance with the requirements of the ESEF Regulatory Framework.

Athens, March 7, 2024
The Certified Auditors

Konstantinos Kazas	Athanasios Xynas
Registry Number SOEL 55641	Registry Number SOEL 34081

Grant Thornton
Chartered Accountants Management Consultants
58, Katehaki Av., 115 25 Athens, Greece
Registry Number SOEL 127

Income Statement

		Group		Bank	
		From January 1st to		From January 1st to	
(Amounts in thousand €)	Note	31.12.2023	31.12.2022	31.12.2023	31.12.2022
Interest and similar income		120,663	65,571	120,663	65,571
Less: Interest expense and similar expenses		(45,174)	(24,927)	(45,228)	(24,939)
Net interest income	4	**75,489**	**40,644**	**75,435**	**40,632**
Fee and commission income	5	17,858	16,761	17,238	16,484
Less: Fee and commission expense	6	(8,889)	(11,083)	(8,889)	(11,083)
Net fee and commission income		**8,969**	**5,678**	**8,349**	**5,401**
Profit / (loss) from financial transactions	7	3,555	(2,247)	3,816	(2,748)
Profit / (loss) from investment portfolio	8	5,426	(566)	5,426	(566)
Other income / (expenses)	9	17,634	4,775	16,966	4,777
Operating income		**111,073**	**48,284**	**109,992**	**47,496**
Personnel expenses	10	(32,421)	(30,442)	(32,306)	(30,257)
General operating expenses	10	(27,687)	(39,189)	(27,470)	(39,130)
Depreciation expense	10	(15,737)	(17,132)	(15,737)	(17,132)
Total operating expenses		**(75,845)**	**(86,763)**	**(75,513)**	**(86,519)**
Profit / (Loss) before tax and provisions		**35,228**	**(38,478)**	**34,479**	**(39,023)**
Provisions for expected credit losses and other impairment	17	613	(306,973)	613	(306,973)
Provisions for impairment of other assets and contingent obligations	10	(215)	(7,235)	(215)	(7,235)
Staff leaving expense	10	(5,291)	(3,441)	(5,291)	(3,441)
Performance incentive	10	(2,000)	0	(2,000)	0
Results from investments in associates		261	(501)	0	0
Profit / (loss) before income tax		**28,595**	**(356,628)**	**27,585**	**(356,672)**
Less: income tax	0 Ιαν-	(980)	(29,939)	(757)	(29,930)
Profit / (loss) for the period		**27,616**	**(386,567)**	**26,828**	**(386,601)**
Attributable to:					
Equity owners of the Bank		27,616	(386,567)	26,828	(386,601)
Basic and diluted earnings / (losses) per share (in €)	12	**0.8013**	**(51.2913)**	**0.7785**	**(51.2959)**

Several comparative figures have been reclassified as recorded in note 42.

Statement of Comprehensive Income

	Group		Bank	
	From January 1st to		From January 1st to	
(Amounts in thousand €)	31.12.2023	31.12.2022	31.12.2023	31.12.2022
Profit / (loss) for the period after income tax recognized in the Income Statement	**27,616**	**(386,567)**	**26,828**	**(386,601)**
Amounts that may be reclassified in the income statement				
Financial assets at Fair Value through Other Comprehensive Income (FVOCI)				
Change in fair value (before tax)	9,181	48	9,181	48
Transfer to Income Statement (before Tax)	547	547	547	547
Income Tax	(2,821)	(172)	(2,821)	(172)
Amounts that will not be reclassified in the Income Statement				
Actuarial gains / (losses) on defined benefit obligations	(39)	924	(39)	924
Income Tax	11	(268)	11	(268)
Total other comprehensive income / (expenses) recognized directly in equity, after income tax	**6,879**	**1,078**	**6,879**	**1,078**
Total comprehensive income / (expenses), after income tax	**34,495**	**(385,490)**	**33,707**	**(385,524)**

Statement of Financial Position

(Amounts in thousand €)		Group		Bank	
Assets	**Note**	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Cash and balances with Central Bank	13	409,423	253,895	409,423	253,895
Due from other financial institutions	14	53,430	89,657	53,430	89,657
Derivative financial instruments - assets	15	65	38	65	38
Loans and advances to customers (net of impairment)	16	2,267,892	1,275,785	2,267,935	1,275,785
Investment securities	18	634,404	968,322	634,404	968,322
Investments in subsidiaries	19	0	0	100	100
Investments in associates	20	2,531	2,270	2,531	2,270
Tangible assets	22	34,056	38,100	34,056	38,100
Investment property	23	34,429	58,550	34,429	58,550
Intangible assets	21	59,441	58,128	59,441	58,128
Deferred tax assets	29	146,746	214,258	146,746	214,258
Assets held for sale	25	11,482	0	11,482	0
Other assets	24	120,486	138,977	114,824	136,372
Total Assets		**3,774,384**	**3,097,981**	**3,768,866**	**3,095,476**
Liabilities					
Due to financial institutions	26	8,637	32,058	8,637	32,058
Due to customers	27	3,146,184	2,966,101	3,151,797	2,970,600
Derivative financial instruments - liabilities	15	281	96	281	96
Debt securities in issue	28	99,938	99,886	99,938	99,886
Defined benefit obligations	30	5,100	4,971	5,100	4,971
Other provisions	31	18,653	15,795	18,653	15,795
Other liabilities	32	49,151	33,663	43,312	31,162
Total Liabilities		**3,327,946**	**3,152,570**	**3,327,719**	**3,154,569**
Equity					
Share capital (common shares)	33	2,501	499	2,501	499
Share Premium	33	687,652	152,363	687,652	152,363
Reserves	34	884,390	877,511	884,349	877,470
Retained earnings	33	(1,128,105)	(1,084,962)	(1,133,354)	(1,089,424)
Equity attributable to equity owners of the Bank		**446,438**	**(54,590)**	**441,147**	**(59,092)**
Total Equity		**446,438**	**(54,590)**	**441,147**	**(59,092)**
Total Liabilities and Equity		**3,774,384**	**3,097,981**	**3,768,866**	**3,095,476**

Consolidated Statement of Changes in Equity

Group

(Amounts in thousand €)	Share capital (common shares)	Share premium	Other reserves	Reserves	Retained earnings	Total equity
Balance 1.1.2022	**244,846**	**148,546**	**(8,105)**	**621,190**	**(674,981)**	**331,496**
Results for the period	0	0	0	0	(386,567)	**(386,567)**
Other comprehensive income						
Financial assets measured at fair value through other comprehensive income (FVOCI): Change in fair value	0	0	48	0	0	**48**
Financial assets measured at fair value through other comprehensive income (FVOCI): net amount transferred to profit or loss	0	0	547	0	0	**547**
Actuarial gains / (losses) on defined benefit obligations	0	0	924	0	0	**924**
Income Tax	0	0	(440)	0	0	**(440)**
Total comprehensive income/(expense), after income tax	**0**	**0**	**1,078**	**0**	**(386,567)**	**(385,490)**
Share capital increase through issuance of ordinary shares	19,001	0	0	(18,845)	0	**157**
Share premium	0	3,817	0	(3,785)	0	**31**
Share capital increase expenses	0	0	0	0	(596)	**(596)**
Share capital reduction for the creation of special reserve	(263,349)	0	0	263,349	0	**0**
Special reserve creation based on article 27A of L.4172/2013	0	0	0	22,818	(22,818)	**0**
Warrants redemption rights	0	0	0	(188)	0	**(188)**
Other changes in equity	**(244,347)**	**3,817**	**0**	**263,349**	**(23,414)**	**(596)**
Balance 31.12.2022	**499**	**152,363**	**(7,028)**	**884,539**	**(1,084,962)**	**(54,590)**

Group

(Amounts in thousand €)	Share capital (common shares)	Share premium	Other reserves	Reserves	Retained earnings	Total equity
Balance 1.1.2023	**499**	**152,363**	**(7,028)**	**884,539**	**(1,084,962)**	**(54,590)**
Results for the period	0	0	0	0	0	**0**
Other comprehensive income						
Financial assets measured at fair value through other comprehensive income (FVOCI): Change in fair value	0	0	9,181	0	0	**9,181**
Financial assets measured at fair value through other comprehensive income (FVOCI): net amount transferred to profit or loss	0	0	547	0	0	**547**
Actuarial gains / (losses) on defined benefit obligations	0	0	(39)	0	0	**(39)**
Income Tax	0	0	(2,810)	0	0	**(2,810)**
Total comprehensive income/(expense), after income tax	**0**	**0**	**6,879**	**0**	**27,616**	**34,495**
Share capital increase through issuance of ordinary shares	2,002	0	0	(249)	0	**1,753**
Share premium	0	535,289	0	(63,673)	0	**471,616**
Share capital increase expenses	0	0	0	0	(6,814)	**(6,814)**
Special reserve creation based on article 27A of L.4172/2013	0	0	0	63,945	(63,945)	**0**
Warrants redemption rights	0	0	0	(22)	0	**(22)**
Other changes in equity	**2,002**	**535,289**	**0**	**0**	**(70,759)**	**466,533**
Balance 31.12.2023	**2,501**	**687,652**	**(149)**	**884,539**	**(1,128,105)**	**446,438**

Statement of Changes in Equity

Bank

(Amounts in thousand €)	Share capital (common shares)	Share premium	Other reserves	Reserves	Retained earnings	Total equity
Balance 1.1.2022	**244,846**	**148,546**	**(9,200)**	**622,244**	**(679,409)**	**327,027**
Results for the period	0	0	0	0	(386,601)	**(386,601)**
Other comprehensive income	**0**	**0**	**0**	**0**	**0**	**0**
Financial assets measured at fair value through other comprehensive income (FVOCI): Change in fair value	0	0	48	0	0	**48**
Financial assets measured at fair value through other comprehensive income (FVOCI): net amount transferred to profit or loss	0	0	547	0	0	**547**
Actuarial gains / (losses) on defined benefit obligations	0	0	924	0	0	**924**
Income Tax	0	0	(440)	0	0	**(440)**
Total comprehensive income/(expense), after income tax	**0**	**0**	**1,078**	**0**	**(386,601)**	**(385,523)**
Share capital increase through issuance of ordinary shares	19,001	0	0	(18,845)	0	**157**
Share premium	0	3,817	0	(3,785)	0	**31**
Share capital increase expenses	0	0	0	0	(596)	**(596)**
Share capital reduction for the creation of special reserve	(263,349)	0	0	263,349	0	**0**
Special reserve creation based on article 27A of L.4172/2013	0	0	0	22,818	(22,818)	**0**
Warrants redemption rights	0	0	0	(188)	0	**(188)**
Other changes in equity	**(244,347)**	**3,817**	**0**	**263,349**	**(23,414)**	**(596)**
Balance 31.12.2022	**499**	**152,363**	**(8,122)**	**885,593**	**(1,089,424)**	**(59,092)**

Bank

(Amounts in thousand €)	Share capital (common shares)	Share premium	Other reserves	Reserves	Retained earnings	Total equity
Balance 1.1.2023	**499**	**152,363**	**(8,122)**	**885,593**	**(1,089,424)**	**(59,092)**
Results for the period	0	0	0	0	26,828	**26,828**
Other comprehensive income	0	0	0	0	0	**0**
Financial assets measured at fair value through other comprehensive income (FVOCI): Change in fair value	0	0	9,181	0	0	**9,181**
Financial assets measured at fair value through other comprehensive income (FVOCI): net amount transferred to profit or loss	0	0	547	0	0	**547**
Actuarial gains / (losses) on defined benefit obligations	0	0	(39)	0	0	**(39)**
Income Tax	0	0	(2,810)	0	0	**(2,810)**
Total comprehensive income/(expense), after income tax	**0**	**0**	**6,879**	**0**	**26,828**	**33,707**
Share capital increase through issuance of ordinary shares	2,002	0	0	(249)	0	**1,753**
Share premium	0	535,289	0	(63,673)	0	**471,616**
Share capital increase expenses	0	0	0	0	(6,814)	**(6,814)**
Special reserve creation based on article 27A of L.4172/2013	0	0	0	63,945	(63,945)	**0**
Warrants redemption rights	0	0	0	(22)	0	**(22)**
Other changes in equity	**2,002**	**535,289**	**0**	**0**	**(70,759)**	**466,533**
Balance 31.12.2023	**2,501**	**687,652**	**(1,243)**	**885,593**	**(1,133,354)**	**441,148**

Statement of Cash Flows

		Group From January 1st to		Bank From January 1st to	
(Amounts in thousand €)	Note	31.12.2023	31.12.2022	31.12.2023	31.12.2022
Cash flows from operating activities					
Interest and similar income received		117,109	64,924	117,109	64,924
Interest expense paid		(36,196)	(28,025)	(36,249)	(28,037)
Dividends received		63	73	63	73
Commission received		17,899	16,800	17,278	16,522
Commission paid		(8,889)	(11,083)	(8,889)	(11,083)
Profit from financial transactions		2,211	6,117	2,211	6,117
Other income		3,562	3,376	2,894	3,377
Cash payments to employees and suppliers		(67,304)	(73,163)	(66,972)	(72,922)
Taxes received / (paid)		(896)	(856)	(896)	(856)
Cash flows from operating activities before changes in operating assets and liabilities		27,560	(21,836)	26,550	(21,883)
Changes in operating assets and liabilities					
Net (increase) / decrease in financial assets measured at fair value through profit or loss (FVPL)		(129,462)	54,158	(129,462)	54,158
Net (increase) / decrease in loans and advances to		(225,625)	(30,055)	(225,669)	(30,055)
Net (increase) / decrease in other assets		49,971	27,742	52,078	27,599
Net increase / (decrease) in amounts due to financial institutions		(23,421)	(190,599)	(23,421)	(190,599)
Net increase / (decrease) in amounts due to customers and similar liabilities		180,083	45,523	181,197	45,672
Net increase / (decrease) in other liabilities		8,732	(22,848)	6,564	(22,808)
Total changes in operating assets and liabilities of the statement of financial position		(139,722)	(116,081)	(138,712)	(116,034)
Net cash flow from operating activities		**(112,162)**	**(137,916)**	**(112,162)**	**(137,916)**
Cash flows from investing activities					
Purchases of intangible assets		(11,819)	(12,047)	(11,819)	(12,047)
Purchases of tangible assets		(160)	(513)	(160)	(513)
Purchase of financial assets measured at fair value through other comprehensive income (FVOCI)		(246,710)	(6,432)	(246,710)	(6,432)
Sales / redemptions of financial assets measured at fair value through other comprehensive income (FVOCI)		31,839	30,628	31,839	30,628
Purchase of financial assets measured at amortised cost		(73,194)	(151,332)	(73,194)	(151,332)
Maturity of financial assets measured at amortised cost		4,936	44,837	4,936	44,837
Investment in associates		0	2,307	0	2,307
Net cash flow from investing activities		**(295,108)**	**(92,554)**	**(295,108)**	**(92,554)**

Cash flows from financing activities					
Repayment of a guaranteed deferred tax asset to the State		22	188	22	188
Exercise of warrants under Article 27A N.4172 / 2013		(22)	(188)	(22)	(188)
Share Capital Increase		473,347	0	473,347	0
Rent paid on the basis of IFRS 16		(3,907)	(3,836)	(3,907)	(3,836)
Share Capital Increase related expenses		(6,814)	(596)	(6,814)	(596)
Taxes received		63,945	22,818	63,945	22,818
Net cash flow from financing activities		**526,571**	**18,387**	**526,571**	**18,387**
Net increase / (decrease) in cash and cash equivalents		**119,301**	**(212,083)**	**119,301**	**(212,083)**
Cash and cash equivalents at the beginning of the period		343,552	555,636	343,552	555,636
Cash and cash equivalents at the end of the period	**35**	**462,853**	**343,552**	**462,853**	**343,552**

1. General Information

Attica Bank S.A. Group, ("the Group"), operates mainly in the financial sector, providing a wide range of financial and banking services to individuals and companies.

Apart from the parent company, Attica Bank Group includes one (1) subsidiary and one (1) associated company, which operate in Greece and employ 568 persons employees as at 31.12.2023. The number of Bank's branches as at the same date is 37.

Attica Bank S.A.,(the "Bank") is the parent company of the Group. "Attica Bank S.A." is a Societé Anonyme with General Commercial Number 255501000 (former Registration Number (ARMAE) 6067/06/B/86/06). The Bank is listed on Athens Stock Exchange. The address of the Bank's registered office is 3-5 Palaion Patron Germanou, Postal Code 105 61, Athens.

The standalone and consolidated financial statements (the "financial statements") were approved for issue by the Board of Directors on 7 March 2024 and are subject to approval by the annual Regular General Meeting of the Shareholders.

The Board of Directors of the Bank that approved the financial statements of the Bank as at 31 December 2023 consists of:

Ioannis G. Zographakis	Chairman of the Board of Directors, Non-Executive Member
Avraam (Minos)E. Moissis*/**/***	Vice-Chairman of the Board of Directors, Non-Executive Member, Representative of the Hellenic Financial Stability Fund
Eleni C. Vrettou	Chief Executive Officer, Executive Member
Vasiliki Ch, Skoubas***	Executive Member
Euthimios P. Kiriakopoulos */**/***	Independent Non-Executive Member
Riccardo – Antonios K. Lambiris **	Non-Executive Member
Maria Ioanna G. Politopoulou ***	Non-Executive Member
Aimilios P. Yiannopoulos */**/***	Independent Non-Executive Member
Charikleia N. Vardakari */**/***	Independent Non-Executive Member
Christos A. Alexakis	Non-Executive Member
Despina I. Doxaki	Non-Executive Member
Theodoros S. Karakasis	Non-Executive Member
Konstantinos Vasileios G. Adamopoulos *	Non-Executive Member

** Member of the Audit Committee*
*** Member of the Corporate Governance, Nomination, Human Resources and Remuneration Committee*
**** Member of the Risk Management Committee*

The Board of Directors at its meeting of 2 February 2023 accepted the resignations of Mrs. Irini Maragkoudaki, Mr. Markos Koutis and Mr. Patrick Horend. Moreover, on 8 February 2023, the BoD approved the election of Mrs. Vasiliki Skoubas as the new executive member in place of the resigned executive member Mrs. Irini Maragkoudaki.

On 7.6.2023, the Board of Directors accepted the election of two new members - Riccardo Lambiris and Marianna Politopoulou, in replacement of the resigned non-executive members, Messrs Markos Koutis and Patrick Horend.
On 6.7.2023, the meeting of the Board of Directors formed the new Board of Directors of the Bank, as elected by the Regular General Meeting of shareholders held on 6.7.2023 composed as aforementioned.

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On 20.10.2023, it was announced that on 10.10.2023, the independent non-executive member of the Board of Directors, Mr. Michalis Kefalogiannis, submitted a letter of resignation as a member of the Board of Directors of Attica Bank. During the meeting held on the same day, the Board of Directors elected Mrs. Vasiliki Ch. Skoubas as a new executive member. It is to be noted that following the election of the above mentioned, i) the requirements of article 5 of Law 4706.2020, regarding the required number of independent members of the Board of Directors are fulfilled, as their number stands at at least 1.3 of the number of members of the Board of Directors, and ii) the requirements of article 3 paragraph 1.b of Law 4706.2020 regarding the adequate gender representation on the Board of Directors of the Bank are fulfilled. Due to the reduction in the number of independent non-executive members and in accordance with article 9 par. 4 v. 4706.2020, the number of independent non-executive members of the Board of Directors will be determined by the next General Meeting of the Bank.

The tenor of the aforementioned Board of Directors is that of three years, as approved by the 6.7.2023 decision of the General Meeting of the Shareholders until 5.7.2026.

The Bank's share is included in the following indices of the Athens Stock Exchange: Athex All Share Index (DOM).

2. Principal Accounting Policies

(2.1) Basis of Presentation of the Financial Statements

The annual Consolidated Financial Statements of the Group have been prepared in accordance with International Financial Reporting Statements (IFRS) as adopted by the E.U.

The Financial Statements have been prepared under the historical cost basis, except for assets at Fair Value through Other Comprehensive Income (FVOCI), financial assets and liabilities held at fair value through profit or loss, all derivative contracts and investment property which are measured at fair value.

The amounts included in these annual financial statements are presented in thousands euros, which is the base currency of the Group, and are rounded to the nearest thousand, unless otherwise stated in the specific notes. Any discrepancies between the items of Financial Statements and the corresponding notes (at unit level) are due to rounding.

The accounting principles on which the financial statements were prepared were applied consistently for the years 2022 and 2023 taking into account the IFRS amendments as described in section 2.31 “New Standards and Interpretations”.

The preparation of the Financial Statements in accordance with the International Financial Reporting Standards (IFRS), as adopted by the European Union, requires making estimates and assumptions, which may affect the accounting balances of assets and liabilities, the required disclosures for potential receivables and liabilities on the date of the preparation of the Financial Statements, as well as the amounts of income and expenses recognized during the accounting period. Further analysis is presented in note 2.32.

(2.2) Going Concern

The Group has prepared the financial statements for the year ended 31 December 2023 according to the going concern principle. For the application of this principle, the Management took into account the recent developments in the economic environment and has assessed all the risks arising from the quality of the assets. Moreover, the management made estimates in order to form projections, in the foreseeable future and for 12 months from the approval date of the financial statements for trends and the economic environment in which the Group operates. In this context, the Management examined the areas that may have a significant impact on financial performance, as well as on the equity requirements of the Bank in accordance with the corporate legislation and regulatory requirements.

Regarding non-systemic risks, it is to be noted that the Bank has no exposure that could have a direct and material impact on its everyday operations and/or the Statement of Financial Position, from the turmoil in the Eastern Europe region, while at the same time it should be taken into account that it has capital adequacy and liquidity buffers.

Share Capital Increase: Successful completion in 2023 of the share capital increase of EUR 473 million.

An Extraordinary General Meeting of the Bank's shareholders held on 30.12.2022, with the shareholders present, representing 98.02% of the Bank's share capital, unanimously approved the increase of the Bank's share capital, with pre-emptive rights in favour of the existing shareholders, for an amount of up to 473,346,868.50 euros.

On 20.4.2023, an investment agreement was signed between the Hellenic Financial Stability Fund (HFSF), Thrivest Holding Ltd, Pancreta Bank S.A. and the Bank on the commercial terms for the participation of HFSF, Thrivest and Pancreta in the Share Capital Increase and their investment in the Bank (hereinafter “the Investment Agreement”) under the terms and conditions of the Investment Agreement and specifically for the HFSF in accordance with the provisions of Article 8, paragraph 7 of Law 3864/2010 (HFSF Law). It is also noted that under the terms of the above mentioned Investment Agreement, the merger of the two Banks, namely Attica Bank and Pancreta Bank, is under consideration, provided that certain conditions are met, which will be in accordance with the requirements of the HFSF Law.

On 25.04.2023, Attica Bank disclosed to the investing public that the Share Capital Increase through cash payment and pre-emptive rights in favour of the existing shareholders was successfully completed. The raised funds stood at 473.346.868,50 euros and 35.062.731 new common shares with voting rights were issued.

Following the share capital increase, the Bank's shareholding structure is as follows:

Shareholders	Holding Percentage
HELLENIC FINANCIAL STABILITY FUND	69.5%
ELECTRONIC SINGLE SOCIAL SECURITY AGENCY	8.4%
PANCRETA BANK	5.6%
THRIVEST HOLDING LTD	4.9%
ENGINEERS AND PUBLIC WORKS CONTRACTIONS FUND	4.5%
OTHER SHAREHOLDERS <5%	7.2%

On 09.11.2023, Attica Bank disclosed to the investing public the completion of listing and commencement of trading on the Main Market of the Athens Exchange Regulated Market of 4.980.256 new common registered shares of the Bank arising from the conversion 4. 980,256 notarial securities of common shares (at a ratio of one security to one common share of the same nominal value as the Bank's common shares - 0.05 euros each), in the framework of the implementation of the provisions of article 27A of Law No. 4172/2013 ("DTC") as well as the relevant articles of the Act of the Council of Ministers. Following the above, the Bank's shareholding structure is as follows:

Shareholders	Holding Percentage
HELLENIC FINANCIAL STABILITY FUND	72.5%
ELECTRONIC SINGLE SOCIAL SECURITY AGENCY	7.6%
PANCRETA BANK	5%
THRIVEST HOLDING LTD	4.4%
ENGINEERS AND PUBLIC WORKS CONTRACTIONS FUND	4%
OTHER SHAREHOLDERS <5%	6.5%

The areas examined below are: 1) Macroeconomic environment, 2) Asset quality, 3) Market Risk, 4) Liquidity, 5) Capital Adequacy and 6) Business Planning.

Macroeconomic Environment

According to ELSTAT's most recent data, the growth rate of the Greek economy (in volume terms) for the third quarter of 2023 amounted to 2.1% on an annual basis, while there is a certain stabilization in the growth rate for the third quarter (+0.02% compared to the second quarter of 2023), significantly exceeding the corresponding growth rate of the euro area countries (+0.6%) on an annual basis.

As for inflation, according to the latest published ELSTAT data regarding the Harmonised Index of Consumer Prices, it stood at 3.2% in January 2024, down from 7.3% in the same period last year. This significant decline in the rate of inflation growth is mainly due to the stabilization of energy goods prices.

In the labour market, the seasonally adjusted unemployment rate in December 2023 stood at 9.2% compared to 12.2% in December 2022, with employment growth of 2.5% compared to December 2022 and employment growth of 2.3% compared to November 2023.

In 2023, the Central Government performed 11 bond issues and reissues. Following the one notch upgrades of the Greek economy's credit rating by S&P and DBRS in 2022, in April 2023, S&P upgraded the economy's outlook to "positive", maintaining the rating at "BB+", which however implies that an upgrade (in this case to BBB, investment grade levels) is imminent within the next 12 months. In January 2023, Fitch Ratings upgraded

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Greece's sovereign rating from BB to BB+ with a stable outlook, while in September, Moody's also upgraded the country's sovereign rating to Ba1 (i.e. one notch below investment grade).

More significant, however, was the upgrade made by DBRS in the same month, as the agency upgraded the country's rating by one notch to 'BBB low' (with 'stable' outlook), i.e. at investment grade level. In fact, DBRS is the third firm to upgrade the country to investment grade, as it is preceded by upgrades from Scope Ratings (to 'BBB-' 'stable') and R&I (to 'BBB-' 'stable'), which were done earlier this year, but which the ECB does not use for its eligibility criteria. These ratings remain at the aforementioned ratings up to the date of the Bank's Financial Statements preparation.

The positive course of the Greek economy depends on the utilization of European funds for implementation of investments and strengthening of entrepreneurship. Through the National Recovery and Resilience Plan "Greece 2.0", our country is to benefit from resources totaling 30.2 billion euros, 11.1 billion euros of which have already been disbursed. In addition, on August 31, 2023, the proposal for the revision of "Greece 2.0" was submitted to the European Commission, focusing on the new line of investments and reforms within the framework of REPowerEU with European funding of 795 million euros aimed at Europe's energy autonomy and the request for additional loans of 5 billion euros to be added to the existing loan program of the Recovery Fund. Once the revised plan has been approved, the Recovery Fund resources for the country will increase by 5.8 billion euros, forming the total budget of "Greece 2.0" at 36 billion euros.

The main risks for the Greek economy over the period ahead pertain to the following factors: 1)The potential future inflationary pressures on economy, which negatively affect both households and businesses (disposable income and profit margin respectively), 2) Rising interest rates (despite the recent stabilization trends), which increase the borrowing costs of individuals and may discourage some investment, 3) The impact of the restrictive policies (fiscal and monetary) implemented recently and expected to continue in the near future, 4) Potential turbulence in international money and capital markets, similar to those caused by the collapse of banks in America and Europe in the first quartet, 5) General risks related to climate change both domestically and globally, damaging infrastructure and components of the primary and secondary production sectors, 6) The developments in the war turmoil in Eastern Europe and the Gaza Strip and the possible repercussions in terms of geopolitical stability and the consequent energy crisis.

To date, the Group fully complies with the instructions, guidelines and measures set by the European Commission and other competent authorities regarding sanctions against the Russian government. In addition, the Group examined its direct and indirect exposure to Russia, Belarus, Ukraine and Middle Eats countries involved in the Gaza strip conflict and no exposure was established.

Asset Quality

Regarding the Bank's Balance Sheet clean up and the drastic reduction of NPEs, it is to be noted that the Bank disposed of the Astir I and Metexelixis securitization portfolio which was successfully completed on 29.09.2023. Moreover, in the context of optimizing the monitoring and illustration of its securitization portfolios, the Bank completed the process of reacquisition of all the intermediate and subordinated bonds of the "Metexelixis" and "Omega" securitizations. As a result of the above actions and the remarkable credit expansion achieved in 2023 of 324 million euros, the NPL ratio stands at 56.9% as at 31.12.2023, a significant decrease compared to the corresponding comparative reporting date (65.7%).

In addition, in 2023, the Bank disposed of its investment property. More specifically, in 2023 the sale of five (5) properties of a total value approximately 19 million euros, was completed, while in 2024 the sale of investment property worth approximately 11.5 million euros is planned.

Market Risk

On 31.12.2023, the total exposure of the Group to bonds amounted to approximately 663 million euros, most of which concerns government public debt of 499 million euros (of which 438 million euros relate to Greek public debt) and 164 million euros international and Greek corporate bonds (118 million euros in non-investment grade corporate bonds of Greek banks, 46 million euros in corporate bonds). Out of the total exposure to bonds, 52% or 346 million euros are classified at amortized cost portfolio.

Based on the above analysis, the market risk cumulatively stemming from trading portfolios is estimated to be at a particularly low level, accounting for around 5.5% of total capital use.

Liquidity

In the context of assessing and mitigating the risk of concentration of its deposit base, the Group seeks to redistribute the deposit mix, as the concentration of funding sources in a specific market or in a few large liquidity suppliers entails a significant risk. Events such as the collapse of the markets, the exclusion from them or the withdrawal of large amounts of deposits, can cause the Group significant liquidity problems and an increase in funding costs, if the sources of liquidity raised are not sufficiently diversified.

In the context of the above, the Group seeks to expand and ensure its liquidity, mainly through the expansion of its presence in the interbank market and the utilization of other diversified sources of liquidity (e.g. issuance of AT1 and/or TIER II bonds).

It is noted that the Group expects to make minimal use of external funding sources from the ECB in the near future. In particular, the ECB's liquidity raising is not expected to be used directly by the Bank, given that the Group was not one of the eligible financial institutions to raise liquidity from the ECB throughout 2022 and the third quarter of 2023, while due to successful SCI, the Capital Adequacy Ratios on 31.12.2023 following the successful Share Capital Increase and the sale of the Astir I portfolio, are above the required supervisory levels. In order to cover its funding needs, the Bank will rely mainly on its deposits, while in the medium to long term, the situation is expected to change given the successful implementation of the Group's Business Plan and Capital Adequacy Recovery Plan 2022-2025, where capital adequacy ratios remain above the required supervisory thresholds.

Regarding the Group’s liquidity levels it is noted that as at 31.12.2023 the deposits balances present a stable increase by 6.1% compared to 31.12.2022. Group liquidity ratios (LCR and NSFR) at the same date remain above the minimum thresholds (251.3% and 133.7% respectively).

Capital Adequacy

On the basis of the SREP conducted on an annual basis by the Bank of Greece, as of 21.7.2023 (date of the most recent SREP decision) the overall capital requirements (“OCR”) that the Issuer needs to maintain on a continuous basis are defined by the following ratios:

- CET1 ratio: 8.40%;
- Tier 1 ratio: 10.37%; and
- CAD ratio: 12.99%.

It is noted that the above capital requirements incorporate:

(a) the minimum capital requirements of Pillar I of Basel as defined by article 92(1) of EU Regulation 575/2013 of a total of 8%

(b) the additional supervisory capital requirements of Pillar II of Basel (“P2R), as defined by article 16(2) of EU Regulation 1024/2013 of a total of 2.49% and

(c) a capital buffer (“CCB”) of 2.5% in accordance with Law 4261/2014.

In this context, on December 31, 2023, the capital adequacy ratios were set at 12.8% for CET1 and Tier I ratios and at 16.6% for the total capital adequacy ratio, as a result of the successful Share Capital Increase performed on 26.4.2023 and the Group’s credit expansion.

At the same time, the Bank, through its approved Business Plan and the implemented Share Capital Increase completed this year, managed to achieve operating profitability and improved its key sizes. During the maturity of these actions and based on the Business Plan, the Bank is already building up organic capital, and alongside its deposit base and strong liquidity of 3.2 billion euros, it can finance individuals and businesses even more efficiently. In this context, new disbursements amounted to 688 million euros for the year 2023. New disbursements accelerated following the completion of the Bank's capital increase in April 2023, with the notable performance being achieved in the last quarter of the year where new disbursements amounted to 306 million euros.

Moreover, in 2023, the Bank assessed and planned additional actions to further strengthen its regulatory capital. More specifically, based on the approved Business Plan, the Bank's management proceeded with the disposal of part of its investment properties, with a positive impact on capital adequacy ratios.

At the same time, the Bank conducted an internal exercise, for the purposes of the Internal Capital Adequacy Assessment Process (ICACP), incorporating a potentially adverse scenario of non-achievement of estimated operating income and expenses under the Business and Capital Plan for the period up to and including 2025, thus covering the period required for the purposes of the business continuity principle (at least one year from the approval of the Financial Statements). The assumptions are based on the non-achievement of goals reflected in the Business and Capital Plan and negatively affect figures such as the Group's credit growth, the Group’s credit risk, organic revenues, financing costs and total expenses. Following the integration of the adverse scenario, the Bank's Capital Adequacy Ratios remain well above the minimum supervisory thresholds for the period under review.

Business Planning

The Bank, through its approved Business Plan, submitted to the regulatory authorities on 29.09.2023, aims to restructure and further develop its business operations, in order to accelerate achieving operational profitability and coordinated and efficient reduction of Non-Serviced Exposures, taking into account the underlying capital constraints.

The Bank's Business Plan includes portfolio disposals and the organic management of the remaining NPLs, with the ultimate objective of achieving a NPE ratio under 35% in 2025. Thus, it is noted that in October 2023, the Bank completed the process of reacquiring all of its Metexelixis and Omega securitization bonds, while exploring their management strategies.

With regard to the framework for the enactment and implementation of the new "Heracles III" programme (hereinafter the "Heracles III Programme"), it is noted that the Bank's Board of Directors, up to the date of approval of the Financial Statements, has not decided on the possibility of applying for inclusion in the "Heracles III Programme", as key parameters related to it have not been completed. In particular:

1. Calculation of potential additional capital requirements and receipt of the relevant preratings from a credit rating agency have not been completed.
2. No approvals for the disposal and/or inclusion of portfolios in the Hercules III Programme have been received from the Bank's competent approval bodies.
3. The Investment Agreement had not considered or included the possibility of potential inclusion of portfolios of non-performing exposures in the Hercules III Programme, as this did not exist at the time when it was prepared. It is noted that any inclusion in the Hercules III Programme would require the agreement and commitment of the shareholders.

The merger with Pancreta Bank in order to create a new strong and competitive Bank is proceeding smoothly, but the parameters of the intended merger have not been crystallized and the required approvals have not been obtained from the competent bodies. With regard to the intended merger of the two financial institutions, under the Investment Agreement, the Boards of Directors of the two Banks have jointly commissioned an international consulting firm to prepare a business plan for the Bank that will result from the merger, while at the same time due diligence reviews are being carried out at the initiative of the shareholders in both financial institutions.

Taking into account non-compliance with 1. to 3. above, as well as the stage of progress of the preparatory procedures of the potential merger, the Financial Statements reasonably reflect the Bank's effective business plan. If the Management of the Bank decides, at a time later than the date of approval of the Financial Statements, to submit for inclusion in the "Heracles III Programme", the Bank will make the necessary announcements to the investing public.

It is noted that in case of inclusion of a portfolio of high amount loans in the "Heracles III Programme", the impact on the Bank's results is expected to be material. In this case, the negative impact on the Bank's capital position will be offset by capital support of the shareholders to cover the required capital.

In the context of all the above, it is not possible at this stage to determine the potential effect on the possible approval of the disposal and/or inclusion of portfolios in the "Heracles III Programme" by the Bank's management and to reliably quantify the burden on the Bank's future financial results arising from this decision.

The Management acknowledges the significance of the above potential decision for the future financial position of the Bank and the fact that the outcome of the decision under consideration will affect the Bank's key financial ratios.

Accordingly, as at the date of approval of the Group's Financial Statements, the final decision on the inclusion in the "Heracles III Programme" has not yet been made and the financial impact of this potential decision, if implemented, cannot be currently determined, mainly since: (a) on one hand, the relevant pre-rating has not been carried out by a credit rating agency and (b) on the other hand, no agreement or other contractual document between the shareholders, which would specify the amount of capital support, has been made available to the Management. In order to determine the target regarding the degree of deleveraging of NPLs and, by extension, the range of portfolios to be included in the Hercules III Programme, the amount of potential capital support should in any case have been agreed in advance among the shareholders, and specifically for the HFSF, taking into account Article 8.7 of the HFSF Law.

Conclusion:

In the light of the above and in particular, taking into account:

- the procedures of the Share Capital Increase of in the amount of 473 million euros, followed in accordance with the effective legislation and successfully completed on 26.04.2023 with the participation of new strategic private investors and restored the capital adequacy ratios,
- the high liquidity ratios maintained by the Bank,
- the achievement of recurrent organic profitability and internal capital generation within 2023, in the context of the implementation of the strategic objectives of the Business Plan for the years 2023-2025, as approved by the Bank's competent bodies and submitted to the supervisory authorities,
- the successful completion on 29.9.2023 of the disposal of the entire Astir I securitization portfolio, in line with the approved AML management strategy, aiming to further reduce AML and improve both regulatory indicators and the quality of the Bank's assets,
- the Bank's remarkable credit expansion with a focus on financing for SMEs and freelancers as well as retail banking clients,
- the rationalization of the Bank's cost base through the optimization of its branch network, the implementation of targeted voluntary exit programmes and the centralization of operations and processes,
- the fact that in potential adverse scenarios in relation to the Bank's Business and Capital Plan (internal exercise for IAEC purposes), the Group's Total Capital Ratio remains above the minimum regulatory thresholds for the financial year under review,
- that in case a decision is made on the Bank's potential application for inclusion in the "Hercules III Programme", any potential capital needs will be covered under the terms of agreement of the major shareholders, which specifically for the HFSF will be formulated to take into account and comply with the requirements of Article 8.7 of the HFSF Law. It is noted that until the date of approval of the Financial Statements no decision has been made regarding the above, since the key parameters related to this potential inclusion have not been completed.
- that although it has insignificant exposure to the prevailing conditions in the Ukraine region, as well as the recent developments in the Middle East that may adversely affect the macroeconomic environment, the Group maintains its capital adequacy and liquidity reserves,

The Board of Directors of the Bank considers that, at least for the next 12 months from the date of approval of the financial statements, the conditions for the application of the going concern principle for the preparation of the financial statements are met.

(2.3) Consolidation

The consolidated financial statements include the financial statements of the Bank, the subsidiary and the associate, hereafter referred as the "Group". The financial statements of the subsidiary have been prepared according to the parent company's balance sheet date.

Subsidiaries are entities, in which the Bank holds either directly or indirectly more than 50% of the voting rights or has significant influence and control over the business decision-making. Subsidiaries are those companies that are controlled by the Group. Control exists when the Bank is exposed and has rights over the variable returns from its investment in the subsidiary. The Group reassesses the extent of control whenever there is a change in the terms that affect the control.

The Group participates in special purpose entities mainly for securitization purposes, where these companies have a defined type of operation. The Group examines these terms in order to decide whether it is exposed to any variable returns or provide some guarantee to them. The key decisions are made when there is an issue of replacing an asset. Consequently, the decision as to which of these vehicles will be included or not in the Group depends on who determines the management decisions that will affect the performance of these companies.

The full consolidation method is applied in the consolidation of the subsidiary. Subsidiaries are consolidated in the financial statements from the date that control commences until the date that control ceases. Intercompany transactions and balances are eliminated from the consolidated financial statements. Moreover, in respect of the unconsolidated structure entities, the Group assesses whether it acts as an agent or principal on the basis of the level of its decision-making authority over the company's activities, the rights of third parties as well as the degree of its exposure to the volatility of returns deriving from its involvement with the Company.

(2.4) Associates and Joint Ventures

Associates are those entities in which the Group holds 20% to 50% of the voting rights and over which it has significant influence but not control. Investments in associates are accounted for using the equity method of accounting. According to this method, investment in an associate is initially recognized at acquisition cost.

The Group’s share of its associates’ post-acquisition profits or losses is recognized in the income statement and its share of post-acquisition changes in reserves is recognized in reserves. The cumulative post-acquisition changes are adjusted against the carrying amount of the investment. When the Group’s share of losses in an associate equals or exceeds its investment in the associate, the Group does not recognize further losses, unless there are relevant obligations undertaken or payments are made on behalf of the associate.

The Group applies IFRS 11, which covers the accounting of participations in jointly controlled entities (joint arrangements). All the jointly controlled entities in which the Group participates and has the joint control are joint ventures, valued by the equity method.

(2.5) Transactions in foreign currency

The functional currency of the Group is Euro (€).

Foreign currency transactions are translated into the functional currency using the exchange rates applying on the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into the functional currency using the closing exchange rates at the balance sheet date. Foreign exchange differences are recognized in the consolidated income statement.

Exchange differences arising from translation of non-monetary financial assets are a component of the change in fair value. For a non-monetary financial asset, such as an item classified in the fair value through profit or loss portfolio, the resulting exchange differences are recognized in the consolidated income statement. Whereas in the case of a non-monetary financial asset, such as a share, the exchange differences are part of the gain or loss on the change in fair value and are recognized in profit or loss or directly in a reserve in equity, depending on the valuation category of the non-monetary asset.

(2.6) Investments in financial assets

The Group recognizes a financial asset or liability in its financial statements at the time of the creation of the contractual obligation or liability arising from the item (that is, the day the transaction took place). In recognition, the Group identifies the business model to which it belongs and verifies that the terms of the item's contract generate cash flows at predetermined dates that are solely payments of principal and interest on the remaining principal balance.

Financial assets are measured in three categories:

A. Assets measured at amortized cost (AC):

Financial assets are measured at amortized cost if they meet the two following conditions:

- The item is retained within an operating model whose objective is to hold assets for the purpose of collecting their conventional cash flows (HTC).

- The terms of the item's contract produce cash flows on predefined dates that consist exclusively of capital and interest payments on the residual capital.

Financial assets that do not meet the second criterion are measured at fair value through Income Statement (FVTPL).

B. Assets Measurable at Fair Value through the Statement of other Comprehensive Income (FVOCI), reclassified at fair value through the Income Statement during their declassification:

Financial assets are measured at Fair Value through Other Comprehensive Income when the following conditions are met and the Fair Value through Income Statement is not chosen during the recognition:

The item falls under the business model whose objective is either the collection of cash flows or their sale.

The terms of the asset contract produce cash flows on predefined dates that are only repayments on the principal and interest on the remaining capital.

In case of impairment, a loss equal to the difference between the carrying amount and the fair value of the expected future cash flows is accounted in the results, taking into consideration existing guarantees, discounted by the original effective interest rate of the financial asset.

C. Assets Measurable at Fair value through profit and loss (FVPL):

Financial assets that are not measured at amortized cost and at Fair Value through Other Comprehensive Income (FVOCI) may be measured at Fair Value through Profit or Loss (FVPL). Such assets are measured at fair value without impairment due to a sale or disposal event.

Assets that are classified at Fair value through profit or loss include financial derivatives, equity securities (other than those under the "Hold to collect" model), mutual funds and other assets under "Held to sell" business models.

All financial assets that are not endorsed by the SPPI are recognized at fair value through profit or loss (FVPL).

The Bank has the option, at initial recognition, if determined by its business model, to irrevocably classify any financial asset at Fair Value through profit or loss.

Business Model Assessment

The business model refers to the way in which the Group manages its financial assets by classifying them in portfolios that fall within its respective business models. In this context, the Group maintains the following business models:

- “Hold to collect” (HTC)
- “Hold to collect and sell” (HTCS)
- “Hold to sell” (HTS)

Hold to Collect.

This business model is applied by the Bank to financial assets where it receives income from both cash flows and sales. These financial assets are measured at Fair Value through the Statement of Comprehensive Income (FVOCI) if the SPPI criterion is met. Otherwise, the asset is measured at Fair Value through Profit or Loss.

Hold to Collect and Sell.

This business model is applied by the Bank to loan portfolios where it receives income from both cash flows and sales. These loans are measured at Fair Value through the Statement of Comprehensive Income (FVOCI) if the SPPI criterion is met. Otherwise, the asset is measured at Fair Value through Profit and Loss.

Hold to Sell.

This business model is applied by the Bank to financial assets where it receives income from both cash flows and short-term transactions. Assets valued through the Non-Holding business model are measured at Fair Value through Profit or Loss (FVTPL).

Adopted business models determine the source of revenue as it arises from the individual portfolios either through the collection of the conventional cash flows or the sale of the financial assets or a combination of the above.

The assessment of the business model reflects the Bank's strategy during normal times. The assessment is not affected by actions required in "emergency" situations (e.g. liquidity needs, non-inherent capital requirements for credit risk, etc.). Also, management decisions taken in compliance with new regulatory guidelines are not included in the assessment.

In general, the Bank has included the majority of its loan portfolios in the Hold-to-Collect business model with the following exceptions:

- Loans whose cash flows are expected to be maximized through their sale.
- Loans to which the Bank chooses to measure at fair value (Fair value option).

The evaluation of a business model is made within the definition of operational objectives, as defined by the Bank's Management, as well as in the context of the operational management of its assets. The evaluation is at portfolio level rather than individual assets level.

SPPI Assessment (assessment of conventional cash flows Solely Payments of Principal and Interest)

An assessment of whether contractual cash flows are purely payments of capital and interest on outstanding capital takes into account the existence of features such as contractual terms, extension rights, prepayments, conversion to share capital, leveraging conditions and other terms, which may limit the Bank's cash flow requirements from specific assets or modify the time value of money.

Impairment of investment securities

The Group, at each date of preparation of the financial statements, recognizes expected credit losses for investments in financial assets that are not valued at fair value through profit or loss.

Expected credit losses related to the probability of default within the next twelve months, unless there has been a significant increase in credit risk since initial recognition, where expected credit losses are recognized throughout the life of the instrument.

Impairment of loans and receivables and off-balance sheet exposures

Loans to customers are presented in the statement of financial position after deducting receivables.

The collection of loans is assessed per customer for all significant amounts based on the customer's financial condition, quality data, repayment history and transaction behavior, the possible existence of reliable and creditworthy guarantors and the liquid value of collateral.

In applying IFRS 9 and in calculating the Expected Credit Loss (ECL) of its financial assets, the Bank classifies its loans and securities into three (3) credit risk stages. Classification takes into account the credit risk levels both on the initial recognition date of the exposure and the reference period by making the Significant Increase in Credit Risk (SICR) as the main criterion during the period considered. The goal of the Stage Classification is to separate the Bank's exposure as per the credit risk that each carries and to determine the time horizon in which the expected credit losses are calculated.

Therefore, the recognition of expected credit losses is done using a three-stages approach based on the degree of credit degradation from the initial recognition of the financial instrument

The stages in which the loans are classified are as follows:

Stage 1: The Bank classifies in Stage 1 any loan in which there is no significant increase in its credit risk at the reporting date in relation to its recognition date. In particular, Stage 1 is classified as loans that:

1. are performing and debt is properly serviced (Performing Exposures – PE),
2. are up to 30 days past due (<= 30, PE – Performing Exposures) and are not Forborne,
3. are exposures that have successfully completed the second probation period (24 months- curing status).

Loans classified at this stage, i.e. those that have not experienced a significant increase in credit risk since their initial recognition, are recognized with an amount equal to the expected 12-month credit losses representing a part of the losses that would be recognized throughout their term.

Stage 2: The Bank classifies in Stage 2 any loan that no significant Increase in Credit Risk (SICR) has been observed at the reference date compared to its date of identification. Specifically, in Stage 2, are classified loans that:

1. are in delay of 31 to 90 days past due, or
2. have suffered a significant increase in credit risk (SICR) from the date of their creation, or
3. are FP (Forborne Performing) exposures, which have been forborne (Forbearance measures) and FNP (Forborne Non Performing) exposures characterized as curing, in particular, have met the conditions of the first probation period (12 months) and are going through the second probation period (24 months).

Expected credit losses at this stage throughout the life of the financial instrument represent the expected credit losses arising from all possible default events over its expected life.

Stage 3: The Bank classifies in Stage 3 any loan that is:

1. in more than 90 days past due(> 90, NPL - Non Performing Loans), or
2. is a NPF – Non Performing Forborne, or
3. is classified as UTP (Unlikely to Pay) or
4. is in the process of a litigation claim (denounced loans), or

As in Stage 2, the credit loss provision reflects the expected credit losses throughout the life of the financial instrument.

The above mentioned criteria are not restrictive and are subject to revision in accordance with the instructions of the Regulatory Authorities.

Significant Increase in Credit Risk - SICR

In order to classify loans at different stages, the Bank applies as a criterion the increase in credit risk as determined by the probability of default. For this purpose, it monitors the change in the probability of default of the loan, as evidenced by the change in the borrower's creditworthiness, the reference date compared to the date of initial recognition.

The Bank's exposure adjustment measures are considered an indication of increased credit risk and therefore these items are allocated to Stage 2 after adjustment, unless they are considered to be impaired, in which case they are classified in Stage 3. In addition, when contractual payments on a financial asset exceed 30 days of delay, it is considered a significant increase in credit risk.

- **Corporate Portfolio:** Default is assessed as significant at the loan level, based on whether there is an arrearage of more than 90 days for an amount exceeding five hundred Euro (€500), and the total arrearage exceeds one percent (1%) of the total financial exposure.

  In the case of customers where project finance business plans are financed, the "transition" criterion may not apply if there is sufficient documentation that the overall creditworthiness of the creditor is not affected or that it is not contagious and affects its other exposures.

- **Retail Portfolio:** Default is assessed as significant at the loan level, based on whether there is an arrearage of more than 90 days for an amount greater than one hundred Euro (€100), and the total arrearage exceeds one percent (1%) of the total financial exposure**.**

All of the creditor's exposures (on and off-balance sheet) are considered as "Default" if the total on-balance sheet exposure in default exceeds 20% of the total on-balance sheet exposure.

In the case of the Bank's securities, estimates of the probability of default are obtained from external sources of information.

In the case of significant positions of the bank, the financial data of the issuer for the last 2 years may be checked on an individual basis. If it is found that its financials have improved significantly, the bank assesses whether or not there is a SICR on the basis of recent financial data and without taking into account the risk rating of the security. The decision on the recommendation of the relevant business unit is approved by the bank's respective Approval Panel and ratified by the bank's statutory auditors.

Default

The Bank applies the same default definition for both accounting and supervisory purposes, which is in accordance with the European Banking Authority (EBA) definitions for non-performing exposures (New DoD), as applied by the Bank from 1 January 2021. The definition of default for accounting purposes is also in accordance with the definition used internally for credit risk management purposes.

A financial exposure is considered to be in default when it meets the following criteria:

- is in more than 90 days past due and satisfies the materiality criteria or/and
- meets the criteria of uncertain recovery (UTP - unlikely to pay), without a right of recourse.
- Under the relevant supervisory regulation, the definition of default applies at the debtor level for corporate portfolios and at the account level for retail portfolios, for each of the Group's portfolio categories.

To determine the risk of default, a financial asset is considered to be impaired when one or more events occur that have an adverse effect on the estimated future cash flows of that exposure:

- The borrower faces significant difficulty in fulfilling his financial obligations
- There has been a breach of contract, such as default or late payment for more than 90 consecutive days, for amounts exceeding the specified materiality criteria.
- The Bank, for financial or contractual reasons related to the financial difficulty of the borrower, has provided a facility or facilities that the Bank would not otherwise consider.

There is a possibility that the borrower will go into bankruptcy or other financial reorganization.

Impairment

Basic parameters for determining the expected credit losses

The variables that the Bank uses for the calculation of expected credit losses are:

- Probability of Default, “PD”.
- Exposure At Default, “EAD”.
- Loss Given Default, “LGD”.
- Discount Rate, “r”.

he variables of the calculation model of expected credit losses are specifically described below.

Probability of Default-PD:

Probability of Default (PD) represents the probability that a debtor will default on his debt obligations either over the next twelve months or over the remaining maturity of his debt and is applied correspondingly to the stage the debtor is classified. The probability of default is evaluated based on the economic conditions prevailing on the reference period and is adjusted after taking into consideration the projections for the various macroeconomic scenario. As mentioned before, on the loans in stage 1 a twelve month PD is applied, whereas on loans in stages 2 and 3 a lifetime PD is applied. The difference is that on twelve month PD, macroeconomic scenarios on twelve month horizon are taken into consideration, whereas on lifetime PD macroeconomic scenarios on the remaining life of the loan are taken into consideration.

Exposure at Default – EAD:

The financial exposure at default (EAD) is equal to the amount of the credit financial exposure at the time of default. Account shall be taken of expected changes in the financial exposure after the reporting date, including principal and interest repayments and expected disbursements on loan commitments, up to the date of default. The conversion of approved credit limits that have not been fully disbursed but represent potential credit exposure is performed using the Credit Conversion Factor (CCF).

Off balance sheet items

In off balance sheet items the impairment is calculated on an individual / collective basis and the exposure at default (EAD) of the specific exposures shall be calculated on the basis of the conversion factor CCF.

Regarding E / E, the Bank uses specific conversion factors - based on the degree of risk they carry - that are defined as follows:

- Participation LG (low risk): 20%
- Good execution LG (low risk): 20%
- Duties and taxes LG (medium risk): 50%
- Good payment LG (high risk): 100%
- 10% retention LG (high risk): 100%
- Advance payment LG (high risk): 100%

Revolving facilities, Overdrafts & Credit cards

On revolving facilities, overdrafts and credit cards, the calculation of the impairment on the off balance sheet section is performed on an individual / collective level with the use of an appropriate credit conversion factor.

Loss Given Default-LGD:

Loss given default (LGD) is defined as the ratio of the loss on a financial exposure due to the counterparty's default to the amount outstanding at the time of default. “Loss” means economic loss, including significant deductions and significant direct and indirect costs associated with the collection of amounts in the process of liquidating a security.

Discount Rate

As discount rate is defined the rate used for the calculation of the present value of the expected loss on reference date. As discount rate by the Bank is defined the contractual rate of the financial exposure.

Transfer from Stage 3 to Stage 2

A loan is transferred from Stage 3 to Stage 2 if, in the reporting period, the definition of default is not met in accordance with the criteria set and, in addition, the other criteria for inclusion in Stage 3 cease to apply.

For a return to non-default status, the Group monitors the changes at account level for the retail portfolio or at debtor level for the business portfolio for a 3-month surveillance period, except in cases of restructuring/restructuring where a 12-month surveillance period shall apply. If the criteria set by the group are met at the end of the surveillance period, then there is an option to return to a non-defaulting status. In particular, in the case of restructuring upgrades to financial exposures classified as FPE, a 24-month surveillance period shall apply

For Non Performing Forborne exposures, the successful completion of a twelve (12) month "surveillance period" during which the exposure meets all requirements to be de-designated from non-performing forborne in accordance with **EBA** guidelines is additionally required.

Transfer from Stage 2 to Stage 1:

A loan of a Stage 2 rating according to the above criteria for a significant increase in credit risk will be reclassified to a Stage 1 if it ceases to meet any of the Stage 2 criteria.

Performing Forborne exposures also require the successful completion of a twenty-four (24) month "surveillance period" during which the exposure should not exceed thirty (30) days of delay.

Financial instrument derecognition

The Bank stops to recognize a financial asset when the contractual rights to the cash flows arising from that financial asset have expired or when the financial asset and substantially all the risks and rewards associated with its ownership is transferred to another contracting party. If the Bank has not transferred or substantially retained all risks and rewards of ownership and continues to control the transferred financial asset, the Bank recognizes the retained right to the asset and the related liability for any amounts it may be required to pay. If the Bank retains substantially all the risks and rewards of ownership of the transferred financial asset, it continues to recognize the financial asset.

When an asset is fully derecognized, the difference between the carrying amount of the asset and the sum of the consideration received or receivable and the cumulative gain or loss recognized in other comprehensive income and accumulated in equity is recognized in profit or loss.

Subsequent measurement of financial assets

In recognition, the Group measure the Financial in the following categories:

- Assets measured at amortized cost (AC)
- Assets Measurable at Fair Value through the Statement of other Comprehensive Income (FVOCI), reclassified at fair value through the Income Statement during their declassification
- Assets Measurable at Fair value through profit and loss (FVPL)

The following applies to each of the above categories:

<u>a) Assets measured at amortized cost (AC)</u>

Financial assets are measured at amortized cost if they meet the two following conditions:

The item is retained within an operating model whose objective is to hold assets for the purpose of collecting their conventional cash flows (HTC).

The terms of the item's contract produce cash flows on predefined dates that consist exclusively of capital and interest payments on the residual capital.

For this category, the existence of expected credit risk losses is examined at each date of preparation of the financial statements as mentioned in the items "Impairment of investment securities" and "Impairment of loans and receivables and off-balance sheet exposures" of this note.

<u>b) Assets Measurable at Fair Value through the Statement of other Comprehensive Income (FVOCI), reclassified at fair value through the Income Statement during their declassification</u>

Financial assets are measured at Fair Value through Other Comprehensive Income when the following conditions are met and the Fair Value through Income Statement is not chosen during the recognition:

The item falls under the business model whose objective is either the collection of cash flows or their sale.

The terms of the asset contract produce cash flows on predefined dates that are only repayments on the principal and interest on the remaining capital.

For this category, the existence of expected credit risk losses is examined at each date of preparation of the financial statements as mentioned in the items "Impairment of investment securities" of this note.

<u>c) Assets Measurable at Fair value through profit and loss (FVPL)</u>

Financial assets that are not measured at amortized cost and at Fair Value through Other Comprehensive Income (FVOCI) may be measured at Fair Value through Profit or Loss (FVPL). Such assets are measured at fair value without impairment due to a sale or disposal event.

All financial assets that are not endorsed by the SPPI are recognized at fair value through profit or loss (FVPL).

For this category is examined at each date of preparation of the financial statements the Group measures the fair value of the assets with the difference between book value and fair value to be recorded in the Income Statement.

(2.7) Sale and Repurchase Agreements (Repos)

Securities sold which are subject to a linked repurchase agreement (Repos) are disclosed in the financial statements as available-for-sale investments, while the respective liability is disclosed, depending on the counterparty, as amounts due to credit institutions, amounts due to customers or other deposits. Securities purchased under agreements to resell (Reverse Repos) are recorded in the financial statements as due from credit institutions. The difference between sale and repurchase price is recognized in the income statement as interest and is accrued over the term of the agreement using the effective interest rate method.

(2.8) Property, plant and equipment

Tangible assets include land, buildings, leasehold improvements, furniture and other equipment and vehicles, held by the Group either for operational or for administrative purposes. The acquisition cost includes expenses directly pertaining to the acquisition of property, plant and equipment. Land and buildings are carried at fair value. The fair value as well as the residual value is determined based on valuations carried out by independent valuators at regular intervals. The leasehold improvements, furniture and other equipment, as well as vehicles are carried at cost less accumulated depreciation and accumulated impairment losses.

Subsequent expenditure is recognized on the carrying amount of the item, or is recognized as a separate asset, only when future economic benefits are expected to flow to the Group and the aforementioned expenditure can be reliably estimated.

Other expenditure on repairs and maintenance are recognized in the income statement of the year in which they are incurred.

Depreciation: Land is not depreciated. Depreciation on other property, plant and equipment assets is calculated using the straight-line method over their estimated useful lives, which is reviewed annually. The useful lives of items consisting property, plant and equipment per category are as follows:

Land plots	Zero depreciation
Buildings	30-50 years
Hardware	10 years
Furniture and other equipment	12 years
Vehicles	6-9 years

“Third party leasehold improvements” are depreciated over the shortest period between the useful life of the improvement or the duration of the lease.

Impairment: The Group reviews annually its property, plant and equipment for signs of impairment. If there are indications of impairment the carrying value of the asset is reduced to its recoverable amount and the decrease is recognized in the income statement. However, in cases where a revaluation reserve exists, impairment is charged directly against the related reserve to the extent that the impairment loss does not exceed the amount recorded in the revaluation reserve in respect of that same asset. Gains or losses arising from disposal of assets are recognized in profit or loss and are determined as the difference between the disposal price and the carrying amount of the asset.

(2.9) Investment Property

Assets acquired principally through the auction process for the settlement of uncollectible loan claims are initially recorded at cost, including related direct acquisition costs. In accordance with "IAS 40 Investment Property" subsequent to initial recognition, investment property is measured at fair value. The difference between fair value and cost is recognised in the income statement. The fair value is estimated by independent valuers on an annual basis. Investment property is derecognised when it is sold or when an investment property is permanently withdrawn from use and no economic benefit is expected from its sale. Any gain or loss (calculated as the difference between the net sales proceeds and the carrying amount of the property) is recognised in the income statement.

(2.10) Intangible Assets

““Intangible assets” mainly include computer software. Computer software which is acquired and can be clearly identified is capitalized at the cost of acquisition. Expenses that improve or extend the performance of the software beyond the initial technical specifications are incorporated in the acquisition cost of intangible assets. The acquisition cost of intangible assets is increased by any direct cost required for its creation, development and sound operation. Such direct costs are:

(i) Employee fees which are directly related to the particular intangible asset and can be reliably estimated
(ii) The fees of free lancers related to the creation and development of intangible assets
(iii) Administration expenses that are directly related and can be reliably estimated at the stage of creating and developing the intangible assets.

Subsequently, intangible assets are carried at cost less any accumulated amortization and any impairment losses. Software is amortized over its useful life which cannot exceed 20 years. Group's management reviews the fair value of intangible assets on an annual basis so as to assess whether an indication of impairment exists or whether the useful life should be amended. In cases where the carrying value of an intangible asset exceeds its recoverable value, an impairment loss of an equal amount is charged to the income statement.

As at 31.12.2023 and 31.12.2022, no expenses included in categories (i) or (ii) have been capitalized.

(2.11) Assets available for sale

The Group classifies assets available for sale non-current assets, or a group of such assets, whose value is expected to be recovered through sale if the asset is readily available for sale in its present condition and its sale is considered highly probable within one year. The assessment of whether the above criteria are met requires judgement, in particular as to whether it is probable that the sale will be completed within one year from the date of classification. As part of the assessment, the Group takes into account factors such as potential requirements for approvals (both regulatory and those given by the Group's General Meeting and Committees), the existence of proposals (binding or non-binding) and the status of contractual documents with the buyers and any clauses contained therein. In addition, account is taken of current economic conditions which may affect the timing of the completion of sales transactions. If the sale is not completed within one year, judgment is exercised to assess whether the cause of the delay is beyond the Group's control and whether the Group is still committed to the disposal programme and the sale is considered likely to occur.

Investment property is derecognized when it is sold or when an investment property is permanently withdrawn from use and no economic benefit is expected from its sale. Any gain or loss (measured as the difference between the net sales proceeds and the carrying amount of the property) is recognised in the income statement.

(2.12) Cash and cash equivalents

Cash and cash equivalents include monetary assets with original maturity of three months or less from the acquisition date.

(2.13) Leases

The Group as the lessee

Operating leases

The Group recognizes a right of use asset and a lease liability on the day of the commencement of a lease.

Right-of- use asset

The right-of- use asset is initially recognized at cost, thus the sum of discounted future cash flows, lease payments before the commencement of the lease, direct costs paid by the Group and estimates for restoration or retirement costs less any lease incentives received. After initial recognition, the right-of-use asset is valued at cost less accumulated depreciation, which are calculated on a straight line basis, and the impairment losses, while its value is adjusted with the amount of the revaluation of the lease liability, if any. Right-of- use asset is presented at tangible assets.

Lease Liability

Lease liability is recognized at the amount of the sum of discounted future cash flows less any lease incentives received, which include fixed and variable lease payments (lease payments which are based in indices, e.g. Consumer Price Index), the exercise price of the purchase option if that is virtually certain that will be exercised, along with payments that are certain that will paid in case of lease termination. After initial recognition, lease liability is revalued only at the case of change of the discount rate, the lease duration or the contractual lease payment, with arising differences adjusting with the same amount the lease liability and the right of use asset. Furthermore, lease liability is increased by the interest expense calculated and decreased by the contractual payments to the defined time intervals. Lease liability is presented at Other Liabilities.

Finance Leases

The Group may enter into finance lease contracts where risks and rewards of ownership of the leased assets have been transferred to the Group.

Finance leases are initially measured at the lower between the fair value of the lease and the present value of the minimum lease payments. Subsequently, the leased land and buildings are measured at fair value.

The leased assets are depreciated over the shorter period between the term of the lease and their useful life, unless it is almost certain that the Group will assume the property of the asset upon the termination of the contract. If according to the lease agreement the ownership of the asset is transferred upon the termination of the contract or if there is the option of purchase at a lower price, then the depreciable period is the asset's useful life.

Lease payments are divided into the amount referring to interest payment and capital repayment. The distinction is made in order to achieve a fixed repayment schedule. Interest payments are charged to the income statement.

The Group as the lessor

The Group operates as a lessor and the classification of the lease is based on the extent to which risks and rewards of ownership of the leased assets belong to the lessor or the lessee. A lease is classified as a finance lease if it transfers substantially all risks and rewards of ownership. A lease is classified as an operating lease in case it does not transfer all risks and rewards of ownership.

Finance Leases: In the Balance Sheet, the Group records all assets held which are under finance lease as assets whose value is equal to that of net lease investment.

Lease payments are carried as capital repayment and as financial income.

The recognition and allocation of financial income is based on a model that reflects a stable periodic return of the net investment over the outstanding portion of the finance lease.

Operating Leases: The leases of this category in which the Group participates pertain to investment property of the Group.

Lease payment income less cost of services is recognized in the income statement on a straight-line basis over the period of the lease. The costs, including depreciation, incurred for the acquisition of lease payments income, are charged to the expenses.

(2.14) Derivative financial instruments and hedging

Derivative financial instruments include forward foreign exchange contracts, interest rate swaps, foreign exchange swaps and other derivative financial instruments.

Derivatives for trading purposes: Derivatives that do not qualify as instruments held for hedging purposes are considered as entered into for trading purposes. Initially, derivatives are recognized in the statement of financial position at fair value (which is essentially the transaction cost) on the date on which the contract is entered into. Subsequently they are re-measured at fair value. Fair values are determined by quoted market prices, discounted cash flow models and options pricing models as appropriate. Derivatives instruments are recognized as assets when their fair value is positive and as liabilities when their fair value is negative.

A derivative may be embedded in other financial instruments. The resulting hybrid financial instrument includes both a derivative and a host contract and is known as embedded derivative. An embedded derivative is separated from the host contract and accounted for as a distinct derivative if all of the following conditions are met: a) the characteristics and financial risks of the embedded derivative are not closely related to the characteristics and financial risks of the host contract, b) a separate instrument with the same terms as the embedded derivative would meet the definition of a derivative and c) the host contract is not measured at fair value with changes in fair value recognized in the income statement.

Changes in the fair value of derivatives are recognized in the income statement.

(2.15) Offsetting Assets - Liabilities

Offsetting financial assets against liabilities in accordance with the criteria established in IAS 32 and the presentation of the net amount in the financial statements is permitted only if there is a legal right to offset the amounts recorded and there is an intention either to settle the net amount resulting from the offset or to settle simultaneously the total amount of the financial asset.

(2.16) Interest Income and Expenses

For all financial assets and liabilities, interest income and expense are recognized in the income statement using the effective interest rate method.

The effective interest rate method is a method of calculating the amortized cost of the financial asset or financial liability and of allocating the interest income or expense over the reported period. The effective interest rate is the rate that discounts the estimated future cash receipts or payments over the expected estimated life of the financial instrument. IN respect of financial assets designated as POCI, the Group calculates the credit-adjusted effective interest rate (credit-adjusted EIR) that, at initial recognition, accurately discounts estimated future cash inflows or outflows (including expected credit losses) to the fair value of the asset designated as POCI.

For credit impaired financial assets in Stage 3, the Group calculates interest income by applying the effective interest rate (EIR) method to the amortized cost of the financial assets adjusted for provisions for expected credit losses. If the asset ceases to be credit impaired, the EIR is reapplied to the pre-provisioned carrying amount, except for financial assets designated as POCI, for which interest income is not recalculated based on the pre-impairment carrying amount.

Interest income and expenses are presented separately in the income statement for all interest-bearing financial instruments in net interest income.

(2.17) Fee and Commission Income

Fees and commissions are recognized in the income statement in the period that the relevant service has been provided. Commissions and fees arising from transactions on behalf of third parties, are recognized in the income statement upon the completion of the underlying transaction. Portfolio management fees and other management advisory and service fees are recognized in the income statement according to the applicable service contracts, usually on a proportional basis.

Fee and commission expenses mainly relate to fees from transactions and services, recognized as expenses when the related services are received.

(2.17) Provisions

The Group recognizes a provision for contingent liabilities and risks when:

- there is a present legal or constructive obligation as a result of past events,
- a reliable estimate of the amount of the obligation can be made and
- it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation.

At every reporting date the Group reviews and adjusts the provisions to ensure they represent the best estimate.

(2.19) Income Tax

Deferred income tax is calculated based on the temporary differences arising between the carrying amount of assets and liabilities included in the financial statements and the respective amounts as measured for tax purposes, according to tax legislation.

Deferred tax is determined using tax rates that are in effect at the balance sheet date or will be in effect at a later date provided that these are clearly stated by a law that has already been in force.

The Group recognizes deferred tax assets when it is probable that sufficient future taxable profits will be available against which the deferred tax asset can be offset.

Deferred tax is also recognized in cases where temporary differences arise from investments in subsidiaries and associates, except when the timing of the reversal of the temporary difference can be controlled by the Group and it is probable that the temporary difference will not be reversed in the foreseeable future.

Income tax payable on profits for the period, based on the applicable tax law, is recognized as an expense in the income statement of the year. Tax losses to be carried forward for offsetting are recognized as an asset when it is probable that future taxable profits will be available and they will exceed the accumulated tax losses.

Deferred tax assets or liabilities related to the re-measurement of fair value of assets measured at fair value through comprehensive income (FVOCI), cash flow hedges, actuarial gains and losses as well as from changes in the fair value of property, plant and equipment, which are recognized directly in equity, is also recognized directly in equity.

(2.20) Employee Benefits

The companies of the Group participate in various post-employment benefit plans for their employees. These include both defined benefit and defined contribution plans.

Regarding defined contribution plans, the Group has no legal or constructive obligations to pay further contributions in cases where the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

A defined benefit plan is a pension plan in which the obligation of the Group is determined by the amount to be received by the employee upon retirement which depends on factors such as age, years of service and salary. The liability in respect of a defined benefit pension plan that is recognized in the statement of financial position, is the present value of the defined benefit obligation at the balance sheet date less the fair value of plan assets after adjustments made for actuarial gains/losses and past service cost. The defined benefit obligation is calculated annually by independent actuaries using the projected unit credit method. The present value of the liability is calculated by discounting the future cash flows using a discount rate based on the average yield of iBoxx AA Corporate Overall 10+ EUR indices for 2023.

The Group recognizes any actuarial gain or loss from adjustments made based on experience or a change in the actuarial assumptions, directly to equity through other comprehensive income. Other costs are recognized in profit or loss. In cases of compensations paid to personnel due to early retirement, the recorded liability is reduced by the total amount of the compensation. In the following period, during which an actuarial study is prepared for estimating the defined benefit obligations related to the staff employed, any resulting differences are smoothed out and settled.

The defined benefit plan for the lump sum payment, as at 8.12.2020 and with the finalization of the special Collective Bargaining Agreement between the Bank and the Employees Union, has been converted to a defined contribution plan.

(2.21) Recognition of instrument in the financial statements t

The Bank initially recognizes loans and advances, deposits, debt securities issued and subordinated liabilities on the date that they are originated. All other financial assets and liabilities are initially recognized on the trade date on which the Bank becomes a party to the contractual provisions of the instrument..

Initially, all financial assets and liabilities are carried at fair value plus transaction costs associated with the acquisition or issue, unless they are part of the fair value through profit or loss portfolio.

(2.22) Operating segments

Information disclosed on operating segments is information that management uses for internal reporting to assess the effectiveness of each segment, as well as the manner in which resources are allocated. Such information might differentiate from information used during the preparation of the statement of financial position and the income statement.

Furthermore, explanatory notes are required for disclosing the basis of preparation of segment reporting. Reconciliations to entries in financial statements should also be disclosed.

The operating segments assessed internally by the Group's Management are the following:

Retail banking

This segment includes all individuals and freelancers. Through its network of branches as well as through the relevant central services, the Group provides its clients with the whole range of traditional services as well as specialized investment services and products.

Corporate banking

This segment includes all the credit services offered to enterprises and corporations. The Group provides clients in this category with a wide range of products and services related to consulting, financial and investment nature of business as well as foreign exchange transactions.

Capital management / Treasury

This segment includes activities relevant to the Group's cash management and treasury function, management of Group's investment and trading portfolio as well as intermediary services on mutual fund units disposals, and portfolio management services for individuals.

Other income which includes income on real estate property management, interest on loans to employees, interest on subordinated debt in issue etc., has been allocated proportionally to the three aforementioned segments.

(2.23) Related party transactions

Related parties are the companies in which the Bank retains control by directly owning or indirectly more than 50% of its share capital or exercises substantial influence over the management and their economic policy. Also as connected parties are considered the Members of the Board of Directors, the Deputy Managing Directors, the members of the Executive Committee, the members of the Audit Committee, members of the Asset-Liability Management Committee as well as the members of the Management Boards of the companies of the Group, related persons of the first degree, as well as companies owned by them or companies in which they exercise significant influence over business decisions..

All transactions between the Bank and its affiliated parties are carried out with the financial terms, conducted in similar transactions with unrelated parties, at the same time.

(2.24) Earnings per share

Basic earnings per share (EPS) ratio is calculated by dividing the net profit or loss for the period attributable to the Bank's common shareholders by the weighted average number of common shares outstanding during the year.

The diluted earnings per share ratio is computed using the same method as for basic EPS, but with the net profit or loss being adjusted to reflect the potential dilution that could occur if convertible debt securities, options, warrants or other contracts to issue common shares were converted or exercised into common shares.

(2.25) Custody services

The Group offers custody services to individuals and companies for their assets. These assets are not owned by the Group. The assets as well as the gains or losses arising from their investment are not presented in the financial statements of the Group. Commissions which are collected from custody services are recognized in the income statement.

(2.26) Dividends

Dividend income is recognized when the right to receive the income is established.

(2.27) Securitizations

The Bank securitizes financial assets, transferring them elements in special purpose vehicles, which in turn issue bonds. Additionally and based on the contractual terms and the financial substance of the transactions, it is examined whether the Bank will stop recognizing the securitized assets. More specifically, takes into account the structure of the transaction including its exposure to subordinated collateral issued bond securities, the provision of credit measures to special purpose vehicles
aid as well as the contractual terms of the securitization, based on which the Bank could to maintain control over the securitized receivables

On derecognition of a financial asset, the difference between the carrying amount and the sum of (a) the consideration received (including any newly acquired asset less any new liability assumed) and (b) the cumulative gains or losses recognized through other comprehensive income directly to equity, is recognized in the income statement in respect of financial assets measured at fair value through other comprehensive income (FVOCI).

(2.28) Financial guarantees

Financial guarantees are contracts that require the Group to make fixed payments to compensate the warrant for damage suffered when the debtor fails to meet his obligations. They are recognized at fair values where the original fair value is amortized over the warranty period. They are then recognized at the highest value between the present value of any payments and the unamortized balance.

(2.29) Share capital

(a) Share capital issue costs

The direct costs related to issuance of new shares or rights issue or the acquisition of another company are presented net of taxes and proceedings deducted from equity and more specifically from share premium or failing this to retained earnings.

(b) Ordinary and preferred shares dividends

Ordinary and preferred shares dividends are recognized as a liability in the fiscal year they are approved by the Group's shareholders and appears as a reduction of equity. Respectively, interim dividends appear in the same way, as a reduction of equity, after the approval of Board of Directors.

(c) Treasury shares

Shares of the Bank held by the Bank itself or by another company of the Group are recorded at acquisition cost plus transaction costs and are depicted as a deduction from the net equity of the Group until they are canceled. If the shares are sold or reissued, the consideration received will not be included in the income statement but will be recognized directly in the equity.

(2.30) Financial liabilities and equity instruments

Classification as liabilities or equity

Debt and equity instruments issued by the Bank are classified either as financial liabilities or as equity in accordance with the substance of the contractual terms and the definitions of the financial liability and the equity instrument.

Equity instruments

Equity instrument is any contract that demonstrates a right to the outstanding balance of an entity's assets after deducting all of its liabilities. The equity instruments issued by the Bank are recognized at the cost that is received after the deduction of the direct issue costs.

The repurchase of the Bank's own equity instruments is recognized and deducted directly from equity. No gain or loss is recognized in the results for the purchase, sale, issue or cancellation of the Bank's own equity instruments.

Structured financial instruments

The components of structured financial instruments (convertible securities) issued by the Bank are classified separately as financial liabilities and equity in accordance with the substance of the contractual terms and the definitions of the financial liability and the equity instrument. Any exercise of a conversion right settled by the exchange of a specified amount of cash or another financial asset with a specified number of own equity instruments of the Bank is an equity instrument.

Financial liabilities

Financial liabilities are classified either as financial liabilities "at fair value through profit or loss" (FVTPL) or as "other financial liabilities".

Financial liabilities at fair value through profit or loss (FVTPL)

Financial liabilities are measured at fair value through profit or loss (FVTPL) when the financial liability is (i) a contingent liability that may be paid by the buyer as part of a business combination to which IFRS 3 applies;

(ii) classified as held for trading or (iii) designated at its initial recognition at fair value through profit or loss (FVTPL).

A financial liability is classified as held for trading if:

- it was acquired primarily for the purpose of its repurchase in the near future, or
- during initial recognition is part of a portfolio of personalized financial instruments that the Bank manages jointly and for which there are documented indications of a recent short-term profits plan; or
- it is a derivative that is not defined and is not considered effective as a hedging instrument.

Financial liabilities that are measured at fair value through profit or loss FVTPL are presented at fair value, and any profit or loss arising from the measurement is recognized in profit or loss. The net profit or loss recognized in profit or loss includes any dividends or interest paid and related to the financial liability instrument and included in "Other profits and losses" with the exception of changes in fair value due to changes in the Bank's credit risk, are recognized in other comprehensive income directly in equity and are not subsequently reclassified to the income statement when the liabilities are derecognized. However, if this treatment creates an accounting mismatch in the income statement, all gains or losses from fair value measurement will be recognized in the income statement.

Other financial liabilities

Other financial liabilities (including loans and trade and other liabilities) after initial recognition are measured at amortized cost using the effective interest method.

Derecognition of financial liabilities

The Bank ceases to recognize financial liabilities when, and only when, the Bank's liabilities have been fulfilled, canceled or expired. The difference between the carrying amount of the financial liability and the consideration paid or payable is recognized in profit or loss.

(2.31) New Standards and Interpretations

The accounting principles applied by the Group regarding the preparation of the annual financial statements are in accordance with those described in the published financial statements of the year ended 31.12.2022 taking into account the amendments to the standards issued by the International Accounting Standards Board (IASB) , were adopted by the European Union and are in force from 01.01.2023. The new standards and amendments had no impact on the financial statements.

IFRS 17 “Insurance Contracts” and Amendments to IFRS 17

In May 2017, the IASB issued a new Standard, IFRS 17, which replaces an interim Standard, IFRS 4. The aim of the project was to provide a single principle-based standard to account for all types of insurance contracts, including reinsurance contracts that an insurer holds. A single principle-based standard would enhance comparability of financial reporting among entities, jurisdictions and capital markets. IFRS 17 sets out the requirements that an entity should apply in reporting information about insurance contracts it issues and reinsurance contracts it holds. Furthermore, in June 2020, the IASB issued amendments, which do not affect the fundamental principles introduced when IFRS 17 has first been issued. The amendments are designed to reduce costs by simplifying some requirements in the Standard, make financial performance easier to explain, as well as ease transition by deferring the effective date of the Standard to 2023 and by providing additional relief to reduce the effort required when applying the Standard for the first time.

IFRS 17 is not relevant to the Bank’s operations.

IAS 1 (Amendments) "Presentation of Financial Statements"

In February 2021, the IASB issued amendments concerning disclosures of accounting policies. The purpose of the amendments is to improve disclosures of accounting policies to provide more useful information to investors and other users of financial statements. More specifically, these amendments require the disclosure of information regarding accounting policies when these are material and provide guidance on the concept of material when it is applied to disclosures of accounting policies.

The Group will take into account these amendments regarding the disclosure of significant information about accounting policies, rather than the disclosure of significant accounting policies. However, the adoption of the amendments is not expected to have an impact on the financial statements.

Amendments to IAS 8 "Accounting Policies, Changes in Accounting Estimates and Errors: Definition of Accounting Estimates"

In February 2021, the IASB issued narrow-scope amendments that they clarify how companies should distinguish changes in accounting policies from changes in accounting estimates. That distinction is important because changes in accounting estimates are applied prospectively only to future transactions and other future events, but changes in accounting policies are generally also applied retrospectively to past transactions and other past events.

The adoption of the amendments is not expected to have an impact on the financial statements.

Amendments to IAS 12 "Income Taxes: Deferred Tax related to Assets and Liabilities arising from a Single Transaction"

In May 2021, the IASB issued targeted amendments to IAS 12 to specify how companies should account for deferred tax on transactions such as leases and decommissioning obligations – transactions for which companies recognize both an asset and a liability. In specified circumstances, companies are exempt from recognizing deferred tax when they recognize assets or liabilities for the first time. The amendments clarify that the exemption does not apply and that companies are required to recognize deferred tax on such transactions.

The adoption of the amendments is not expected to have an impact on the financial statements.

Amendments to IFRS 17 "Insurance contracts: Initial Application of IFRS 17 and IFRS 9 – Comparative Information"

In December 2021, the IASB issued a narrow-scope amendment to the transition requirements in IFRS 17 to address an important issue related to temporary accounting mismatches between insurance contract liabilities and financial assets in the comparative information presented when applying IFRS 17 "Insurance Contracts" and IFRS 9 "Financial Instruments" for the first time. The amendment aims to improve the usefulness of comparative information for the users of the financial statements.

The adoption of the amendments is not expected to have an impact on the financial statements.

Amendments to IAS 12 "Income taxes": International Tax Reform – Pillar Two Model Rules"

In May 2023, the International Accounting Standards Board (IASB) issued amendments to IAS 12 "Income Taxes": International Tax Reform—Pillar Two Model Rules. The amendments introduced a) a temporary exception to the requirements to recognize and disclose information about deferred tax assets and liabilities related to Pillar Two income taxes and b) targeted disclosure requirements for affected entities. Companies may apply the temporary exception immediately, but disclosure requirements are required for annual periods commencing on or after 1 January 2023.

The adoption of the amendments is not expected to have an impact on the financial statements.

Amendments to IFRS 16 "Leases: Lease Liability in a Sale and Leaseback" (effective for annual periods starting on or after 01.01.2024)

In September 2022, the IASB issued narrow-scope amendments to IFRS 16 "Leases" which add to requirements explaining how a company accounts for a sale and leaseback after the date of the transaction. A sale and leaseback is a transaction for which a company sells an asset and leases that same asset back for a period of time from the new owner. IFRS 16 includes requirements on how to account for a sale and leaseback at the date the transaction takes place. However, IFRS 16 had not specified how to measure the transaction when reporting after that date. The issued amendments add to the sale and leaseback requirements in IFRS 16, thereby supporting the consistent application of the Accounting Standard. These amendments will not change the accounting for leases other than those arising in a sale and leaseback transaction.

The Group will examine the impact of the above on its financial statements. The above have been adopted by the European Union with effective date of 01.01.2024.

Amendments to IAS 1 “Classification of Liabilities as Current or Non-current” (effective for annual periods starting on or after 01.01.2024)

In January 2020, the IASB issued amendments to IAS 1 that affect requirements for the presentation of liabilities. Specifically, they clarify one of the criteria for classifying a liability as non-current, the requirement for an entity to have the right to defer settlement of the liability for at least 12 months after the reporting period. The amendments include: (a) specifying that an entity’s right to defer settlement must exist at the end of the reporting period; (b) clarifying that classification is unaffected by management’s intentions or expectations about whether the entity will exercise its right to defer settlement; (c) clarifying how lending conditions affect classification; and (d) clarifying requirements for classifying liabilities an entity will or may settle by issuing its own equity instruments. Furthermore, in July 2020, the IASB issued an amendment to defer by one year the effective date of the initially issued amendment to IAS 1, in response to the Covid-19 pandemic. However, in October 2022, the IASB issued an additional amendment that aim to improve the information companies provide about long-term debt with covenants. IAS 1 requires a company to classify debt as non-current only if the company can avoid settling the debt in the 12 months after the reporting date. However, a company’s ability to do so is often subject to complying with covenants. The amendments to IAS 1 specify that covenants to be complied with after the reporting date do not affect the classification of debt as current or non-current at the reporting date. Instead, the amendments require a company to disclose information about these covenants in the notes to the financial statements. The amendments are effective for annual reporting periods beginning on or after 1 January 2024, with early adoption permitted.

The Group will examine the impact of the above on its financial statements. The above have been adopted by the European Union with effective date of 01.01.2024.

New Standards, Interpretations, Revisions and Amendments to existing Standards that have not been applied yet or have not been adopted by the European Union

The following new Standards, Interpretations and amendments of IFRSs have been issued by the International Accounting Standards Board (IASB), but their application has not started yet or they have not been adopted by the European Union.

Amendments to IAS 7 “Statement of Cash Flows” and IFRS 7 “Financial Instruments: Disclosures”: Supplier Finance Arrangements (effective for annual periods starting on or after 01.01.2024)

In May 2023, the International Accounting Standards Board (IASB) issued Supplier Finance Arrangements, which amended IAS 7 Statement of Cash Flows and IFRS 7 Financial Instruments: Disclosures. The IASB issued Supplier Finance Arrangements to require an entity to provide additional disclosures about its supplier finance arrangements. The amendments require additional disclosures that complement the existing disclosures in these two standards. They require entities to provide users of financial statements with information that enable them a) to assess how supplier finance arrangements affect an entity’s liabilities and cash flows and to understand the effect of supplier finance arrangements on an entity’s exposure to liquidity risk and how the entity might be affected if the arrangements were no longer available to it. The amendments to IAS 7 and IFRS 7 are effective for accounting periods on or after 1 January 2024.

The Group will examine the impact of the above on its financial statements, though it is not expected to have any. The above have not been adopted by the European Union.

Amendments to IAS 21 “The Effects of Changes in Foreign Exchange Rates: Lack of Exchangeability (effective for annual periods starting on or after 01.01.2025)

In August 2023, the International Accounting Standards Board (IASB) issued amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates that require entities to provide more useful information in their financial statements when a currency cannot be exchanged into another currency. The amendments introduce a definition of currency exchangeability and the process by which an entity should assess this exchangeability. In addition, the amendments provide guidance on how an entity should estimate a spot exchange rate in cases where a currency is not exchangeable and require additional disclosures in cases where an entity has estimated a spot exchange rate due to a lack of exchangeability. The amendments to IAS 21 are effective for accounting periods on or after 1 January 2025.

The Group will examine the impact of the above on its financial statements, though it is not expected to have any. The above have not been adopted by the European Union.

(2.32) Significant accounting judgments and estimates

The use of available information and the application of subjective judgment are integral elements for making assessments. Actual future results may differ from the above estimates, and deviations may have a material impact on the Financial Statements.

The key judgments made by the Group's management that have the most significant impact on the amounts recognized in the financial statements are mainly related to:

- **Classification of investments**

The classification of financial assets in the different categories of IFRS 9 depends on two important factors: a) the Group's business model for these assets; and b) the characteristics of the contractual cash flows of financial assets ('SPPI test').

The adopted business models determine the source of revenue as it arises from individual portfolios either through the collection of contractual cash flows or from the sale of financial assets or the combination of the above. The assessment of the business model reflects the Bank's strategy under normal circumstances and therefore a judgment is required as to whether the classification of financial assets corresponds to the Group's business model.

In relation to SPPI, the Group uses the "Solely payments of principal and interest" assessment as a criterion to determine whether the assets will be measured at amortized cost or at fair value through other comprehensive income or at fair value through profit or loss. The criterion focuses on whether only capital and interest payments are made from each class of financial assets by examining the characteristics and terms of each class in order to determine whether the asset in question generates cash flows similar to those of a "typical loan agreement " when it is held until its maturity.

A "typical loan contract" arises either from the creation or takeover of debt, on terms and characteristics that compensate for the provision of money. A "typical loan agreement" generates cash flows that are solely principal and interest repayments (SPPIs). Further analysis can be found in Note 2.6.

- **Impairment losses of financial assets**

The Group, when performing impairment tests on loans and advances to customers, makes estimates regarding the amount and timing of future cash flows. Given that these estimates are affected by a number of factors such as the financial position of the borrower, the net realizable value of any collateral or the historical loss ratios per portfolio, actual results may differ from those estimated. Similar estimates are used in the assessment of impairment losses of investment securities measured at fair value through other comprehensive income or investment securities at amortized cost (further analysis is provided in note 2.6).

The Bank for the estimation of the expected credit losses uses tools, provided by Moody's Analytics (hereinafter the "company"). These enable the Bank to integrate three (3) macroeconomic scenarios, a basic, an optimistic and an adverse, which are weighted with factors of 40%, 30% and 30% respectively. The scenarios are available from the company and are obtained from the Bank through the website https://www.economy.com/products/tools/data-buffet. The main macroeconomic variables incorporated in the scenarios are the GDP growth rate, the evolution of the main ASE index, the unemployment rate and the growth rate of Producer Price Index (PPI). The time series are reviewed periodically (every 3 months) and the bank continues and monitors the developments and the relevant exercises of the company analysts on the models (there is also a letter from the BoG that the scenarios used for ECL do not deviate from the basic scenario regularly issued by the ECB / SSM-2020-0744). For the fourth quarter of 2023, the Bank compared the change in GDP of the scenarios posted by the company with the estimates issued in December 2022 by the ECB for the Eurozone and Ecofin for Greece for the period 2024-2027. As there was no significant discrepancy, the company's time series were used as is.

The following table presents the forecast of the factors variation for the next three (3) years, from 2024 to 2026.

Q4 2023	2024			2025			2026		
	Basic	Optimistic	Adverse	Basic	Optimistic	Adverse	Basic	Optimistic	Adverse
GDP Variance (%, YoY)	2,0	4,4	-3,3	2,6	2,3	3,2	2,0	1,9	4,0
ASE	1.327,57	1.501,08	838,21	1.344,92	1.495,23	1.043,35	1.424,82	1.544,13	1.253,34
Unemployement rate	10,16	9,72	12,30	9,88	9,41	13,72	9,68	9,29	12,70
PPI	138,71	139,44	135,33	138,64	138,81	134,96	140,67	140,91	137,49

Amounts are presented in thousand euros, unless otherwise stated

- **Impairment of non-financial assets**

The Group, at each financial statement date, examines for impairment purposes its own fixed assets, real estate investments and other intangible fixed assets as well as its participation in related companies and joint ventures. This exercise largely involves the use of internal estimates to determine the recoverable amount of the assets, ie the higher of fair value less costs to sell and value in use.

- **Recoverability of deferred tax assets**

The Group recognizes deferred tax assets to the extent that it is probable that it will have sufficient future taxable profits available, against which, temporary differences and tax losses carried forward can be offset. The main categories of deferred tax assets which have been recognized by the Group relate to losses resulting on the Greek government bonds exchange program (PSI) and from the bond buyback program implemented in December 2012 and the temporary differences arising from loans' impairment.

The Group assessed the recoverability of the said tax claims based on the forecasts for the course of future taxable profits, as these are estimated to be formed based on the figures of the business plan (business plan) and the evolution of the macro-economic figures of the Greek economy, as and the relevant provisions of Law 4465/ 04.04.2017. For the temporary differences resulting from the impairment of the loans, no time limitations are placed on their recovery, which also applies to the other categories of deferred tax assets, which have been created from temporary differences.

Deferred tax assets associated with tax losses incurred by the Greek government bonds exchange program and recognized as a debit difference, provisions of Law 4046/14.02.2012 and Law 4110/23.01.2013 apply. According with the Law 4110/23.01.2013, the debit difference is deductible for tax purposes, gradually and in equal installments, within 30 years, a fact which, according to the Group's estimation, provides a sufficient time period for its utilization against future taxable profits. It is noted that due to the post tax losses during the current year of an amount of 387 million euros, the provisions of the article 27A of L.4172/2013 will be activated and as a result the credit difference from 2021 will be significantly reduced.

The tax losses arising each year from the operating result of the Group can be set off within the next five years from the year in which they were generated. The Group, for the recognition of the deferred tax claim, has drawn up a tax plan in 2022 through an independent consultant, as a continuation of the Bank's business plan. Taking into account the above, the Group estimates that all deferred tax assets, which have been recognized and come from temporary differences, can be recovered.

- **Income tax**

The Group recognizes current and deferred income tax assets and liabilities on the basis of estimates of the amounts to be collected from or payable to the tax authorities in the current and future financial years. Estimates are based on factors such as the application of relevant legislation, the expectations about future taxable profits and, finally, the resolution of any differences with the tax authorities. When actual results related to these estimates differ from amounts initially recognized in the financial statements, the differences affect the income tax and the provisions for deferred taxation of the period in which the aforementioned amounts are finalized.

- **Provisions and contingent liabilities**

A provision is recognized if, as a result of a past event, the Group has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic benefits will be required to settle the obligation. On the contrary, in cases where the outflow is possible or it cannot be reliably estimated, the Group does not recognize a provision but discloses the contingent liability taking into account its significance. The estimated probability and amount of the outflow is dependent on factors not controllable by the Group such as court decisions, application of legislative provisions and the probability of default of a counterparty for exposures in off-balance sheet items. Estimations, assumptions and criteria applied by the Group for making decisions and which affect the preparation of the financial statements, are based on historical facts and on assumptions that are deemed logical under present conditions. Estimates and decision making criteria are re-assessed in order to account for current developments and effects arising from changes in them are recognized in the financial statements of the period in which they take place.

- **Going concern principle**

At each reporting date, the Group assesses whether the going concern assumption is appropriate. Reference to the management's assessment and assumptions used as regards to the applied basis for the presentation of the financial statements is made in note 2.2.

- **Fair value of assets and liabilities**

The fair value of assets and liabilities, traded in an active market, is determined based on available quoted market prices. In all other cases, the fair value is determined based on valuation techniques which, to the maximum possible extent make use of observable market inputs. If observable inputs are not available, use is made of inputs which are based on estimations and assumptions, i.e. determination of expected cash flows, discount rates, probability of counterparty default and prepayments. Reference to estimates and assumptions made by management regarding the fair value of financial instruments is made in note 40.7.

- **Impairment of financial assets**

In applying IFRS 9 and in calculating the Expected Credit Loss (ECL) of its financial assets, the Bank classifies its loans and securities into three (3) credit risk stages. Classification takes into account the credit risk levels both on the initial recognition date of the exposure and the reference period by making the Significant Increase in Credit Risk (SICR) as the main criterion during the period considered. The goal of the Stage Classification is to separate the Bank's exposure as per the credit risk that each carries and to determine the time horizon in which the expected credit losses are calculated.

Therefore, the recognition of expected credit losses is done using a three-stages approach based on the degree of credit degradation from the initial recognition of the financial instrument

The stages in which the loans are classified are as follows:

Stage 1: The Bank classifies in Stage 1 any loan in which there is no significant increase in its credit risk at the reporting date in relation to its recognition date. In particular, Stage 1 is classified as a loan that:

1. they are performing and debt is properly serviced (Performing Exposures – PE),
2. are up to 30 days past due (<= 30, PE – Performing Exposures) and are not Forborne,
3. Are exposures that have successfully completed the second probation period (24 months-curing status).

Loans classified at this stage, i.e. those that have not experienced a significant increase in credit risk since their initial recognition, are recognized with an amount equal to the expected 12-month credit losses representing a part of the losses that would be recognized throughout their duration.

Stage 2: The Bank classifies in Stage 2 any loan that no significant Increase in Credit Risk (SICR) has been observed at the reference date compared to its date of identification. Specifically, in Stage 2, are classified loans that:

1. are in delay of 31 to 90 days past due, or
2. have suffered a significant increase in credit risk (SICR) from the date of their creation, or
3. are FP (Forborne Performing) exposures, which have been forborne (Forbearance measures) and FNP (Forborne Non Performing) exposures characterized as curing, in particular, have met the conditions of the first probation period (12 months) and are going through the second probation period (24 months).

Expected credit losses at this stage throughout the life of the financial instrument represent the expected credit losses arising from all possible default events over its expected life.

Stage 3: The Bank classifies in Stage 3 any loan that is:

1. in more than 90 days past due(> 90, NPL - Non Performing Loans), or

2. is a NPF – Non Performing Forborne, or
3. is classified as UTP (Unlikely to Pay) or
4. is in the process of a litigation claim (denounced loans)

As in Stage 2, the credit loss provision reflects the expected credit losses throughout the life of the financial instrument.

The above mentioned criteria are not restrictive and are subject to revision in accordance with the instructions of the Regulatory Authorities.

Significant Increase in Credit Risk - SIC

In order to classify loans at different stages, the Bank applies as a criterion the increase in credit risk as determined by the probability of default. For this purpose, it monitors the change in the probability of default of the loan, as evidenced by the change in the borrower's creditworthiness, the reference date compared to the date of initial recognition.

The Bank's exposure adjustment measures are considered an indication of increased credit risk and therefore these items are allocated to Stage 2 after adjustment, unless they are considered to be impaired, in which case they are classified in Stage 3. In addition, when contractual payments on a financial asset exceed 30 days of delay, it is considered a significant increase in credit risk.

- Corporate Portfolio: Default is assessed as significant at the loan level, based on whether there is an arrearage of more than 90 days for an amount exceeding five hundred euros (500 euros), and the total arrearage is greater than one percent (1%) of the total financial exposure.

  In the case of customers where project finance business plans are financed, the "contagion" criterion may not apply if there is sufficient documentation that the overall creditworthiness of the creditor is not affected or that it is not contagious and affects its other exposures.

- Private Portfolio: Default is assessed as significant at the loan level, based on whether there is an arrearage of more than 90 days for an amount greater than one hundred euros (100 euros), and the total arrearage is greater than one percent (1%) of the total financial exposure.

All of the creditor's exposures (on and off-balance sheet) are considered as "Default" if the total on-balance sheet exposure in default exceeds 20% of the total on-balance sheet exposure.

In the case of the Bank's securities, estimates of their probability of default are obtained from external sources of information (see "Securities portfolio impairment policy").

In important positions of the bank, the financial data of the last 2 years of the issuer can be checked individually. If the financial data present a significant improvement and the debtor is performing, the Bank evaluates the existence or non – existence of SICR without taking into consideration the risk rating of the loan. The decision, upon the recommendation of the competent business unit, is approved by the respective Approval Scale of the bank and is validated by certified auditors-accountants.

Default

The Bank applies the same default definition for both accounting and supervisory purposes, which is in accordance with the European Banking Authority (EBA) definitions for non-performing exposures (New DoD), as applied by the Bank from 1 January 2021. The definition of default for accounting purposes is also in accordance with the definition used internally for credit risk management purposes.

A financial exposure is considered to be in default when it meets the following criteria:

- it is in more than 90 days past due and satisfies the materiality criteria or/and
- it meets the criteria of uncertain recovery (UTP - unlikely to pay), without a right of recourse
- Under the relevant supervisory regulation, the definition of default applies at the debtor level for business portfolios and at the account level for retail portfolios, for each of the Group's portfolio categories.

To determine the risk of default, a financial asset is considered to be impaired when one or more events occur that have an adverse effect on the estimated future cash flows of that exposure:

- The borrower faces significant difficulty in fulfilling his financial obligations
- There has been a breach of contract, such as default or late payment for more than 90 consecutive days, for amounts exceeding the specified materiality criteria.
- The Bank, for financial or contractual reasons related to the financial difficulty of the borrower, has provided a facility or facilities that the Bank would not otherwise consider.

There is a possibility that the borrower will go into bankruptcy or other financial reorganization.

Impairment

Basic parameters for determining the expected credit losses

The variables that the Bank uses for the calculation of expected credit losses are:

- Probability of Default (PD)
- Exposure at Default (EAD)
- Loss Given Default (LGD)
- Discount Rate ('r')

The variables of the calculation model of expected credit losses are specifically described below:

Probability of Default-PD:

Probability of Default (PD) represents the probability that a debtor will default on his debt obligations either over the next twelve months or over the remaining maturity of his debt and is applied correspondingly to the stage the debtor is classified. The probability of default is evaluated based on the economic conditions prevailing on the reference period and is adjusted after taking into consideration the projections for the various macroeconomic scenario. As mentioned before, on the loans in stage 1 a twelve month PD is applied, whereas on loans in stages 2 and 3 a lifetime PD is applied. The difference is that on twelve month PD, macroeconomic scenarios on twelve month horizon are taken into consideration, whereas on lifetime PD macroeconomic scenarios on the remaining life of the loan are taken into consideration.

Exposure at Default – EAD:

The financial exposure at default (EAD) is equal to the amount of the credit financial exposure at the time of default. Account shall be taken of expected changes in the financial exposure after the reporting date, including principal and interest repayments and expected disbursements on loan commitments, up to the date of default. The conversion of approved credit limits that have not been fully disbursed but represent potential credit exposure is performed using the Credit Conversion Factor (CCF).

Off balance sheet items

In off balance sheet items the impairment is calculated on an individual / collective basis and the exposure at default (EAD) of the specific exposures shall be calculated on the basis of the conversion factor CCF. Regarding E / E, the Bank uses specific conversion factors - based on the degree of risk they carry - that are defined as follows:

- Participation LG (low risk): 20%
- Good execution LG (low risk): 20%
- Duties and taxes LG (medium risk): 50%
- Good payment LG (high risk): 100%
- 10% retention LG (high risk): 100%
- Advance payment LG (high risk): 100%

Revolving facilities, Overdrafts & Credit cards

On revolving facilities, overdrafts and credit cards, the calculation of the impairment on the off balance sheet section is performed on an individual / collective level with the use of an appropriate credit conversion factor.

Loss Given Default-LGD

LGD is defined as the ratio of the loss on a financial exposure due to the counterparty's default to the amount outstanding at the time of default. “Loss” means economic loss, including significant deductions and significant direct and indirect costs associated with the collection of amounts in the process of liquidating a security.

Discount Rate

As discount rate is defined the rate used for the calculation of the present value of the expected loss on reference date. As discount rate by the Bank is defined the contractual rate of the financial exposure.

Transfer from Stage 3 to Stage 2:

A loan is transferred from Stage 3 to Stage 2 if, in the reporting period, the definition of default is not met in accordance with the criteria set and, in addition, the other criteria for inclusion in Stage 3 cease to apply.

For Non Performing Forborne exposures, the successful completion of a twelve (12) month "surveillance period" during which the exposure meets all requirements to be de-designated as non-performing forborne in accordance with **EBA** guidelines is additionally required.

Transfer from Stage 2 to Stage 1:

A loan is transferred from Tier 2 to Tier 1 if it is determined that during the reporting period it ceases to have a significant increase in credit risk according to the criteria set out above and, in addition, the criteria for inclusion in Stage 2 cease to apply.

For Performing Forborne exposures, the successful completion of a twenty-four (24) month "surveillance period" during which the exposure should not exceed thirty (30) days past due is additionally required.

3. Operating Segments

Group

(Amounts in thousand €)	Retail Banking	Corporate Banking	Treasury	Total
From January 1st to December 31st 2023				
Net income				
- interest	213	59,659	15,617	**75,489**
- commission	(4,046)	13,024	(9)	**8,969**
- trading results and other income	3,376	20,853	2,386	**26,615**
- intersegment results	10	42	(52)	**0**
Net Total Income	**(446)**	**93,578**	**17,942**	**111,073**
Result from investments in associates	42	173	46	**261**
Profit / (Loss) before income tax	**(9,252)**	**33,249**	**4,598**	**28,595**
Income tax				(980)
Profit / (Loss) for the period				**27,616**
Other segment items				
Provisions for expected credit losses and other impairment	6,734	(6,928)	807	**613**
Depreciation expense	(2,536)	(10,412)	(2,789)	**(15,737)**
Total Assets 31.12.2023	505,499	2,078,390	1,190,494	**3,774,384**
Total Liabilities 31.12.2023	(2,082,172)	(1,145,555)	(100,219)	**(3,327,946)**

(Amounts in thousand €)	Retail Banking	Corporate Banking	Treasury	Total
From January 1st to December 31st 2022				
Net income				
- interest	5,682	37,813	(2,852)	**40,644**
- commission	(129)	5,532	275	**5,678**
- trading results and other income	(281)	1,205	1,039	**1,962**
- intersegment results	(1,799)	(5,397)	7,196	**0**
Net Total Income	**3,474**	**39,152**	**5,658**	**48,284**
Result from investments in associates	(131)	(317)	(53)	**(501)**
Profit / (Loss) before income tax	**(41,638)**	**(77,091)**	**(237,899)**	**(356,628)**
Income tax				(29,939)
Profit / (Loss) for the period				**(386,567)**
Other segment items				
Provisions for expected credit losses and other impairment	(15,828)	(57,277)	(233,869)	**(306,973)**
Depreciation expense	(4,480)	(10,856)	(1,796)	**(17,132)**
Total Assets 31.12.2022	556,357	1,350,272	1,191,351	**3,097,981**
Total Liabilities 31.12.2022	(2,085,552)	(967,037)	(99,982)	**(3,152,570)**

Bank

(Amounts in thousand €)	Retail Banking	Corporate Banking	Treasury	Total
From January 1st to December 31st 2023				
Net income				
- interest	160	59,659	15,617	**75,435**
- commission	(4,908)	13,266	(9)	**8,349**
- trading results and other income	2,706	21,115	2,386	**26,207**
- intersegment results	10	42	(52)	**0**
Net Total Income	**(2,032)**	**94,082**	**17,942**	**109,992**
Profit / (Loss) before income tax	**(10,304)**	**33,337**	**4,552**	**27,585**
Income tax				(757)
Profit / (Loss) for the period				**26,828**
Other segment items				
Provisions for expected credit losses and other impairment	6,734	(6,928)	807	**613**
Depreciation expense	(2,536)	(10,412)	(2,789)	**(15,737)**
Total Assets 31.12.2023	504,594	2,074,773	1,189,499	**3,768,866**
Total Liabilities 31.12.2023	(2,082,025)	(1,145,474)	(100,219)	**(3,327,719)**

(Amounts in thousand €)	Retail Banking	Corporate Banking	Treasury	Total
From January 1st to December 31st 2022				
Net income				
- interest	5,671	37,813	(2,852)	**40,632**
- commission	(485)	5,610	275	**5,401**
- trading results and other income	(281)	705	1,039	**1,463**
- intersegment results	(1,799)	(5,397)	7,196	**0**
Net Total Income	**3,107**	**38,732**	**5,658**	**47,496**
Profit / (Loss) before income tax	**(41,551)**	**(77,274)**	**(237,847)**	**(356,672)**
Income tax				(29,930)
Profit / (Loss) for the period				**(386,601)**
Other segment items				
Provisions for expected credit losses and other impairment	(15,828)	(57,277)	(233,869)	**(306,973)**
Depreciation expense	(4,480)	(10,856)	(1,796)	**(17,132)**
Total Assets 31.12.2022	555,676	1,348,722	1,191,078	**3,095,476**
Total Liabilities 31.12.2022	(2,086,917)	(967,670)	(99,982)	**(3,154,569)**

4. Net Interest Income

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Interest and similar income				
Loans and advances to customers (excluding finance leases) at amortized cost	57,308	38,686	57,308	38,686
Due from credit Institutions	9,899	698	9,899	698
Financial assets measured at fair value through profit or loss	2,883	471	2,883	471
Financial assets measured at fair value through other comprehensive income (FVOCI)	3,085	7	3,085	7
Financial assets measured at amortized cost	20,938	13,632	20,938	13,632
Interest from corporate bond loans	23,202	10,465	23,202	10,465
Finance lease (Lessor)	3,243	1,532	3,243	1,532
Interest from deposit accounts	35	38	35	38
Factoring	70	43	70	43
Total	**120,663**	**65,571**	**120,663**	**65,571**
Interest and similar expense				
Customers' deposits	(37,361)	(14,625)	(37,414)	(14,637)
Due to credit institutions	(35)	(1,489)	(35)	(1,489)
Bond loans	(7,024)	(7,782)	(7,024)	(7,782)
Mortgage securitization financial cost	0	(114)	0	(114)
Interest expense from operating leases	(755)	(917)	(755)	(917)
Total	**(45,174)**	**(24,927)**	**(45,228)**	**(24,939)**
Net Interest Income	**75,489**	**40,644**	**75,435**	**40,632**

Net interest income amounted to 75.5 million euros, presenting an increase of 85.7% compared to 2022. This increase was mainly due to a 65.2% increase in interest income from loans and receivables as a consequence of the increases in interest rates on floating rate loans, as a result of the continued interest rate increases by the European Central Bank from mid-2022. In addition, there is a significant increase in interest income from credit institutions, resulting from the use of excess liquidity in interbank term deposits during 2023, and in interest on Greek Government and Corporate Bond Notes, partially offset by the higher cost of funding the Group's operations by 155.5% compared to the comparative 2022 financial year as a result of the adjustment of interest rates on deposit products.

5. Fee and Commission Income

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Loans and advances to customers	1,852	1,473	1,852	1,473
Credit cards	1,076	1,454	1,076	1,454
Custody services	147	85	147	85
Import - Export	210	254	210	254
Letters of guarantee	5,155	3,589	5,155	3,589
Cash transfers	954	870	954	870
Foreign exchange transactions	25	30	25	30
Securities	1,713	648	1,713	648
Commissions on deposit account transactions	43	37	43	37
Other commissions	6,683	8,322	6,062	8,045
Fee and Commission Income	**17,858**	**16,761**	**17,238**	**16,484**

Fee and commission income amounted to 17.8 million euros, presenting an increase of 1 million euros (or 6.5% on a percentage basis) compared to the previous financial year, mainly due to increased commissions for issuing letters of guarantee and arranging and managing bond loans compared to 2022. The increase was partially offset by a decrease in fee income from transactions using both credit and debit cards and by accepting transactions at the Bank's terminals.

6. Fee and Commission Expense

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Loans	(9)	(5)	(9)	(5)
Share purchase commission expense	0	(11)	0	(11)
Visa & Visa International commissions	(8,568)	(10,598)	(8,568)	(10,598)
Commissions paid for special Greek Government Bond	(2)	0	(2)	0
Other	(310)	(469)	(310)	(469)
Fee and Commission Expense	**(8,889)**	**(11,083)**	**(8,889)**	**(11,083)**

Fee and commission expenses decreased by 19.8% in 2023 compared to 2022 almost entirely due to fees paid to the Visa and Mastercard clearing organizations, as well as the discontinuation of the cooperation with the Mastercard clearing organization for the provision of debit card services to individuals and businesses. The clearing of these transactions will be carried out by Visa.

7. Profit/(Loss) on Financial Transactions

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Profit / (loss) from financial transactions				
Profit less Losses				
· Derivative financial instruments	138	4,434	138	4,434
Foreign exchange differences				
·From foreign currency transactions	1,338	1,495	1,338	1,495
From sales				
·Debt securities	366	(450)	366	(450)
From valuation				
·Shares	1,187	(168)	1,187	(168)
·Debt securities	525	(7,394)	525	(7,394)
·Other	0	(164)	261	(665)
Profit / (loss) from financial transactions	**3,555**	**(2,247)**	**3,816**	**(2,748)**

Profit / (Loss) on Financial Transactions in 2023 increased significantly compared to the corresponding figures of the comparative period and amounted to a profit of approximately 3.5 million euros (31.12.2022: loss of 2.2 million euros).
These profits result mainly from the valuation of shares and securities (profit of 1.7 million euros compared to a loss of 7.6 million euros in 31.12.2022) and are offset by the reduced gain on transactions in derivative financial instruments of 0.1 million euros compared to 4.4 million euros in the comparative period.

8. Profit/(Loss) From Investment Portfolio

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Investment securities measured at fair value through other comprehensive income (FVOCI)				
-Shares	0	2	0	2
-Bonds	2,868	(22)	2,868	(22)
-Reserve Transfer	19	(547)	19	(547)
-ASTIR 1 portfolio sale	2,539	0	2,539	0
Profit / (Loss) from Investment Portfolio	**5,426**	**(566)**	**5,426**	**(566)**

Profit / (Loss) from Investment Portfolio as at 31.12.2023 present a significant improvement compared to the comparative period and amount to a profit of approximately 5.4 million euros. These gains arise mainly from the sale of the ASTIR 1 portfolio in the amount of 2.5 million euros and from the sale of bonds in the amount of 2.9 million euros.

9. Other Income/(Expenses)

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Amounts collected from written-off receivables	14	14	14	14
Rental income (including foreclosed assets)	157	159	159	161
Receipt of communication fees	25	28	25	28
Fair value adjustments for investment property and tangible assets	7,123	1,444	7,123	1,444
Dividend Income	63	73	63	73
POS rental income	885	1,567	885	1,567
Other	9,367	1,490	8,697	1,490
Other Income	**17,634**	**4,775**	**16,966**	**4,777**

The increase shown in other income / (expenses) in 2023 is mainly due to the result of the reacquisition of all mezzanine notes of the "Metexelixis" securitization and the junior notes of the "Omega" securitization amounting to 6.8 million euros as well as the revaluation of the fair value of investment and owner-occupied properties. The fair value of the investment property has been determined by independent certified valuers (Note 23).

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Investment Securities measured at fair value through profit / (loss)	61	33	61	33
Portfolio shares valued at equity through other comprehensive income (FVOCI)	2	41	2	41
Dividend Income	**63**	**73**	**63**	**73**

10. Operating Expenses

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Salaries and wages	(22,072)	(22,120)	(21,998)	(21,965)
Social security contributions (defined contribution plans)	(4,926)	(5,028)	(4,904)	(4,998)
Other charges	(3,226)	(2,040)	(3,226)	(2,040)
Defined benefit plan expenses	(800)	(923)	(800)	(923)
Other provisions for post employment benefits obligations	(1,397)	(332)	(1,379)	(332)
Personnel Expenses	**(32,421)**	**(30,442)**	**(32,306)**	**(30,257)**
Security and cleaning expenses	(1,657)	(1,993)	(1,657)	(1,993)
Telecommunication and service utility expenses	(2,799)	(3,338)	(2,799)	(3,338)
Printing and stationery expenses	(169)	(144)	(169)	(144)
Advertising, promotion, donations, memberships and grants expenses	(2,558)	(4,050)	(2,555)	(4,050)
Non - embedded taxes and insurance premium expenses	(2,779)	(2,529)	(2,769)	(2,519)
Third party fees and expenses	(9,247)	(20,621)	(9,107)	(20,574)
Teiresias systems expenses	(571)	(865)	(571)	(865)
Commission on the amount of deferred tax asset under Greek State's guarantee	0	(111)	0	(111)
Repair and maintenance expenses	(5,135)	(3,461)	(5,135)	(3,461)
Travelling expenses	(737)	(474)	(737)	(474)
Other expenses	(2,037)	(1,603)	(1,972)	(1,602)
General Operating Expenses before provisions	**(27,687)**	**(39,189)**	**(27,470)**	**(39,130)**
Impairment charge for other assets and contingent liabilities	(215)	(7,235)	(215)	(7,235)
Staff leaving expense	(5,291)	(3,441)	(5,291)	(3,441)
Performance incentive	(2,000)	0	(2,000)	0
Total General Operating Expenses	**(35,193)**	**(49,864)**	**(34,976)**	**(49,805)**
	(35,193)		(34,976)	
Depreciation of tangible assets	(1,346)	(1,722)	(1,346)	(1,722)
Amortization of intangible assets	(10,506)	(11,694)	(10,506)	(11,694)
Amortization of right of use asset	(3,886)	(3,715)	(3,886)	(3,715)
Depreciation Expense	**(15,737)**	**(17,132)**	**(15,737)**	**(17,132)**
Total Operating Expenses	**(83,351)**	**(97,438)**	**(83,019)**	**(97,194)**

Number of employees	Group		Bank	
	31.12.2023	**31.12.2022**	**31.12.2023**	**31.12.2022**
The average number of employees is:	579	646	576	641
The number of employees is:	568	600	565	596

During the years 2023 and 2022 the fees of statutory auditors (not including VAT) were as follows:
(Amounts in thousand €)

Description	31.12.2023	31.12.2022
For the audit of financial statements and the issue of tax compliance report	295	288
For other audit services	51	292
For permitted non audit services	15	15

The average number of the Group's employees during the current financial year amounted to 579 employees, compared to 646 employees in the comparative period. Employee remuneration and expenses in the current financial year present an increase of 6.5% compared to the comparative financial year, including expenses of a non-recurring nature of 1.06 million euros relating to the cost of settling the former pre-retirement insurance plan. After deducting this non-recurring item, the remuneration and expenses show a marginal increase of 3% compared to the comparative financial year. On 2 February 2023, the Bank implemented the voluntary redundancy scheme for its staff following the decisions of its Board of Directors, with the period of registration for participation in the scheme being defined as from 20.02.2023 to 10.03.2023. Participation in this Program included 57 persons, representing approximately 9.2% of the Bank's total staff. The cost of the voluntary redundancy program amounted to 5.9 million euros, of which 5.3 million euros was charged to the result for the financial year 2023 and 0.6 million euros was covered by a reserve already formed in previous years. The annual savings are estimated at around 2.5 million euros.

The Group, on 31.12.2023, proceeded to the reclassification of the item "Result from defined benefit plans" from the line Other income/(expenses) to the line Remuneration and personnel expenses, amounting to approximately 922 thousand. of the comparative period ended 31.12.2022. This reclassification aims to better present the funds in the financial statements of the Bank and the Group, as the aforementioned item concerns payroll costs.

As regards general operating expenses before provisions, they show a decrease of 29% compared to the previous year. The decrease is mainly due to: a) the decrease in contributions to the Deposit & Investment Guarantee Fund and the Resolution Fund, due to the reduced annual target as set by the Single Resolution Fund for the 2023 financial year and b) the charge of the comparative financial year with non-recurring expenses of 15.1 million euros, related to actions and projects in the context of the implementation of the shareholders' agreement and the Bank's transformation. These were partially offset by increased repair and maintenance costs of approximately 1.7 million euros due to the addition of new applications to the computer systems, in particular to digital channels for the Bank's product distribution.

Regarding general operating expenses after provisions for the fiscal year 2023 compared to the year 2022, there is a decrease of 29.4%. The decrease mainly relates to provisions for impairment of other assets in the previous financial year, partially limited by the increased cost of staff severance under the voluntary redundancy scheme and the cost of the staff performance incentive scheme for the financial year ended 31.12.2023.

With respect to the staff incentive plan, the benefit is paid in a lump sum by the Bank and the related expense is recognized at the time the employee becomes entitled to receive the remuneration or if the remuneration is based on the achievement of targets at the time of their achievement. The Bank has made a provision of 2 million euros for 2023, charged to the line Remuneration and personnel expenses, for the payment of the performance incentive during the first quarter of 2024.

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11. Taxes

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Current income tax	(222)	(10)	0	0
Deferred income tax	(757)	(29,930)	(757)	(29,930)
Total	**(980)**	**(29,939)**	**(757)**	**(29,930)**

The reconciliation between the tax arising based on the effective tax rate expense recognized in the income statement for the year is summarized as follows:

	Group		Bank	
	31.12.2023	**31.12.2022**	**31.12.2023**	**31.12.2022**
Profit / (loss) before tax	28,595	(356,628)	27,585	(356,672)
Tax rate	29%	29%	29%	29%
Income tax	(8,222)	103,390	(8,000)	103,435
Non-recognized deferred tax asset from deferred tax losses and other temporary disputes	0	(66,163)	0	(66,198)
Non tax deductible expenses	1,718	(3,643)	1,718	(3,643)
Other taxes	5,524	0	5,524	0
Reversal due to no usage of deferred tax asset	0	(63,523)	0	(63,523)
Total	**(980)**	**(29,939)**	**(757)**	**(29,930)**

Deferred tax is as follows:

	Group		Bank	
Deferred Tax	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Difference from tangible assets depreciation	(35)	213	(35)	213
Amortization of credit risk provisions of L. 4465/2017	0	(6,619)	0	(6,619)
Readjustment of Investment property fair value	3,126	(338)	3,126	(338)
Allowance for impairment of loans	(70,432)	22,266	(70,432)	22,266
Allowance for impairment of off balance sheet items	827	(1,942)	827	(1,942)
Allowance for impairment of financial assets	(894)	23,274	(894)	23,274
Adjustment for debit difference of L. 4046/2012	0	(425)	0	(425)
Tax losses carried forward, other temporary differences and write offs	66,625	(2,724)	66,625	(2,724)
Reversal due to no usage of deferred tax asset	0	(63,523)	0	(63,523)
Pension and other benefits after retirement	26	(110)	26	(110)
Deferred tax assets	**(757)**	**(29,930)**	**(757)**	**(29,930)**

Based on the article 120 of Law 4799 / 2021 "Incorporation of Directive (EU) 2019/878 of the European Parliament and of the Council of 20 May 2019 amending Directive 2013/36 / EU, regarding exempt entities, financial companies mixed financial holding companies, earnings, supervisory measures and capital maintenance measures (L 150), transposition of Directive (EU) 2019/879 of the European Parliament and of the Council of 20 May 2019 amending Directive 2014/59 / EU on the ability to absorb losses and recapitalize credit institutions and investment firms and Directive 98/26 / EC (L 150), through the amendment of article 2 of law 4335/2015, and other urgent provisions ", the income tax rate of legal entities is reduced by 2 percentage points (from 24% in 22 %) for the income of the tax year 2021 onwards.

Group
(Amounts in thousand €)

Description	31.12.2023 Before income tax	31.12.2023 Income tax	31.12.2023 After income tax	31.12.2022 Before income tax	31.12.2022 Income tax	31.12.2022 After income tax
Amounts reclassified in income statement						
Financial assets at fair value through other comprehensive income (FVOCI)	9,728	(2,821)	6,907	594	(172)	422
Amounts not reclassified in income statement						
Change in actuarial gains / (losses) of defined benefit obligations	(39)	11	(28)	924	(268)	656
Total	**9,689**	**(2,810)**	**6,879**	**1,518**	**(440)**	**1,078**

Bank
(Amounts in thousand €)

Description	31.12.2023 Before income tax	31.12.2023 Income tax	31.12.2023 After income tax	31.12.2022 Before income tax	31.12.2022 Income tax	31.12.2022 After income tax
Amounts reclassified in income statement						
Financial assets at fair value through other comprehensive income (FVOCI)	9,728	(2,821)	6,907	594	(172)	422
Amounts not reclassified in income statement						
Change in actuarial gains / (losses) of defined benefit obligations	(39)	11	(28)	924	(268)	656
Total	**9,689**	**(2,810)**	**6,879**	**1,518**	**(440)**	**1,078**

12. Earnings/ (losses) per share - basic and diluted

	Group		Bank	
(Amounts in thousand €)	01.01-	01.01-	01.01-	01.01-
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Profit / (Loss) for the year attributable to equity owners of the Bank	27,616	(386,567)	26,828	(386,601)
Profit / (Loss) for the year attributable to ordinary equity owners of the Bank	**27,616**	**(386,567)**	**26,828**	**(386,601)**
Weighted average number of ordinary shares during the period	34,463,217	7,536,697	34,463,217	7,536,697
Earnings / (Losses) per share - basic (in €)	**0.8013**	**(51.2913)**	**0.7785**	**(51.2959)**

Basic earnings per share are calculated based on the weighted average number of outstanding ordinary shares in the opening period, taking into account the combination and the decrease in the total number of the existing ordinary shares.

It is noted that on 31.12.2023, as well as in the comparative period there are no potential stock titles for the adjustment of the weighted average number of ordinary shares of the period and therefore there is no differentiation in diluted profit.

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13. Cash and Balances with Central Bank

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Cash in hand	48,760	52,267	48,760	52,267
Cheques receivable	3,807	7,223	3,807	7,223
Balances with Central Bank	356,857	194,406	356,857	194,406
Cash and balances with Central Bank	**409,423**	**253,895**	**409,423**	**253,895**

14. Due from other Financial Institutions

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Domestic Financial Institutions	657	366	657	366
Foreign Financial Institutions	5,690	2,891	5,690	2,891
Sight Deposits with Financial Institutions	**6,347**	**3,258**	**6,347**	**3,258**
Domestic Financial Institutions	40,953	80,692	40,953	80,692
Term Deposits with Financial Institutions	**40,953**	**80,692**	**40,953**	**80,692**
Margin deposits as collateral for financial transactions	5,651	5,203	5,651	5,203
Repos agreements	473	498	473	498
Other claims from financial institutions	6	6	6	6
Other claims	**6,130**	**5,708**	**6,130**	**5,708**
Due from other Financial Institutions	**53,430**	**89,657**	**53,430**	**89,657**

15. Derivative Financial Instruments

(Amounts in thousand €)	Group and Bank		
31.12.2023		**Assets**	**Liabilities**
Classification per type	**Nominal Value**	**Fair Value Profit**	**Fair Value Loss**
Swaps	85,830	0	(262)
Options	100	27	(19)
Greek GDP linked security	38,042	38	0
Derivative financial instruments held for trading	**123,972**	**65**	**(281)**

31.12.2022		**Assets**	**Liabilities**
Classification per type	**Nominal Value**	**Fair Value Profit**	**Fair Value Loss**
Swaps	68,502	0	(96)
Greek GDP linked security	38,042	38	0
Derivative financial instruments held for trading	**106,544**	**38**	**(96)**

“Greek GDP linked security” refers to detachable GDP-linked securities provided to the Bank through the Greek government bonds exchange PSI program.

16. Loans and Advances to Customers at Amortized Cost

16.1 Loans and Advances to Customers

(Amounts in thousand €)	Group		Bank	
Description	31.12.2023	31.12.2022	31.12.2023	31.12.2022
Credit cards	46,343	21,317	46,386	21,317
Consumer loans	230,525	99,803	230,525	99,803
Mortgages	400,154	366,533	400,154	366,533
Other	5,157	3,841	5,157	3,841
Loans to individuals	**682,179**	**491,494**	**682,222**	**491,494**
Loans to corporate entities	**2,569,631**	**1,112,735**	**2,569,631**	**1,112,735**
Public sector	**20,505**	**22,481**	**20,505**	**22,481**
Net investment in finance lease	**211,444**	**55,629**	**211,444**	**55,629**
Loans and advances to customers (before impairment)	**3,483,760**	**1,682,338**	**3,483,803**	**1,682,338**
Expected Credit Losses	**(1,215,868)**	**(406,553)**	**(1,215,868)**	**(406,553)**
Loans and advances to customers (net of impairment)	**2,267,892**	**1,275,785**	**2,267,935**	**1,275,785**

16.2 Finance Lease Receivables (Lessor)

(Amounts in thousand €)	**Group and Bank**	
Contract Value	**31.12.2023**	**31.12.2022**
Land	52,185	12,550
Buildings	117,328	30,020
Machinery	26,347	8,471
Transport vehicles	11,678	3,120
Technical equipment	3,907	1,468
Total	**211,444**	**55,629**

Net investment in finance lease

(Amounts in thousand €)	Group and Bank					
	31.12.2023			31.12.2022		
Duration	Gross investment (Future lease payments)	Non accrued finance income	Net investment in finance lease	Gross investment (Future lease payments)	Non accrued finance income	Net investment in finance lease
Up to 1 year	20,692	(1,933)	18,759	14,180	(1,255)	12,925
From 1 to 5 years	163,680	(5,386)	158,294	24,582	(4,270)	20,313
Over 5 years	45,677	(11,286)	34,392	28,245	(5,854)	22,391
Total	**230,050**	**(18,605)**	**211,444**	**67,008**	**(11,379)**	**55,629**

16.3 Movement of expected credit losses on loans and advances to customers

The movement of expected credit losses for 2023 is as follows:

Movement of expected credit losses		**Group**		
(Amounts in thousand €)	**(Stage 1)**	**(Stage 2)**	**(Stage 3)**	**Total**
Opening balance 01.01.2023	(5,134)	(9,213)	(392,207)	(406,553)
Expected credit risk losses and losses reversals for 2023	(5,170)	7,039	(1,489)	380
Recognition of provisions for exchange of bonds for Omega & Metexelixis loans	(1)	(77,854)	(974,330)	(1,052,185)
Write offs during 2023	1	5,639	236,849	242,490
Movements between stages	(1,682)	(6,880)	8,563	0
Expected credit losses for 2023	**(5,078)**	**(12,669)**	**(144,129)**	**(1,215,868)**

The movement of expected credit losses for 2022 is as follows:

Movement of expected credit losses		**Group**		
(Amounts in thousand €)	**(Stage 1)**	**(Stage 2)**	**(Stage 3)**	**Total**
Opening balance 01.01.2022	(3,259)	(2,725)	(323,790)	(329,774)
Expected credit risk losses and losses reversals for 2022	(388)	(1,956)	(77,458)	(79,802)
Write offs during 2022	0	0	3,023	3,023
Movements between stages	(1,487)	(4,532)	6,018	0
Expected credit losses for 2022	**(5,134)**	**(9,213)**	**(392,207)**	**(406,553)**

18.3 Allowance for impairment losses on loans

Group	31.12.2023			
(Amounts in thousand €)	12 month expected credit losses (Stage 1)	Lifetime expected credit losses of non impaired assets (Stage 2)	Lifetime expected credit losses of impaired assets (Stage 3)	Carrying amount
Retail Loans				
Gross carrying amount	145,444	25,388	511,346	682,179
Expected credit losses	(926)	(1,025)	(243,153)	(245,104)
Carrying amount	144,518	24,364	268,193	437,075
Corporate Loans				
Gross carrying amount	1,072,578	236,362	1,472,136	2,781,076
Expected credit losses	(10,891)	(80,244)	(879,461)	(970,597)
Carrying amount	1,061,687	156,118	592,675	1,810,480
Public Sector Loans				
Gross carrying amount	20,505	0	0	20,505
Expected credit losses	(169)	0	0	(169)
Carrying amount	20,336	0	0	20,336
Loans and advances to customers				
Total Gross carrying amount	**1,238,527**	**261,750**	**1,983,483**	**3,483,759**
Total expected credit losses	**(11,985)**	**(81,268)**	**(1,122,614)**	**(1,215,868)**
Total Carrying Amount	**1,226,541**	**180,482**	**860,868**	**2,267,892**

Group	31.12.2022			
(Amounts in thousand €)	12 month expected credit losses (Stage 1)	Lifetime expected credit losses of non impaired assets (Stage 2)	Lifetime expected credit losses of impaired assets (Stage 3)	Carrying amount
Retail Loans				
Gross carrying amount	120,594	16,465	354,435	491,494
Expected credit losses	(2,258)	(1,085)	(138,585)	(141,928)
Carrying amount	118,336	15,380	215,850	349,566
Corporate Loans				
Gross carrying amount	789,681	75,086	303,596	1,168,364
Expected credit losses	(2,850)	(8,128)	(253,622)	(264,599)
Carrying amount	786,832	66,959	49,974	903,764
Public Sector Loans				
Gross carrying amount	22,481	0	0	22,481
Expected credit losses	(25)	(0)	0	(25)
Carrying amount	22,455	0	0	22,455
Loans and advances to customers				
Total Gross carrying amount	**932,756**	**91,552**	**658,031**	**1,682,338**
Total expected credit losses	**(5,134)**	**(9,213)**	**(392,207)**	**(406,553)**
Total Carrying Amount	**927,622**	**82,339**	**265,824**	**1,275,785**

Loans and advances to customers at amortized cost

Bank	31.12.2023			
(Amounts in thousand €)	12 month expected credit losses (Stage 1)	Lifetime expected credit losses of non impaired assets (Stage 2)	Lifetime expected credit losses of impaired assets (Stage 3)	Carrying amount
Retail Loans				
Gross carrying amount	145,488	25,388	511,346	682,222
Expected credit losses	(926)	(1,025)	(243,153)	(245,104)
Carrying amount	144,562	24,364	268,193	437,119
Corporate Loans				
Gross carrying amount	1,072,578	236,362	1,472,136	2,781,076
Expected credit losses	(10,891)	(80,244)	(879,461)	(970,597)
Carrying amount	1,061,687	156,118	592,675	1,810,480
Public Sector Loans				
Gross carrying amount	20,505	0	0	20,505
Expected credit losses	(169)	0	0	(169)
Carrying amount	20,336	0	0	20,336
Loans and advances to customers				
Total Gross carrying amount	**1,238,570**	**261,750**	**1,983,483**	**3,483,803**
Total expected credit losses	**(11,985)**	**(81,268)**	**(1,122,614)**	**(1,215,868)**
Total Carrying Amount	**1,226,585**	**180,482**	**860,868**	**2,267,935**

Bank	31.12.2022			
(Amounts in thousand €)	12 month expected credit losses (Stage 1)	Lifetime expected credit losses of non impaired assets (Stage 2)	Lifetime expected credit losses of impaired assets (Stage 3)	Carrying amount
Retail Loans				
Gross carrying amount	120,594	16,465	354,435	491,494
Expected credit losses	(2,258)	(1,085)	(138,585)	(141,928)
Carrying amount	118,336	15,380	215,850	349,566
Corporate Loans				
Gross carrying amount	789,681	75,086	303,596	1,168,364
Expected credit losses	(2,850)	(8,128)	(253,622)	(264,599)
Carrying amount	786,832	66,959	49,974	903,764
Public Sector Loans				
Gross carrying amount	22,481	0	0	22,481
Expected credit losses	(25)	(0)	0	(25)
Carrying amount	22,455	0	0	22,455
Loans and advances to customers				
Total Gross carrying amount	**932,756**	**91,552**	**658,031**	**1,682,338**
Total expected credit losses	**(5,134)**	**(9,213)**	**(392,207)**	**(406,553)**
Total Carrying Amount	**927,622**	**82,339**	**265,824**	**1,275,785**

In mid-April 2023, the Bank received binding and non-binding offers from prospective investors for the acquisition of the Astir 1 portfolio. On June 15, 2023, the Bank informed the investing public that in the context of its strategy regarding Non-Performing Exposures (NPEs) managements and in accordance with the set objectives, as submitted to the Bank of Greece, its Board of Directors Bank approved the initiation of exclusive negotiations with a preferred investor to reach a definitive sale agreement of all the bonds of Astir I securitization.

On August 31, 2023 the Bank announced that it had reached a definitive agreement following an open tender process, on the disposal of the entire Astir I securitization portfolio with the special purpose company (SPV) Lousios Limited established by investment funds managed by AB CarVal Investors, L.P. for the acquisition of said portfolio. The sale of the Astir I portfolio, of book value (after provisions) of 53.6 million euros, was completed on 29.09.2023. The Bank recognized a profit of approximately 2.5 million euros on this transaction through the income statement as at 30.09.2023.

In addition, there was a decrease in credit risk impairment provisions, compared to the previous financial year ended 31.12.2022, mainly due to the write-off of accumulated provisions in the context of the sale of the Non-performing Loan (NPL) portfolio of the Astir I securitization.

On 27.10.2023, the process of reacquiring all the mezzanine notes of the "Metexelixis" securitization and the mezzanine and junior notes of the "Omega" securitization was completed and they were restored to their pre-securitization status, i.e. as Loans and receivables from customers.

17. Impairment Losses on Financial Assets

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
(Impairment charge) / Reversal of impairment charge on loans and advances to customers	380	(79,802)	380	(79,802)
(Impairment charge) / Reversal of impairment charge on off balance sheet items	(2,851)	6,698	(2,851)	6,698
Fair value results of financial assets measured at fair value through other comprehensive income (FVOCI)	(142)	29	(142)	29
(Impairment charge) / Reversal of impairment charge on financial assets measured at amortized cost	3,225	(233,898)	3,225	(233,898)
Total	**613**	**(306,973)**	**613**	**(306,973)**

18. Investment securities

Investment securities measured at amortized cost	**Group and Bank**	
(Amounts in thousand €)	**31.12.2023**	**31.12.2022**
Foreign Government Bonds	24,609	24,559
Greek Government Bonds	150,601	86,487
Corporate - Non Listed - Foreign	0	952,587
Corporate - Listed - Foreign	134,386	125,412
Expected credit losses	(412)	(238,615)
Investment securities measured at amortized cost	**309,183**	**950,431**

The significant decrease in corporate unlisted bonds of foreign issuers as well as in expected credit risk losses is due to the reacquisition by the Bank, of all mezzanine notes of the "Metexelixis" securitization and mezzanine and junior notes of the "Omega" securitization and their return to their pre-securitization status, i.e. as Loans and receivables from customers, completed on 27.10.2023

Investment securities measured at fair value through profit or loss	**Group and Bank**	
(Amounts in thousand €)	**31.12.2023**	**31.12.2022**
Greek Government Bonds	139,575	10,121
Greek Corporate Bonds	218	215
Foreign Corporate Bonds	528	0
Foreign listed shares	5,634	4,657
Investment securities measured at fair value through profit or loss	**145,955**	**14,993**

Investment securities measured at fair value through other comprehensive income (FVOCI) (Amounts in thousand €)	Group and Bank	
	31.12.2023	31.12.2022
Greek Government Bonds	112,849	0
Foreign Government Bonds	31,228	0
Government Bonds	**144,077**	**0**
Domestic issuer	3,066	299
Foreign issuer	30,298	22
Listed Corporate Bonds	**33,365**	**322**
Foreign issuer	0	926
Non Listed Corporate	**0**	**926**
Bonds	**177,442**	**1,248**
Listed shares - (Domestic)	1,133	960
Listed shares - (Foreign)	8	7
Non-Listed Shares - (Domestic)	684	684
Shares	**1,824**	**1,650**
Investment securities measured at fair value through other comprehensive income (FVOCI)	**179,266**	**2,898**

19. Investment in subsidiaries

(Amounts in thousand €)			31.12.2023			
Company Name	Country of incorporation	Number of shares	Ownership interest %	Equity	Acquisition Cost	Carrying amount
1. Attica Bancassurance Agency S.A.	Greece	10,000	100.00%	5,391	100	100
Investment in subsidiaries					**100**	**100**

(Amounts in thousand €)			31.12.2022			
Company Name	Country of incorporation	Number of shares	Ownership interest %	Equity	Acquisition Cost	Carrying amount
1. Attica Bancassurance Agency S.A.	Greece	10,000	100.00%	4,603	100	100
Investment in subsidiaries					**100**	**100**

20. Investments in associates and joint ventures

Group company, consolidated under the equity method is:

- Zaitech Innovation Venture Capital Fund I

The main unit holders of Zaitech I are the Bank and the New Economy Development Fund (TA.NE.O). Taking into account the nature of the investments, control is exercised jointly by the unit holders. As a result, the Group's investment in these Funds is measured using the equity method of accounting (IAS 28).

Zaitech Innovation Venture Capital Fund I aims to invest in innovative capital companies that have a registered and effective head office in Greece, preferably in companies operating in the food, beverage, retail, organic, industrial, energy, telecommunication and IT sectors. The activities' location of the company does not differ from its headquarters.

The subsidiary, "Attica Ventures S.A.", in which the Bank is a shareholder of 10%, has been appointed as the management company for the closed-end mutual fund Zaitech I.

The acquisition cost for Bank's investments in Zaitech Fund I as at 31.12.2023 amounted to 2,531 thousand euros.

It is noted that the valuation of the venture capital fund holdings is carried out in accordance with the guidelines of the European Private Equity & Venture Capital Association – EVCA and the provisions of L. 4141/2013. From the aforementioned participations in the consolidated income statement for the year 2023, a gain from the valuation of the companies amounting to approximately 261 thousand euros has been recorded.

Attica Bank's participation in the associate companies for both the current and the comparative period is presented in the following table:

31.12.2023

Company Name (Amounts in thousand €)	Country of Incorporation	% Participation	Acquisition Cost
Zaitech Innovation Venture Capital Fund I	Greece	50%	2,531

31.12.2022

Company Name (Amounts in thousand €)	Country of Incorporation	% Participation	Acquisition Cost
Zaitech Innovation Venture Capital Fund I	Ελλάδα	50%	2,270

21. Intangible Assets

(Amounts in thousand €)

Software and other intangible assets	Group	Bank
Cost	117,435	117,435
Accumulated Amortization and Impairment Losses	(59,494)	(59,494)
Net Book Value as at 01.01.2022	**57,942**	**57,942**
Plus:		
Acquisitions	12,047	12,047
Sales - Write offs	(166)	(166)
Less:		
Amortization charge for the year	(11,694)	(11,694)
Net book value as at 31.12.2022	**58,128**	**58,128**
Cost	129,316	129,316
Accumulated Amortization and Impairment Losses	(71,188)	(71,188)
Net book value 01.01.2023	**58,128**	**58,128**
Plus:		
Acquisitions	11,819	11,819
Less:		
Amortization charge for the year	(10,506)	(10,506)
Net book value as at 31.12.2023	**59,441**	**59,441**
Cost	141,134	141,134
Accumulated Amortization and Impairment Losses	(81,693)	(81,693)
Net book value as at 31.12.2023	**59,441**	**59,441**

Intangible assets of the Group and the Bank consist mainly of software programs, which as at 31.12.2023 amounted to 59,441 thousands euros compared to 58,128 thousands as at 31.12.2022,

22. Property, Plant and Equipment

(Amounts in thousand €)

Group							
Description	**Land**	**Buildings**	**Motor Vehicles**	**Furniture and other Equipment**	**Leasehold improvement on third party's property**	**Right of use asset**	**Total**
Cost	12,476	11,122	73	35,441	15,517	31,135	**105,764**
Accumulated Depreciation and Impairment Losses	0	(3,260)	(42)	(31,949)	(15,517)	(14,374)	**(65,142)**
Net Book Value as at 01.01.2022	**12,476**	**7,862**	**30**	**3,492**	**0**	**16,761**	**40,622**
Plus:							
Acquisitions	0	11	9	493	0	0	**513**
Recognition (Termination) of right of use asset	0	0	0	0	0	0	**1,997**
Fair value adjustments and other improvements	638	(711)	0	0	0	0	**(73)**
Transfers	0	0	0	0	0	0	**0**
Sales - Write offs	0	0	(11)	(141)	0	0	**(152)**
Less:							
Depreciation charge	0	(237)	(10)	(1,475)	0	(3,715)	**(5,438)**
Accumulated depreciation of right of use asset	0	0	0	0	0	0	**211**
Depreciation of revaluation	0	277	0	0	0	0	**277**
Depreciation of written off and sold assets	0	0	7	135	0	0	**142**
Net Book Value as at 31.12.2022	**13,114**	**7,203**	**25**	**2,505**	**0**	**15,254**	**38,100**
Cost	13,114	10,423	71	35,793	15,517	33,132	**108,049**
Accumulated Depreciation and Impairment Losses	0	(3,220)	(46)	(33,288)	(15,517)	(17,878)	**(69,949)**
Net Book Value as at 01.01.2023	**13,114**	**7,203**	**25**	**2,505**	**0**	**15,254**	**38,100**
Plus:							
Acquisitions	0	0	0	0	0	0	**160**
Fair value adjustments and other improvements	88	0	0	0	0	0	**1,045**
Recognition / (Termination) of right of use asset	0	0	0	0	0	0	**(655)**
Sales - Write offs	0	0	0	(6)	0	0	**(12)**
Depreciation charge	0	0	0	0	0	(3,886)	**(5,232)**
Accumulated depreciation of right of use asset	0	0	0	0	0	0	**1,010**
Depreciation of written off and sold assets	0	0	3	3	0	0	**7**
Depreciation of revaluation	0	(368)	0	0	0	0	**(368)**
Net Book Value as at 31.12.2023	**13,201**	**7,377**	**13**	**1,742**	**0**	**11,723**	**34,056**
Cost	13,201	11,291	64	36,038	15,517	32,477	108,588
Accumulated Depreciation and Impairment Losses	0	(3,914)	(52)	(34,296)	(15,517)	(20,754)	(74,532)
Net Book Value as at 31.12.2023	**13,201**	**7,377**	**13**	**1,742**	**0**	**11,723**	**34,056**

(Amounts in thousand €)

Bank

Description	Land	Buildings	Motor Vehicles	Furniture and other Equipment	Leasehold improvement on third party's property	Right of use asset	Total
Cost	12,476	11,122	73	35,429	15,517	31,135	**105,752**
Accumulated Depreciation and Impairment Losses	0	(3,260)	(42)	(31,937)	(15,517)	(14,374)	**(65,130)**
Net Book Value as at 01.01.2022	**12,476**	**7,862**	**30**	**3,492**	**0**	**16,761**	**40,622**
Plus:							
Acquisitions	0	11	9	493	0	0	**513**
Recognition (Termination) of right of use asset	0	0	0	0	0	1,997	**1,997**
Fair value adjustments and other improvements	638	(711)	0	(0)	0	0	**(73)**
Sales - Write offs	0	0	(11)	(141)	0	0	**(152)**
Less:							
Depreciation charge	0	(237)	(10)	(1,475)	0	(3,715)	**(5,438)**
Accumulated depreciation of right of use asset	0	0	0	0	0	211	**211**
Depreciation of revaluation	0	277	0	0	0	0	**277**
Depreciation of written off and sold assets	0	0	7	135	0	0	**142**
Net Book Value as at 31.12.2022	**13,114**	**7,203**	**25**	**2,505**	**0**	**15,254**	**38,100**
Cost	13,114	10,423	71	35,782	15,517	33,132	**108,037**
Accumulated Depreciation and Impairment Losses	0	(3,220)	(46)	(33,277)	(15,517)	(17,878)	**(69,937)**
Net Book Value as at 01.01.2023	**13,114**	**7,203**	**25**	**2,505**	**0**	**15,254**	**38,100**
Plus:							
Acquisitions	0	(90)	0	250	0	0	**160**
Fair value adjustments and other improvements	88	958	0	0	0	0	**1,045**
Recognition / (Termination) of right of use asset	0	0	0	0	0	(655)	**(655)**
Sales - Write offs	0	0	(7)	(6)	0	0	**(12)**
Μείον:	0	0	0	0	0	0	**0**
Depreciation charge	0	(325)	(9)	(1,012)	0	(3,886)	**(5,232)**
Accumulated depreciation of right of use asset	0	0	0	0	0	1,010	**1,010**
Depreciation of written off and sold assets	0	0	3	3	0	0	**7**
Depreciation of revaluation	0	(368)	0	0	0	0	**(368)**
Net Book Value as at 31.12.2023	**13,201**	**7,377**	**13**	**1,742**	**0**	**11,723**	**34,056**
Cost	13,201	11,291	64	36,026	15,517	32,477	108,576
Accumulated Depreciation and Impairment Losses	0	(3,914)	(52)	(34,285)	(15,517)	(20,754)	(74,520)
Net Book Value as at 31.12.2023	**13,201**	**7,377**	**13**	**1,742**	**0**	**11,723**	**34,056**

23. Investment Property

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Opening Balance	**58,550**	**57,491**	**58,550**	**57,491**
Additions	0	188	0	188
Transfer to assets held for sale	(23,173)	0	(23,173)	0
Sales	(738)	(251)	(738)	(251)
Write-off	(48)	0	(48)	0
Fair Value Adjustments	(163)	1,122	(163)	1,122
Closing balance	**34,429**	**58,550**	**34,429**	**58,550**

The value of investment property is adjusted based on appraisals carried out by certified independent valuers with appropriate professional qualifications and experience related to the locations and types of the property under assessment. Investment property concerns property that was acquired through suctions and which the Bank intends to sell or lease in the near future. The fair value of investment properties is determined based on three approaches followed by certified independent valuers with appropriate professional qualifications and experience related to the locations and types of the property under assessment, which are the market approach, the income approach and the replacement cost approach.

During this process, assumptions are used which relate to variables such as indicatively, discount rates, estimates of future rental growth rates and representative benchmarks.

Regarding the hierarchy of fair value, it is calculated by the combination of the three methods and classified as Level 3, given the use of market research and data and assumptions relating to properties of similar characteristics which constitute a wide range of non-observable inputs. (see Note 40.7).

The fair value and residual value is estimated by independent valuers on a regular and on a case-by-case basis at the end of each year. The date of the revaluation commencement is the date of entry in the Bank's books, which cannot differ from the date of the valuation of the real estate.

The change in the fair value of investment property for the closing year 2023, as well as for 2022 is presented in “Other income / (expenses)” in the income statement (Note 9).

In the context of the actions reflected in the Business Plan 2022-2025, the Group started the process of selling a portfolio of properties classified under the category "Investment properties". During the year, investment property of fair value of 23.2 million euros was classified as assets held for sale (Note 25)

Rentals received from leased investment property for the year 2023 amounted to 159 thousand euros and 161 thousand euros for the year 2022 respectively and are presented in “Other income / (expenses)” (Note 9).

Direct operating expenses of investment property for the year 2023 amounted to approximately 656 thousand euro.

24. Other Assets

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Prepaid expenses	2,161	1,447	2,161	1,447
Tax advances and other tax receivables	7,552	6,290	7,531	6,236
Accrued interest on loans and advances to customers	9,154	2,448	9,154	2,448
Accrued interest on own-portfolio securities	7,562	2,919	7,562	2,919
Accrued and invoiced unearned revenue	2,244	8,036	2,460	8,113
LAK escrow	0	29,812	0	29,812
Other receivables from Greek state	3,108	2,247	3,108	2,247
Orders payable	113	16	113	16
Guarantees	3,898	3,968	3,898	3,968
Advances for finance lease investment products	1,495	923	1,495	923
Doubtful receivables other than loans	382	382	382	382
Securitization receivables	23,369	2,969	23,369	2,969
Contributions to HDIGF	24,744	47,556	24,744	47,556
Other	34,701	29,961	28,845	27,335
Other Assets	**120,486**	**138,977**	**114,824**	**136,372**

The decrease in "Accrued and invoiced unearned revenue" is mainly due to the receipt of approximately 5.8 million euros from the sale of 95% of the mezzanine and junior bonds of the Omega securitization in the comparative year 2022.

Other assets include the item "Deposit guarantees in favour of HDIGF" concerning the Bank's claim on its participation in the assets of the Deposit Cover Scheme and the Investment Cover Scheme.

On 1 December 2023, the Bank received the second tranche of the Supplementary Deposit Cover Fund (SDCF) of approximately 23.3 million euros from the Hellenic Deposit & Investment Guarantee Fund. The third tranche will be paid in 2024 respectively.

The decrease in the item "LAK Escrow" is due to collecting the amount of the escrowed property less the estimated amount of compensation for the LAK I policyholders insured since 1.1.1993, i.e. the amount of 28,747,822.54 euros (=30,155,505.90 - 1,407,683.36). The amount of 1,064,231.96 euros was charged to the category Staff remuneration and expenses.

The change in the item "Interest accrued on portfolio loans and receivables from customers" is mainly due to the increased volume of Bond loans and other long-term loans and the rise in interest rates.

The change in "Interest accrued on own-portfolio securities" is due to the Bank's increased investments in Greek Government securities.

The item "Receivables from securitization" amounting to 23.369 million euros relates to the Reserve account held in the context of the securitization of the Metexelixis portfolio. In accordance with the contractual terms of the securitization of the Metexelixis portfolio, the Reserve account is the account in the name of the Issuer (ABS Metexelixis) to which amounts are transferred to cover future losses of interest income when the acceleration payments are made. The maximum Contribution Amount is an amount equal to 40 million euros. The account receives the remaining amount of the payment procedure after the execution of the waterfall or, if there is not sufficient for the payment of class B interest, the corresponding amount is withdrawn for the payment of such interest. Following the repurchase by the Bank of all the bonds of the ABS Metexelixis securitization, the entire balance of the Reserve Account is expected to be transferred to the Bank to settle the claim and strengthen its cash position either at an early redemption date (unwinding) or upon amendment of the relevant contractual terms between the parties.

The change in the "Other Assets" item is mainly due to the increased volume of insurance contracts taken out through Attica Bankassurance Agency S.A. paid directly by customers to insurance companies. Following the completion of the reconciliation in cooperation with the insurance companies, this item is settled.

The following table breaks down impairment provisions for other assets:

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Provisions for withholding taxes and other assets	(1,679)	(1,790)	(1,672)	(1,783)
Other Provisions	(650)	(8,436)	(650)	(7,486)
Provision for impairment of other assets	**(2,329)**	**(10,225)**	**(2,322)**	**(9,268)**

“Provisions for withholding taxes and other assets” relates to provision concerning to “Tax advances and tax receivables” of Other assets. Further analysis is given in the Note 39.2

The change in “Other provisions” mainly includes write-off of the provision for the impairment of the Bank’s property claim of the former Insurance Scheme of employees and retired employees of the Bank (LAK I), which, according to the legal framework and final court decisions, has been included in the country's social security system, at an amount of 6.8 million euros.

25. Assets Held for Sale

The Group, in the context of the actions reflected in the Business Plan 2022-2025, has started the process of selling properties classified under the category "Investment Property". The Group has classified investment property which is readily available for sale as assets held for sale. Their disposal has been approved by the relevant governing bodies and their disposal is expected to be completed in stages over the next 12 months. The fair value of the above properties as at 31.12.2022 amounted to 23.2 million euros (Note 23). For 3 properties the fair value was remeasured based on the sales price increasing their value by 6.2 million euros, recognized as income and included in "Other income/expenses".

In the last quarter of 2023, 2 properties of total value of 18.3 million euros were sold at a price of 18.332 million euros. The profit on sale of 32.2 thousand euros was recognized as income and is included in the category "Other income / expenses".

The total fair value of assets held for sale as at 31.12.2023 amounts to 11.5 million euros.

26. Due to Financial Institutions

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Sight deposits	8,637	9,509	8,637	9,509
Non interbank term deposits	0	22,549	0	22,549
Due to financial institutions	**8,637**	**32,058**	**8,637**	**32,058**

As at 31.12.2023 there are no "Interbank term deposits" of the Euro system (ECB). The Group, in the context of its cooperation with a digital deposit collection platform from EU citizens, has raised on 31.12.2022 approximately 23 million euros, while on 31.12.2023 no corresponding funding was effective in order to reduce the interest rate expenses.

27. Due to Customers

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Current accounts	44,526	42,989	44,526	42,989
Savings accounts	456,982	557,921	456,982	557,921
Term deposits	1,525,228	1,422,522	1,525,228	1,422,522
Blocked	5	3	5	3
Deposits of individuals	**2,026,741**	**2,023,434**	**2,026,741**	**2,023,434**
Sight deposits	292,555	236,942	292,868	237,941
Term deposits	343,828	146,523	349,128	150,023
Blocked	1,188	1,197	1,188	1,197
Deposits of corporations	**637,570**	**384,662**	**643,183**	**389,161**
Sight deposits	416,942	345,883	416,942	345,883
Term deposits	33,607	120,608	33,607	120,608
Public sector deposits	**450,550**	**466,491**	**450,550**	**466,491**
Sight deposits	23,415	83,841	23,415	83,841
Savings accounts	1,458	1,570	1,458	1,570
Other deposits	**24,874**	**85,411**	**24,874**	**85,411**
Other due to customers	**6,450**	**6,102**	**6,450**	**6,102**
Due to customers	**3,146,184**	**2,966,101**	**3,151,797**	**2,970,600**

Article 6 of L. 4151/2013 provides the use of funds from dormant deposit accounts to cover the needs of the Greek State after the expiry of the depositor rights or his legal heirs. As a dormant deposit account at a credit institution within the meaning of N.4261 / 2014 is one in which no real transaction has been proven by the beneficial depositors for a period of twenty (20) years. The day after the last transaction constitute the beginning of the 20 years period. The credit of interest-bearing deposits, as well as their capitalization, do not constitute a transaction and do not interrupt the lapse. Every credit institution operating in Greece is obliged immediately after the expiration of the twenty-year period:

a) To deposit to the Greek State, by the end of April each year, the balance of the dormant deposits, plus interest, by depositing the relevant amount in the special account of the Bank of Greece,

b) Simultaneously inform the relevant Directorates of the Greek State Treasury and the General Directorate of Public Property for the fulfillment of the obligations arising from this law, and

c) To inform the beneficiaries / heirs of the amount transferred after the expiry of the twenty-year period if a question arises.

The auditors will perform agreed upon procedures reviewing the compliance of the provisions for the Dormant Deposits Accounts, indicating also the amount attributed to the Greek State.

The Bank, gives the suspension of the deadline of Articles 7 and 8 of Law 4151/2013 of dormant accounts, from the entry into force, ratified by L. 4350/2015 of 18.07.2015 ALC (Government Gazette B '84 / 18.7.2015 and Government Gazette A 90 / 31.07.2015), on 20.07.2015, until 13.11.2017, under the Ministerial Decision (GG B '3976 / 14.11.2017, as well as the application of article 257 of the Civil Code, for the calculation of the limitation period after suspension, proceeded to the repayment of balances of dormant accounts to the Greek State for the financial year 2022 of 116.9 thousand euros.

For the financial year 2023, the Bank remitted to the Greek State a balance of dormant accounts totaling approximately 167.9 thousand euros.

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28. Debt Securities in Issue

Issues guaranteed by the Greek State (N.3723/2008)

Within the framework of article 2 of L. 3723/2008 and regarding the 2nd pillar of the support measures for the enhancement of the liquidity of the economy and for the maintenance of the liquidity stability of the Bank, the Bank issued on 24.10.2019 a bond loan of a total nominal value of 320 million euros, with the simultaneous early repayment of the 350 million bond issued with the guarantee of Hellenic Republic on 25.05.2018 with a maturity of two years following the decisions of the Bank's Board of Directors on 27 June 2019.

Attica Bank starting on 31 March 2021 ceased to rely on the provisions of L.3723/2008 «The strengthening of the liquidity of the Economy, for offsetting the impact of the international financial crisis» and simultaneously on the guarantees of Pillar II.

According to the provisions of article 80 of L. 4484/2017, the Bank issued on 21 December 2018 a subordinated bond (TIER II) for the repayment of preference shares of the Greek State amounting to € 100,199,999.90. Based on the terms of the "Redemption and Coverage Agreement" between the Bank and the Greek State, the capital instruments of Category 2 have a maturity of ten years (until 20 December 2028) and pay a fixed nominal rate of 6.41%. On 21 December 2018 the share capital of the Bank decreased by 100,199,999.90 with the cancellation of the 286,285,714 preference shares which have been issued under Law 3723/2008 and since that date the Greek State does not hold any preference shares of the bank. At 31 December 2023, the aforementioned capital assets amounted to 99.9 million euros, after the deduction of 0.6 million euros issuing costs.

(Amounts in thousand €)

	Group			
	31.12.2023		31.12.2022	
Description	**Average Interest Rate**	**Carrying Value**	**Average Interest Rate**	**Carrying Value**
Lower Tier II	6.41%	99,938	6.41%	99,886
Debt securities in issue		**99,938**		**99,886**

29. Deferred tax assets-liabilities

(Amounts in thousand €) Description	Group		Bank	
	31.12.2023	31.12.2022	31.12.2023	31.12.2022
Provisions for credit losses	85,470	117,900	85,470	117,900
Amortization of debit difference of L. 4465/2017	(0)	55,867	(0)	55,867
Impairment of Greek Government bonds	0	8,078	0	8,078
Impairment of financial assets at fair value through other comprehensive income (FVOCI)	(1,393)	1,429	(1,393)	1,429
Off balance sheet items	2,246	1,419	2,246	1,419
Impairment of other financial assets	(122)	38,774	(122)	38,774
Tax losses carried forward and other temporary differences	66,715	90	66,715	90
Pension and other benefits after retirement	1,479	1,442	1,479	1,442
Deferred Tax Assets	**154,395**	**224,998**	**154,395**	**224,998**
Revaluation of intangible assets	(8,493)	(8,476)	(8,493)	(8,476)
Revaluation of tangible assets	(1,427)	(1,215)	(1,427)	(1,215)
IFRS16	(214)	(407)	(214)	(407)
Revaluation of investment properties	2,484	(642)	2,484	(642)
Deferred Tax Liabilities	**(7,649)**	**(10,740)**	**(7,649)**	**(10,740)**
Net Deferred Tax Assets	**146,746**	**214,258**	**146,746**	**214,258**

The income tax for the year ended 31.12.2023 was calculated based of the examination of the items and nature of revenues and expenses, in accordance with the tax provisions in force. As regards the temporary differences between tax and accounting base, a deferred tax has been calculated in accordance with IAS 12.

The Group's deferred tax is calculated, using the balance sheet method, on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements. Deferred tax is determined using tax rates that have been enacted by the balance sheet date and are expected to apply when the related deferred tax asset is realized or deferred tax liability is settled. If the tax rate changes at the year that deferred tax asset is realized or deferred tax liability is settled, then the difference is recognized in the income statement, except from the temporary tax differences that are recorded directly in equity.

According to article 93 of Law 4605/1.4.2019 "Alignment of Greek legislation with the European Parliament and Council Directive (EU) 2016/943 of 8.6.2016 on the protection of undisclosed know-how and business information (trade secrets) against their unlawful acquisition, use and disclosure (EEL 157, 15.6.2016) - Measures for accelerating the work of the Ministry of Economy and other provisions" provides that:

- The credit balances of fiscal years 2008 and 2010 up to 2012 that arose from withheld taxes on specially taxed income are transferred and will be offset at the time when income tax is incurred and in proportion to that tax. This net-off procedure also includes any amounts refunded by virtue of court decisions, for which the obligation to return them to the Greek State is born at the time and proportionally to the amount of the income tax recognized.

- The credit balances that arose under Law 4046/2012 and have not been offset after the end of the five-years period from their recognition, will be offset starting from 1.1.2020 in ten equal annual installments with any tax liability of the banks.

Based on the above, Bank's receivables from the Greek State from withheld taxes amount to approximately 4.9 million euros, relate to the financial years 2011, 2012 and 2013 (ie the years 2010, 2011 and 2012) and will be offset, as mentioned above. Out of the total above credit amount of 4.9 million euros, an amount of 1,952 thousand euros has been offset.

The Bank has recognized a Deferred Tax Asset on carried forward tax losses of approximately 69 million euros for the year ended 2023. Also, the Bank has not recognized any Deferred Tax Asset on tax losses carried forward for the previous tax years in the total amount of approximately 100 million euros. Finally, the Bank has not recognized a deferred tax asset of 35 million euros from other temporary differences.

Pursuant to the provisions of Article 27A of Law 4172/2013 and in accordance with the accounting result after tax for years 2020, 2021 and 2022, the Bank activated the provisions in question, giving rise to the amount of the final settled tax assets from the Greek State of 151,854,439.86 euros (collected on 6 August 2021), 22,817,998.42 euros (collected on 18 July 2022) and 63,944,501.88 euros (collected on 24 July 2023) respectively. Collection of the above amounts led to the final elimination of the guaranteed deferred tax assets by the Greek State.

Following this and in accordance with the last paragraphs of par. 1 of article 27 A of Law 4172/2013, the Bank submitted on 19.01.2024 a request to the Supervisory Authority to be excluded from the special framework of these provisions. The Supervisory Authority by the decision of the Credit and Insurance Committee No. 493/8/8.02.2024 approved the termination of the inclusion in the special framework of the provisions of Article 27 A of Law No. 4172/2013. Given this, if the decision of the General Meeting on termination of the inclusion is made within 2024, it will act for the financial and accounting year 2025 and therefore for the year 2024 the Bank will be considered to remain included in the special provisions of Article 27A of Law 4172/2013 and the provisions of paragraph b of paragraph 1 of Article 58 of the CFR will apply. With the change in the tax rate in 2025, the Bank's deferred tax assets and obligations will be reassessed.

On 24 July, 2023, following the decisions of the Regular General Meeting held on 6 July, 2023, as well as in accordance with the relevant articles of the CA 28/06.07.2021, as amended by the CA 31/25-08-2021, the Bank collected the amount corresponding to 100% of the final and cleared tax assets from the State, i.e. 63,944,501.88 euros. In accordance with the provisions of the CA 28/06.07.2021 as amended by the CA 34/ 25.08.2021, a special-partial tax audit was conducted by the Audit Authority for Large Enterprises. The audit was completed on 20.9.2023, verifying a refund of 896,073.36 euros. The Bank paid said amount with reservation and filed an appeal.

30. Employee Defined benefit obligation

30.1 Defined benefit plan

Following the relevant opinion of an external law firm and the approval of the Bank's Management, on 28.12.2023 the Private Agreement was signed between the Bank, the Attica Bank Employees' Association (SYTA) and the Capital Management of Additional Insurance and Complementary Pension Benefits (LAK I) on consensual termination of the imposed escrow by the decision of the Athens Court of First Instance No. 8044/2015, which appointed the Bank as the guarantor of the balance of the premium deposit account of the insurance premium deposit account of the Bank of Attica No. 2642/7 insurance contract. The Bank collected the amount of the escrowed property less the estimated amount of compensation of the LAK I policyholders insured since 1.1.1993, i.e. the amount of 28,747,822.54 euros (30,155,505.90 - 1,407,683.36). The balance of 1,064,231.96 euros was charged to the category Employee remuneration and expenses.

30.2 Defined contribution plan (Lump-sum payment)

The Bank, the Employees Union and Ethniki AEEGA with the signing of the collective insurance contract have put into operation the defined contribution insurance program, on the basis of which individual savings portions are kept.

30.3 Retirement benefit according to employment regulation

Implementation of the Decision of the IFRS Interpretations Committee, regarding the distribution of defined retirement benefits, in accordance with IAS 19 Employee Benefits

The IFRS Interpretations Committee issued in May 2021 the final decision on the agenda entitled "Distribution of benefits in periods of service in accordance with International Accounting Standard (IAS) 19", which includes explanatory material on how to distribute benefits in periods service on a specific program of defined benefits equivalent to that defined in article 8 of L.3198 / 1955 regarding the provision of compensation due to retirement (the "Program of Fixed Benefits of Labor Law").

Based on the above Decision, the way in which the basic principles of IAS 19 have been applied in Greece in the past differs, and consequently, the entities that prepare their financial statements in accordance with IFRS are required to amend depending on their accounting policy.

Until the issuance of the agenda decision, the Bank applied IAS 19 distributing the benefits defined by article 8 of L.3198 / 1955, L.2112 / 1920, and its amendment by L.4093 / 2012 in the period from the recruitment until the completion of 16 years of work following the scale of Law 4093/2012 or until the date of retirement of the employees.

The Implementation of this final decision in the attached financial statements, has as a result the distribution of benefits in the last 16 years until the date of retirement of employees following the scale of Law 4093/2012.

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Statement of Financial Position				
Present value of unfunded benefit obligation	5,100	4,971	5,100	4,971
Total	**5,100**	**4,971**	**5,100**	**4,971**

The change in the present value of the liability is analyzed as follows:

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Opening balance	**4,971**	**6,275**	**4,971**	**6,275**
Service cost	597	850	597	850
Interest expenses	177	47	177	47
Settlement cost	44	26	25	26
Actuarial (gains) / losses	39	(924)	39	(924)
Benefits paid within the year	(729)	(1,303)	(710)	(1,303)
Closing balance	**5,100**	**4,971**	**5,100**	**4,971**

The amounts charged in the Statement of Comprehensive Income are as follows:

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Service cost	597	850	597	850
Interest expense	177	47	177	47
Settlement cost	44	26	25	26
Total amount charged in Income Statement	**818**	**923**	**800**	**923**
Actuarial gains / losses recognized through Other Comprehensive Income	39	(924)	39	(924)
Total amount charged in Statement of Comprehensive Income	**858**	**(1)**	**839**	**(1)**

The above items concern the expected employee retirement benefits obligation, based on the Bank's Regulations, as well as the liability arising from L. 2112/1920 and L.3198/1955, as amended by L.4093/2012.

Benefits paid during the year concern retirement benefits as determined by the employment regulations and provided to employees that retired.

The amount of the obligation for the above benefit plans was determined according to an actuarial study, which has been prepared by independent actuaries.

The principal assumptions used in the actuarial valuations are presented on the following table:

Description	31.12.2023	31.12.2022
Discount rate	**2.95%**	**3.6%**
Expected return on plan assets	**2.1%**	**2.2%**
Expected wage growth rate	**2.1%**	**2.2%**

Group

(Amounts in thousand €)	31.12.2023	31.12.2022
Description	**Retirement benefits according to employment regulation**	**Retirement benefits according to employment regulation**
Actuarial (gains) / losses of the liability due to financial assumptions	128	(735)
Actuarial (gains) / losses of the liability due to prior experience	(89)	(189)
Amount charged in Other	**39**	**(924)**

Bank

(Amounts in thousand €)	31.12.2023	31.12.2022
Description	**Retirement benefits according to employment regulation**	**Retirement benefits according to employment regulation**
Actuarial (gains) / losses of the liability due to financial assumptions	128	(735)
Actuarial (gains) / losses of the liability due to prior experience	(89)	(189)
Amount charged in Other	**39**	**(924)**

Sensitivity Analysis for the retirement benefits plan according to Employment Regulation

For the year ended 31 December 2023 the use of a discount rate 0.5% increase would result in about 2% decreased actuarial liability, while the exact opposite move, that is the use of a discount rate 0.5% decreased, would result in about 3% increased actuarial liability.

Regarding the comparative year ended 31 December 2022 the use of a discount rate 0.5% increased would result in 3% decreased actuarial liability while the exact opposite move, that is the use of a discount rate of 0.5% decreased, would result in 3% increased actuarial liability.

31. Other Provisions

(Amounts in thousand €)	Group		Bank	
Description	31.12.2023	31.12.2022	31.12.2023	31.12.2022
Provisions for litigious claims	5,901	5,894	5,901	5,894
Provisions for credit risk coverage from off balance sheet items	12,752	9,901	12,752	9,901
Total Other Provisions	**18,653**	**15,795**	**18,653**	**15,795**

"Provisions for litigious claims" is described in Note 39.3.

As at 31.12.2023, “Provisions for credit risk coverage from off balance sheet items” amounts to 12,752 thousand euro. The increase in provisions versus the comparative year 2022 is due to a 66% increase in letters of guarantee.

32. Other liabilities

(Amounts in thousand €)	Group		Bank	
Description	31.12.2023	31.12.2022	31.12.2023	31.12.2022
Taxes and duties payable	2,062	1,345	1,802	1,389
Staff fees and expenses due	2,462	412	2,462	412
Creditors and suppliers	11,024	8,573	5,458	6,056
Liabilities to insurance institutions	1,849	1,836	1,845	1,836
Expenses payable	540	1,022	524	999
Commissions and interest payable	13,596	2,477	13,603	2,477
Liabilities due to collection on behalf of third parties	1,498	503	1,498	503
Deferred income	2,347	149	2,347	149
Lease liability	10,985	13,849	10,985	13,849
Other liabilities	2,787	3,498	2,787	3,493
Total Other Liabilities	**49,151**	**33,663**	**43,312**	**31,162**

The change in "Staff fees and expenses due" is due to a provision under the staff incentive plan for the financial year ended 31.12.2023.

The change in the item "Commissions and interest payable" is mainly due to the increased accrued interest on time deposits as at 31.12.2023 of 8.3 million euros, the interest on the subordinated bond loan of 3.2 million euros for the second half of the year, to be returned in the first quarter of 2024.

The item " Deferred income" of 2.4 million euros relates to the result in connection with the acquisition of a loan portfolio in the last quarter of 2023.

The change in the item "Creditors and suppliers" is mainly due to the increased volume of insurance contracts concluded through the Attica Bancassurance Agency S.A., paid directly by customers to insurance companies. Upon completion of the reconciliation in cooperation with the insurance companies, this item is settled.

33. Equity

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Paid up (common shares)	2,501	499	2,501	499
Share Capital	**2,501**	**499**	**2,501**	**499**
Share premium	687,652	152,363	687,652	152,363
Reserves	884,390	877,511	884,349	877,470
Retained Earnings / (Losses)	(1,128,105)	(1,084,962)	(1,133,354)	(1,089,424)
Total Equity	**446,438**	**(54,590)**	**441,147**	**(59,092)**

Share Capital

On August 5th, 2022, No. 2995010/05.08. 2022 decision of the Directorate of Companies (Department of Financial Institutions, Insurance Joint Stock Companies and Public Corporations) of the General Secretariat of Commerce, General Directorate of Market & Consumer Protection of the Ministry of Development and Investment was registered in the General Electronic Commercial Registry, which approved the amendment of Article 5 of the Bank's Articles of Association, in accordance with the decision of the Annual General Meeting of the Bank's shareholders held on 05.07.2022, according to which the reduction of the Bank's share capital by 159,149,827.85 euros was approved, by reducing the par value of each ordinary share from 0.20 euro to 0.07 euro, without changing the total number of ordinary shares, in order to form an equal amount of special reserve, in accordance with article 31 par. 2 of Law 4548/2018 applied as amended. Following the above, the Bank's share capital amounts to 85,696,061.15 euros and is divided into 1,224,229,445 common, registered shares, of a par value of seven euro cents (0.07 euros) each.

The Bank's BoD at its' meeting of 30.11.2022 decided, pursuant to the law, the capitalization of the above special reserve of 22,817,998.42 euros and the increase of the Bank's Share Capital by the nominal value of 19,001,426.22 euros with the issuance of 271,448,946 common shares with nominal value of seven cents (0.07 euros) per share. The positive difference between the amount from the special reserve corresponding to the warrants, i.e. the amount of the redemption value of the warrants (as calculated according to par. 2 of art. 27A of L. 4172/2013 and art.5 par.1 of PYS) and the nominal value of the new shares, i.e. cumulative amount of 3,816,572.20 euros, will credit the account "Above par" of the equity of the Bank, according to art.5 par.6 of PYS.

As a result of the aforementioned, since 01.12.2022, the total share capital of the Bank, amounts to 104,697,487.37 euros divided to 1,495,678,391 common, ordinary shares with nominal value of seven cents (0.07 euros) per share.

Following the resolution of the Extraordinary General Meeting of shareholders dated 30.12.2022, the increase from 0.07 euros (0.07 euros) to ten and 0.50 euros (10.50 euros) of the nominal value of each existing ordinary share was approved, with a simultaneous reduction with the reverse split method of the total number of existing ordinary shares of the Bank from 1,495,678,391 shares to 9,971,190 common registered voting shares of nominal value ten and 0.50 euros (10.50 euros) each and the consequent share capital increase of the Bank by the amount of seven and 0.63 euros (7.63euros) by capitalization of part of the premium account, in order to achieve a whole number of new shares. Following the above, the total share capital of the Bank amounts to 104,697,495.00 euro and is divided into 9,971,190 ordinary, registered shares, with a nominal value of ten euros and fifty cents (10.50 euros) each.

Furthermore, the resolution of the Extraordinary General Meeting of shareholders dated 30.12.2022 approved the reduction of the Bank's share capital by an amount of 104,198,935.50 euros, through a reduction of the nominal value of each ordinary share from ten and 0.50 euros (10.50 euros) to 0.05 euros (0.05 euros), without changing the total number of ordinary shares, in order to form a special reserve, in accordance with article 31 par. 2 Law 4548/2018. Following the above, the total share capital of the Bank amounts to four hundred and ninety-eight thousand five hundred fifty-nine and 0.50 euros (498,559.50 euros) and is divided into 9,971,190 ordinary, registered shares, of nominal value 0.05 euros (0.05 euros) each.

The Extraordinary General Meeting of shareholders held on 30.12.2022 decided to increase the share capital of the Bank by the amount of 1,753,136.55 euros, through issuing 35,062,731 new common nominal shares of nominal value 0.05 euros each , with pre-emption right in favor of the existing shareholders of the Bank. The balance between the nominal value of the New Shares and their disposal price, i.e. a total of 471,593,731.95 euros will be credited to the Bank's equity account "Share Premium". Following the above, the total share capital of the Bank amounts to 2,251,696.05 euros and is divided into 45,033,921 ordinary, nominal shares of nominal value five cents (0.05 euros) each. Timely and complete payment of the total amount of the

Share Capital Increase was performed in accordance with the provisions of article 20 of Law 4548/2018 and completed on 26.4.2023 and was verified by the Bank's Board of Directors.

On 08.11.2023, the Board of Directors decided to capitalize the special reserve amounting to 63.944.501,88 euros formed in accordance with of the provisions of Article 27A of Law. 4172/2013 and the Act of the Council of Ministers as of 28/06.07.2021, as amended and effective, and the increase of the Bank's share capital by a nominal value of 249,012.80 euros by issuing 4,980,256 common shares of nominal value 0.05 euros each. The positive difference between the amount from the special reserve corresponding to the registered securities, i.e. the amount of the redemption value of the securities (as calculated in accordance with par. 2 of Article 27A of Law No. 4172/2013 and Article 5(1) of the PSA) and the nominal value of the new shares, i.e. a total amount of 63,695,489.08 euros, was credited, in accordance with Article 5(6) of the ACM, to the Bank's equity account "Share premium".

Following the above, the total share capital of the Bank amounts to 2,500,708.85 euros and is divided into 50,014,177 common, nominal shares of nominal value 0.05 euros each.

Treasury Shares

As at 31.12.2023, the Bank owns no treasury shares.

34. Reserves

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Statutory reserve	6,815	6,815	6,773	6,773
Taxable reserves	15,234	15,234	15,234	15,234
Intra-group dividend tax exemption special reserve	300	300	300	300
Share capital decrease 2015 special reserve	229,941	229,941	229,941	229,941
Special reserve for the reduction of the share capital of the year 2018	233,060	233,060	233,060	233,060
Special reserve article 31 par. 2 L. 4548/2018	3,664	(3,243)	3,664	(3,243)
Reserve for revaluation of assets at fair value through the statement of comprehensive income	400,187	400,187	400,187	400,187
Reserve from actuarial gains / (losses) on defined benefit plans	(4,811)	(4,783)	(4,811)	(4,783)
Reserves	**884,390**	**877,511**	**884,349**	**877,470**

According to article 44 of the C. L. 2190/1920 as amended and in force by article 158 of the law 4548/2018 (similar arrangement refers to Article 28of the Bank's Articles of Association) the Bank is required to deduct annually 5% of its net annual profits for the formation of a Statutory Reserve. The obligation to form a statutory reserve ceases when it reaches one third of the Bank's share capital according to the Bank's Article of Association.

Changes in Revaluation Reserve of investments securities measured at fair value through other comprehensive income

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Opening balance for the year	**(3,243)**	**(3,665)**	**(3,243)**	**(3,665)**
Net gains / (losses) from changes in fair value	6,519	34	6,519	34
Amounts transferred to profit or loss	388	388	388	388
Closing balance for the year	**3,664**	**(3,243)**	**3,664**	**(3,243)**

35. Cash and cash equivalents

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Cash and balances with Central Bank	409,423	253,895	409,423	253,895
Due from other financial institutions	53,430	89,657	53,430	89,657
Cash and cash equivalents	**462,853**	**343,552**	**462,853**	**343,552**

36. Operating leases

The Group's obligations arising from contracts for leased property, either relate to buildings which are used by the Bank as branches or for administrative purposes, or leased buildings used by the other companies of the Group for administrative purposes.

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Future minimum lease payments of the Group/Bank as lessee:				
Up to 1 year	3,710	3,755	3,710	3,755
1 to 5 years	6,954	8,591	6,954	8,591
More than 5 years	1,942	3,574	1,942	3,574
Total future minimum lease payments	**12,605**	**15,920**	**12,605**	**15,920**

The present value of lease liability as at 31.12.2023 amounts to 10.9 million euros for both the Group and the Bank, while the respective amount as at 31.12.2022 was 13.7 million euros for the Group and for the Bank.

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Interest expense from operating leases	755	917	755	917
Depreciation of right of use asset	3,886	3,715	3,886	3,715

Description	**31.12.2023**	**31.12.2022**
Average lease maturity duration per category of leased asset (in years):		
Building	8	7
Cars	3	3
Machinery	4	6
Storage	12	12

37. Related party Transactions

(Amounts in thousand €)	Group		Bank	
Transactions with related companies	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Receivables	51,781	9,333	52,141	11,781
Liabilities	25,149	52,271	30,769	56,771
Off Balance Sheet Items	37,405	2	37,405	2
	01.01 - 31.12.2023	**01.01 - 31.12.2022**	**01.01 - 31.12.2023**	**01.01 - 31.12.2022**
Income	1,420	231	1,664	311
Expenses	1,280	1,943	1,334	1,955
Transactions with Members of the Management	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Receivables (Loans)	78	123	78	123
Liabilities (Deposits)	483	899	483	899
	01.01 - 31.12.2023	**01.01 - 31.12.2022**	**01.01 - 31.12.2023**	**01.01 - 31.12.2022**
Interest income	1	2	1	2
Interest expenses	3	2	3	2
Salaries and wages	2,845	2,438	2,845	2,438
Directors' fees	765	573	609	537
Total fees of Members of Management	**3,610**	**3,011**	**3,454**	**2,975**

Transactions with related companies include:

(a) the entity having control over the Bank, whice are the Hellenic Financial Stability Fund (HFSF), the Fund of Engineers and Public Works Contractors (T.M.E.D.E.), Rinoa Ltd. - Ellington Solutions and the National Electronic Social Security Agency (e-EFKA) and the entities that are controlled, jointly controlled or significantly influenced by this entity, as well as the key members of this Management and their close relatives,

(b) the entity having significant influence with the Bank and the entities controlled by that entity

(c) the key members of the Bank's Management, the members of the Executive Committee, the members of the Audit Committee, the members of the Assets-Liabilities Management Committee as well as their close relatives, and the economic entities that are controlled or jointly controlled by the above persons

(d) the Bank's associates and joint ventures (note 20), and

(e) the subsidiaries (note 19).

Transactions of a similar nature are presented on a consolidated basis. All banking transactions carried out with related parties are within the normal scope of business and are conducted on purely commercial terms, i.e.a) were granted in the course of usual business operations b) carried the same terms, including interest rates and collateral, as similar loans granted to third parties in the same period, and c) do not involve a higher than normal degree of credit risk or other unfavorable features.

The change in receivables from and liabilities to related parties versus the comparative balances recorded on of 31.12.2022 mainly arose from the change in the shareholding composition of the Bank. In particular, as of 31.12.2023, receivables from and liabilities to the old shareholders of the Bank were not included, as effective on 31.12.2022, while at the same time receivables from and liabilities to the new entities participating in the Bank's share capital and their related parties were added.

It is noted that transactions with members of the Board of Directors also include the remaining transactions of the members of the Management Board until the period of their tenure. In particular, the variance in the salaries and wages of the members of the Management of the financial year compared to the previous year resulted from compensation to Upper Management due to withdrawal from the Bank.

38. Companies of the Group

The following table present the companies of the Group, included in the consolidated financial statements under full consolidation method for the closing period, as well as for the comparative year ended 31.12.2022.

31.12.2023

Company	Country of incorporation	% Participation
1. Attica Bancassurance Agency S.A.	Greece	100.00%

31.12.2022

Company	Country of incorporation	% Participation
1. Attica Bancassurance Agency S.A.	Greece	100.00%

39. Contingent Liabilities and Commitments

39.1 Off balance sheet liabilities and pledged assets

(Amounts in thousand €)	Group		Bank	
Description	31.12.2023	31.12.2022	31.12.2023	31.12.2022
Contingent Liabilities				
Letters of Guarantee	513,737	308,372	513,737	308,372
Letters of Credit	1,048	1,619	1,048	1,619
Total Contingent Liabilities	**514,786**	**309,992**	**514,786**	**309,992**
Undrawn Credit Limits				
- Up to 1 year maturity	290,133	256,138	290,133	256,138
- Over 1 year maturity	25,914	31,706	25,914	31,706
Total Undrawn Credit Limits	**316,047**	**287,844**	**316,047**	**287,844**
Total off-balance sheet liabilities and pledged assets	**830,833**	**597,836**	**830,833**	**597,836**

39.2 Tax liabilities

Pursuant to the provisions of Article 65 A of Law 4174/2013 from 2011 the statutory auditors and audit firms that carry out statutory audits in public companies are required to issue an annual tax certificate on the application of tax provisions to tax items. This certificate shall be submitted both to the audited company by submitting the income tax return and at the latest within the first 10 days of the tenth month of the end of the audited year, and electronically to the Ministry of Finance not later than the end of the tenth month of the expiry of the audited period. Pursuant to article 56 of Law 4410/ 03.08.2016 for the fiscal years starting as of 01.01.2016, the issuance of a tax certificate became optional. However, the intention of the Bank is to continue to obtain the tax certificate. As far as the fiscal year of 2023 the tax audit is still in progress.

As at 31.12.2023, the Group has recorded provisions for tax purposes of a total amount of 1.68 million euro, concerning withheld tax for Greek Government Bonds of special taxed income for the tax years 2013, 2014, 2015, 2016 and 2017, which could not be offset with tax profits in the next five tax years.

39.3 Legal cases

All litigation claims against the Group are recorded and examined for the possible outcome in cooperation with the Legal Department. When a negative outcome is probable and can be reliably estimated the Group records a provision which is included in the Group and Bank's Statement of Financial Position under "Provisions for litigious cases" in line "Other Provisions". For the year ended 31.12.2023, based on the Legal Department's assessment, the estimated amount for the Group's present obligations arising from cases under litigation is 5,901 thousand euros (31.12.2022: 5,894 thousand euros).

39.4 Irrevocable commitments to the Single Resolution Fund

The Bank has not made use of the irrevocable payment commitments for 2023 contribution to the Single Resolution Fund. The total contribution of €1.0 million was charged to the Income Statement as in the previous years.

40. Risk Management

The Group is exposed to various financial risks, the most important of which are credit risk, market risk, i.e. risk from changes in exchange rates, interest rates and market prices, operational risk, as well as liquidity and capital adequacy risks. Risk management is an integral part of the business strategy process, including the operational planning process and the risk appetite framework, as it sets the respective acceptable risk ceilings for each type of risk.

The Group Risk Management Unit operates in accordance with the provisions of Bank of Greece Governor's Act 2577/06 and its amendments from time to time, in the context of monitoring and assessing all risks of the Bank's Assets - Liabilities and off-balance-sheet items. The Unit organizationally reports to the CRO and he to the Risk Management Committee of the Board. The participation of the Chief Risk Officer (CRO) in senior committees and boards is internally institutionalized.

The CRO is appointed by the Board of Directors, upon recommendation of the Risk Management Committee, and their placement and any replacement are notified to the Bank of Greece.

In 2023, the Organizational Structures under the CRO are as follows:

- The Credit Risk Management and Credit Control Division.
- The Capital, Liquidity and Market Risks Division.
- The Non-Financial Risks and Controls Division.
- The Risk Planning and Operations Subdivision.

The objective of the Unit and, by extension, of the Risk Management Divisions is to identify, analyze and develop effective systems for measuring, managing and controlling all forms of risks inherent in every task undertaken by the Bank and, on a consolidated basis, by the Group.

The strategy for undertaking and managing all forms of risk is aligned with international best practices, applicable legislation and the supervisory framework, while it is constantly evolving through the development of a unified risk management concept for the Group.

The review of the Risk Appetite Framework (RAF) is carried out on an annual basis and on an ad hoc basis (whenever special circumstances require it) in relation to internal events, the wider economic environment and/or the supervisory framework in accordance with best practices and in any case within the current legislative regulatory framework. This review is carried out in cooperation with the Group Risk Management and the Units that undertake the various risks, the Risk Management Committee, the Executive Committee, as well as the Board of Directors.

The Risk Management Committee and the Board of Directors (BoD) are responsible for the approval and periodic review of the Group's risk appetite (RAF).

The Group Risk Management Unit is responsible for monitoring the risks undertaken through the Group's activity and assists the Board of Directors and the Board of Directors in achieving the following objectives:

- compliance of the Group with the legislative and regulatory framework governing risk management,
- formulation of the risk and capital management strategy that meets the Group's business objectives and the adequacy of available resources in technical means and personnel,
- review of the adequacy, independence and effectiveness of the Group Risk Management Unit, and
- ensuring that risk appetite is communicated across the Group's business units and forms the basis for setting risk control limits.

In the context of the effort to manage more effectively the risks to which the Group is exposed, but also to avoid deviation from the risk assumption limits as defined by the Risk Assumption Framework, the Group designed an Early Warning System to meet its needs.

The Early Warning System is divided into three sections:

- Monitoring at Group - Bank size level (Bank Level)
- Customer Level Monitoring
- Implementation of procedures for appropriate measures to reduce and restore the level of risks by the competent bodies.

Credit Risk Assessment

Great emphasis is placed on assessing the quality of portfolios in the field of Business and Retail Credit. By using systems to measure credit risk and assess borrowers on the basis of quantitative and qualitative criteria, credit risks are identified and addressed in a timely and effective manner.

The approval responsibility for the loan portfolio of the Bank is executed by the Approval Levels based on the loan balance and the undertaken uncovered risk. The Retail Credit Lending Subdivision and the Large & SME Subdivision submit relative opinion for each loan in the specific Approval Levels. For loans above 15 million euros the decisions are transferred to the Large Exposures Committee for comments/remarks. For special purposes – with restrictive mention to the Credit Lending Regulation – Group's Credit Risk Assessment Division has been given approval rights.

The Bank uses various methods to contain the exposure to credit risk like collaterals and guarantees. Through tangible collaterals the Bank has a right on the debtor's asset (tangible or intangible asset) with the purpose the privileged satisfaction from the sale outcome of the asset. Tangible collaterals are distinguished to mortgages and charges on properties, along with guarantees on securities or other receivables. Guarantees concern contractual agreements through which an individual or an entity takes over the responsibility to pay the debts of another individual.

The main types of guarantees that the Group accepts under the credit policy can be further analyzed in the following categories:

- Mortgages and charges on urban or rural properties in a percentage based on the assurance margin defined by the credit regulations
- Cash, cheques, receivables, inventory, credit card receivables pledge
- Greek government, bank, ETEAN and high credit quality entities guarantees.

Impairment risk

The Group carries out regular impairment tests of its portfolios, whether loans or not, on a quarterly basis for each financial statement date, but also extraordinarily for stress testing purposes

The Group has performed all the necessary actions for the full compliance to the demands of IFRS 9 guidance, where the Bank is obliged to estimate and identify expected credit losses – ECL.

The Group performs the calculation of ECL at each reporting date, in order to assess the changes in the financial instrument's credit risk since its initial recognition. To this regard, the calculation incorporates current, historical and forward-looking information related to the Group's financial assets.

Concentration Risk

The Bank estimates the concentration risk that can arise from exposures to particular customers or groups of customers and/or exposures to groups of counterparties whose probability of default is affected by common factors such as: macroeconomic environment, geographical position, operating market segment, currency, use of risk mitigating techniques.

The Group recognizes the concentration risk that arises from:

- Large exposures to a counterparty or a group of connected clients
- Concentration to an economic activity sector connected to the emergence of increased probability of default of counterparties operating to this sector or complementary sector(s).

Monitoring and management of Concentration Risk is carried out in the context of dealing with Credit Risk. In addition, quantitative monitoring indicators have been established through the Risk Appetite Framework for this risk, the way they are calculated as well as the internally accepted limits.

Market Risk

Market Risk is defined as the probability of realizing a loss from the management of Assets and Liabilities, as well as from the management of various trading books, due to an opposite movement in the prices of the products included in these portfolios.

The Bank is exposed to market risks arising from changes in the fair value of its financial products due to adverse market changes, such as changes in interest rates, market capitalization and exchange rates.

The Bank's objective is:

- Low exposure to market risk and definition of internal management and control procedures within the framework of market risk management policy, as well as proper management of market risk limits approved by the Asset & Liability Management Committee (ALCO).

- The development of an investment strategy compatible with the Bank's risk profile, which will operate within the limits approved by the Risk Appetite Framework.
- Safeguarding the interests of the Bank through the effective management of the interest rate risk of exposures from its banking portfolio (IRRBB). In addition, quantitative monitoring indicators for this risk, how they are calculated and internally acceptable limits have been established through the Risk Appetite Framework.

In the context of upgrades to the operations and systems of the Risk Management Unit, the Bank has developed the corresponding policies and procedures, uses modern methods of measuring the risk of purchasing investment portfolios (Value At Risk Methods and Scenario Analysis and Stress Testing) in full compliance with European supervisory requirements and best market practices.

Finally, the Bank has developed procedures and tools to monitor the trade limits of the Treasury Division regarding the control of market risk, in a total position level and P&L in the various product categories (Money Market – FX – Bonds etc.), as these are set and approved by the Assets and Liability Committee (ALCO).

Liquidity risk

The Group monitors the liquidity risk by using quantitative indicators and sets specific risk limits according to the current Risk Appetite Framework as well as the observance of the supervisory limits for the indicators "Liquidity Coverage Ratio (LCR)" and "Net Stable Funding Ratio" (NSFR).

The monitoring of liquidity risk is carried out by the Group and is focused on the cash flows management. More specifically in the context of examining the qualitative data, the following are evaluated in Bank and Group Level:

- Deposits volatility with an emphasis on large depositors
- Deposit volatility with an emphasis on depositors from public institutions.
- Time deposits to total deposits rate
- Deposits to total assets – liabilities and loans rate
- Diversification of funding sources
- Evolution of the basic liquidity risk ratios
- Percentage of the available bonds and loans portfolio to be pledged to the ECB.

In the context of the Internal Liquidity Adequacy Assessment Process (ILAAP), the Group evaluates the management procedure for the liquidity risk including the liquidity ratios calculation, stress test, the description of the relative with the liquidity management governance, the Contingency Funding Plan and the general funding strategy of the Business Plan.

In 2023, the revised "Contingency Funding Plan" and "Recovery Plan" as well as the "Risk Identification", "Risk Allocation", "Risk Underwriting" and "Liquidity Risk" policies were approved. The “Risk & Capital Strategy” and the “Risk Appetite Statement” were also approved.

Taking into consideration the above and in line with the provisions of the Risk Assurance Framework and the decisions of the ALCO and the Risk Management Committee, the optimal level of liquidity is formulated for the Group's operation and its maintenance at tolerable risk levels.

Capital Adequacy

The Capital Adequacy Ratio is defined as the ratio of regulatory equity capital to assets and off-balance sheet items, weighted by the risk they incorporate. As TIER I ratio is defined the ratio of Tier I capital to the risk weighted assets (on and off balance sheet), while with a similar way Common Equity Tier I ratio is calculated.

The main objective for the Group is to maintain its capital receivables to levels complying with the regulatory framework as this is established by the country’s regulatory authorities, so that the Group is able to continue the course of its normal operations and to maintain its capital base to a level which would not prevent the realization of its business plan.

The Group Risk Management Division, in cooperation with the Financial Services, monitors capital adequacy in regular intervals and reviews its quarterly submitted calculations to Bank of Greece.

Apart from meeting minimum capital requirements, the Group, in accordance with Law 4261/2014, has reliable, effective and complete strategies and procedures for assessing and continuously maintaining the size, structure and allocation of its capital base to a level which is considered adequate relative to the nature and level of risks undertaken (internal capital). In particular, regarding credit risk within the ICAAP, the Group applies the Internal Ratings-Based Approach for the calculation of the expected and unexpected losses in the portfolio and of the regulatory capital required to cover the above losses.

Within the framework of the Internal Capital Adequacy Assessment Process (ICAAP) the following items are examined in both quantitative and qualitative scopes:

- Level, structure and stability of regulatory capital
- Profitability and its sustainability
- Credit risk
- Concentration risk
- Market risk
- Interest rate risk
- Liquidity risk
- Operational risk
- Leverage risk
- Other risks (reputation, compliance, profitability, etc.)
- Level and allocation of internal capital.

Internal capital is calculated as the sum of the individual assessments on coverage of all forms of risk.

40.1 Liquidity risk

Liquidity risk is the risk that the Group is unable to fully meet payment obligations and potential payment obligations as and when they fall due because of lack of liquidity.

Bank's purpose regarding the management of liquidity risk is securing the necessary liquidity for satisfying its liabilities in both normal and extreme situations, without additional cost.

Bank's intent is:

- To maintain the Bank's liquidity and the supervisory requirements for the LCR and NSFR ratios.
- To develop a funding plan which aims to maintain liquidity reserves that limit adequately the liquidity risk
- To maintain differentiation of funding sources and facilitate active management of cash
- To enhance and extend funding sources through concentrating customer deposits, issuing securities and accessing the interbank markets for secured funding.

Finally, for the effective management of liquidity, the Bank performs at least once per year a stress test scenario.

The Group monitors liquidity risk with the use of quantitative ratios and sets specific risk undertaking limits based on the Risk Appetite Framework.

The monitoring of the Group's liquidity risk focuses on the cash inflow and outflow management. More specifically in the framework of examining qualitative data the following issues are evaluated at the Bank level:

- Deposits volatility with an emphasis on large depositors
- Deposit volatility with an emphasis on depositors from public institutions.
- Time deposits to total deposits rate
- Deposits to total assets – liabilities and loans rate
- Diversification of funding sources
- Evolution of the basic liquidity risk ratios
- Percentage of the available bonds and loans portfolio to be pledged to the ECB.
- Percentage of the available bonds and loans portfolio to be pledged out of the ECB.

For better monitoring of liquidity, daily automated reports are produced and sent to the Units in charge for the monitoring of variances to the basic liquidity sources and the possibility of timely taking appropriate measures.

The supervisory authorities have set liquidity evaluation ratios, in order to control the net liquidity gap. More specifically, based on regulation 575/2013 the above mentioned liability is quantified through Liquidity Coverage Ratio which is defined as the quotient of available cash to net cash outflows of the Bank. Furthermore, the Bank should secure that the long term liabilities should be covered by an appropriate way with broad measures of stable funding, both in normal and extreme conditions. The above mentioned liability is quantified through Net Stable Funding Ratio which is the quotient of the instruments providing stable funding to the instruments which require stable funding and the Bank is forced to monitor these new ratios with the minimum supervisory limits to be 100% for both of them.

The Treasury Division is in charge for the coordination of the access to capital markets in order for the Group to respond to the liquidity needs arising at each time. All the information regarding Group's capital inflows and outflows is directed to the responsible units of each Division, with an aim to manage more effectively the liquidity arising from the units and their operations. Furthermore, it defines the specific level of liquidity reserve under the form of non – pledged directly liquefied assets (liquidity buffer) which can be sold taking into consideration the realizable value under crisis conditions.

The Bank developed and submits to Bank of Greece, in the context of applying PDTE 2614/07.04.2009 regarding liquidity risk, the Contingency Funding Plan taking into consideration the impact on the funding cost of a liquidity reduction on a market total or to a Group's downgrading (Systemic or Idiosyncratic Scenarios).

The Group evaluates the process for managing liquidity risk, in the context of ILAAP, including the calculation of liquidity ratios, stress test, the description of the liquidity management governance, contingency funding plan and the general funding strategy for the business plan.

A Liquidity Gap Analysis is provided in order to provide a picture of the expected cash flows arising from Assets & Liabilities, per time period. In cases of obligations or claims without a contractual maturity date, these are classified in the period of up to one month.

Liquidity Risk — **Group**
(Amounts in thousand €) — **31.12.2023**

Description	Up to 1 month	From 1 to 3 months	From 3 months to 1 year	From 1 year to 5 years	More than 5 years	Total
Cash and balances with Central Bank	409,423	0	0	0	0	**409,423**
Due from other financial institutions	53,430	0	0	0	0	**53,430**
Derivative financial instruments - assets	0	27	0	0	38	**65**
Loans and advances to customers (net of impairment)	144,867	282,829	168,973	994,889	676,334	**2,267,892**
Investment securities	80,074	51,972	39,966	151,861	310,532	**634,404**
Investments in associates	0	0	0	0	2,531	**2,531**
Property, plant and equipment	0	0	0	0	34,056	**34,056**
Investment property	0	0	0	34,429	0	**34,429**
Intangible assets	0	0	0	0	59,441	**59,441**
Deferred tax assets	0	0	0	146,746	(0)	**146,746**
Assets held for sale	11,482	0	0	0	0	**11,482**
Other assets	22,184	3,706	22,965	15,387	56,244	**120,486**
Total Assets	**721,461**	**338,533**	**231,904**	**1,343,312**	**1,139,175**	**3,774,384**
Due to other financial institutions	8,637	0	0	0	0	**8,637**
Due to customers	1,865,760	466,931	707,645	105,848	0	**3,146,184**
Derivative financial instruments - liabilities	0	281	0	0	0	**281**
Issued bonds	0	0	0	0	99,938	**99,938**
Defined benefit obligations	0	0	0	2,040	3,060	**5,100**
Other provisions	0	0	0	18,653	0	**18,653**
Other liabilities	15,500	17,732	8,201	5,939	1,780	**49,151**
Total Liabilities	**1,889,897**	**484,944**	**715,846**	**132,481**	**104,779**	**3,327,946**
Liquidity Gap	**(1,168,436)**	**(146,411)**	**(483,942)**	**1,210,831**	**1,034,396**	**446,438**

Liquidity Risk **Group**

(Amounts in thousand €) **31.12.2022**

Description	Up to 1 month	From 1 to 3 months	From 3 months to 1 year	From 1 year to 5 years	More than 5 years	Total
Cash and balances with Central Bank	253,895	0	0	0	0	**253,895**
Due from other financial institutions	84,454	0	5,203	0	0	**89,657**
Derivative financial instruments - assets	0	0	0	0	38	**38**
Loans and advances to customers (net of impairment)	65,100	271,991	113,306	312,353	513,036	**1,275,785**
Investment securities	6,308	0	0	10,061	951,954	**968,322**
Investments in associates	0	0	0	0	2,270	**2,270**
Property, plant and equipment	0	0	0	0	38,100	**38,100**
Investment property	0	0	0	58,550	0	**58,550**
Intangible assets	0	0	0	0	58,128	**58,128**
Deferred tax assets	0	0	0	150,313	63,945	**214,258**
Other assets	21,026	2,067	24,066	29,424	62,393	**138,977**
Total Assets	**430,783**	**274,058**	**142,575**	**560,701**	**1,689,864**	**3,097,981**
Due to other financial institutions	16,119	4,975	10,964	0	0	**32,058**
Due to customers	2,531,981	248,027	139,840	46,252	0	**2,966,101**
Derivative financial instruments - liabilities	0	96	0	0	0	**96**
Issued bonds	0	0	0	0	99,886	**99,886**
Defined benefit obligations	0	0	0	1,988	2,983	**4,971**
Other provisions	0	0	0	15,795	0	**15,795**
Other liabilities	7,801	9,086	6,530	7,047	3,198	**33,663**
Total Liabilities	**2,555,901**	**262,185**	**157,334**	**71,083**	**106,067**	**3,152,570**
Liquidity Gap	**(2,125,118)**	**11,873**	**(14,759)**	**489,618**	**1,583,797**	**(54,590)**

(Amounts in thousand €)	Bank 31.12.2023					
Description	**Up to 1 month**	**From 1 to 3 months**	**From 3 months to 1 year**	**From 1 year to 5 years**	**More than 5 years**	**Total**
Cash and balances with Central Bank	409,423	0	0	0	0	**409,423**
Due from other financial institutions	53,430	0	0	0	0	**53,430**
Derivative financial instruments - assets	0	27	0	0	38	**65**
Loans and advances to customers (net of impairment)	144,867	282,872	168,973	994,889	676,334	**2,267,935**
Investment securities	80,074	51,972	39,966	151,861	310,532	**634,404**
Investments in subsidiaries	0	0	0	0	100	**100**
Investments in associates	0	0	0	0	2,531	**2,531**
Property, plant and equipment	0	0	0	0	34,056	**34,056**
Investment property	0	0	0	34,429	0	**34,429**
Intangible assets	0	0	0	0	59,441	**59,441**
Deferred tax assets	0	0	0	146,746	(0)	**146,746**
Assets held for sale	11,482	0	0	0	0	**11,482**
Other assets	16,523	3,706	22,965	15,387	56,244	**114,824**
Total Assets	**715,799**	**338,577**	**231,904**	**1,343,312**	**1,139,275**	**3,768,866**
Due to other financial institutions	8,637	0	0	0	0	**8,637**
Due to customers	1,866,073	466,931	712,945	105,848	0	**3,151,797**
Derivative financial instruments - liabilities	0	281	0	0	0	**281**
Issued bonds	0	0	0	0	99,938	**99,938**
Defined benefit obligations	0	0	0	2,040	3,060	**5,100**
Other provisions	0	0	0	18,653	0	**18,653**
Other liabilities	15,500	11,892	8,201	5,939	1,780	**43,312**
Total Liabilities	**1,890,211**	**479,104**	**721,146**	**132,481**	**104,778**	**3,327,719**
Liquidity Gap	**(1,174,411)**	**(140,527)**	**(489,242)**	**1,210,831**	**1,034,497**	**441,147**

Liquidity Risk **Bank**

(Amounts in thousand €) **31.12.2022**

Description	Up to 1 month	From 1 to 3 months	From 3 months to 1 year	From 1 year to 5 years	More than 5 years	Total
Cash and balances with Central Bank	253,895	0	0	0	0	**253,895**
Due from other financial institutions	84,454	0	5,203	0	0	**89,657**
Derivative financial instruments - assets	0	0	0	0	38	**38**
Loans and advances to customers (net of impairment)	65,100	271,991	113,306	312,353	513,036	**1,275,785**
Investment securities	6,308	0	0	10,061	951,954	**968,322**
Investments in subsidiaries	0	0	0	0	100	**100**
Investments in associates	0	0	0	0	2,270	**2,270**
Property, plant and equipment	0	0	0	0	38,100	**38,100**
Investment property	0	0	0	58,550	0	**58,550**
Intangible assets	0	0	0	0	58,128	**58,128**
Deferred tax assets	0	0	0	150,313	63,945	**214,258**
Assets held for sale	18,422	2,067	24,066	29,424	62,393	136,372
Total Assets	**428,178**	**274,058**	**142,575**	**560,701**	**1,689,964**	**3,095,476**
Due to other financial institutions	16,119	4,975	10,964	0	0	**32,058**
Due to customers	2,536,481	248,027	139,840	46,252	0	**2,970,600**
Derivative financial instruments - liabilities	0	96	0	0	0	**96**
Issued bonds	0	0	0	0	99,886	**99,886**
Defined benefit obligations	0	0	0	1,988	2,983	**4,971**
Other provisions	0	0	0	15,795	0	**15,795**
Other liabilities	7,801	6,585	6,530	7,047	3,198	**31,162**
Total Liabilities	**2,560,400**	**259,684**	**157,334**	**71,083**	**106,067**	**3,154,569**
Liquidity Gap	**(2,132,222)**	**14,374**	**(14,759)**	**489,618**	**1,583,897**	**(59,092)**

40.2 Market risk

40.2.1 Share price risk

The risk concerning stocks and other securities in Group's possessions, arises from potential adverse changes in current prices of stocks and other securities. As a rule, the Group invests in Stock Exchange securities which are classified according to investment purposes into the corresponding portfolio (trading or investing).

The Group estimates the risk by calculating the adverse effects on annual financial results by any change in equity prices. The parameters used in the sensitivity analysis are similar to those used in the reporting to the Regulatory Authorities.

According to the relevant calculations of the Group on the account balances as at 31.12.2023, it was estimated that a decrease in equity prices per 30% implies a loss of 2,029 thousand euros for both the Group and the Bank.

Correspondingly, concerning the comparative year 2022, in the event of a share price decrease by 30%, the Group would have suffered losses amounting to 1,895 thousand euros for both the Group and the Bank.

There are no changes in the management, the exposure and the methodology of the risk for the current period compared to the comparative period of 2022.

40.2.2 Foreign exchange risk

"Foreign exchange risk" is defined as the investment risk that arises from the exposure to effects of fluctuations in the prevailing foreign currency exchange rates on its financial position and cash flows. The Group/ Bank has set limits on the level of exposure on each currency, which are monitored daily. The Group often hedges the largest part of this risk, by maintaining corresponding liabilities in the same currency. The level of exposure of the Group to foreign exchange risk categorized by currency is presented in the tables below.

Foreign Exchange Risk (Amounts in thousand €)			Group 31.12.2023			
Description	**EUR**	**USD**	**GBP**	**JPY**	**Other**	**Total**
Cash and balances with Central Bank	409,046	251	52	0	75	**409,423**
Due from other financial institutions	47,438	2,524	488	150	2,831	**53,430**
Derivative financial instruments - assets	65	0	0	0	0	**65**
Loans and advances to customers	2,267,892	0	0	0	(0)	**2,267,892**
Investments securities	628,763	5,634	8	0	0	**634,404**
Investments in associates	2,531	0	0	0	0	**2,531**
Property, plant and equipment	34,056	0	0	0	0	**34,056**
investment property	34,429	0	0	0	0	**34,429**
Intangible assets	59,441	0	0	0	0	**59,441**
Deferred tax assets	146,746	0	0	0	0	**146,746**
Assets held for sale	11,482	0	0	0	0	**11,482**
Other assets	118,665	1,503	1	315	1	**120,486**
Total Assets	**3,760,552**	**9,912**	**548**	**465**	**2,906**	**3,774,384**
Due to other financial institutions	8,637	0	0	0	0	**8,637**
Due to customers	3,088,083	48,764	3,590	158	5,589	**3,146,184**
Derivative financial instruments - liabilities	(936)	1,202	9	0	6	**281**
Debt securities	99,938	0	0	0	0	**99,938**
Defined benefit obligations	5,100	0	0	0	0	**5,100**
Other provisions	18,653	0	0	0	0	**18,653**
Other liabilities	48,361	691	47	0	52	**49,151**
Total Liabilities	**3,267,837**	**50,657**	**3,647**	**158**	**5,647**	**3,327,946**
Net Exchange Position	**492,715**	**(40,744)**	**(3,099)**	**307**	**(2,741)**	**446,438**

The Group estimates the extent of foreign exchange risk by measuring the negative effect of the exchange rates fluctuations on its annual results. According to the measurements performed by the Group on the balances of the accounts as at 31.12.2023 a change by plus (+)/ minus (-) 6% for the main currencies and a change by plus (+)/ minus (-) 20% for the secondary currencies, will result in a profit/loss of 399 thousand euro for the Group. It is to be noted that the calculation has taken into account the effect of FX Swap derivative products.

Foreign Exchange Risk
(Amounts in thousand €)

Group

Description	31.12.2022 EUR	USD	GBP	JPY	Other	Total
Cash and balances with Central Bank	253,508	254	43	0	90	**253,895**
Due from other financial institutions	86,228	858	275	131	2,165	**89,657**
Derivative financial instruments - assets	38	0	0	0	0	**38**
Loans and advances to customers	1,275,785	0	0	0	(0)	**1,275,785**
Investments securities	963,689	4,626	7	0	0	**968,322**
Investments in associates	2,270	0	0	0	0	**2,270**
Property, plant and equipment	38,100	0	0	0	0	**38,100**
investment property	58,550	0	0	0	0	**58,550**
Intangible assets	58,128	0	0	0	0	**58,128**
Deferred tax assets	214,258	0	0	0	0	**214,258**
Other assets	137,105	1,555	1	315	0	**138,977**
Total Assets	**3,087,660**	**7,293**	**326**	**446**	**2,256**	**3,097,981**
Due to other financial institutions	32,058	0	0	0	0	**32,058**
Due to customers	2,910,885	46,403	3,119	176	5,518	**2,966,101**
Derivative financial instruments - liabilities	(16)	120	20	0	(28)	**96**
Debt securities	99,886	0	0	0	0	**99,886**
Defined benefit obligations	4,971	0	0	0	0	**4,971**
Other provisions	15,795	0	0	0	0	**15,795**
Other liabilities	33,293	328	6	0	36	**33,663**
Total Liabilities	**3,096,872**	**46,851**	**3,145**	**176**	**5,526**	**3,152,570**
Net Exchange Position	**(9,212)**	**(39,558)**	**(2,819)**	**270**	**(3,270)**	**(54,590)**

The Group estimates the extent of foreign exchange risk by measuring the negative effect of the exchange rates fluctuations on its annual results. According to the measurements performed by the Group on the balances of the accounts as at 31.12.2022 in case of a change by plus (+)/ minus (-) 6% for the main currencies and a change by plus (+)/ minus (-) 20% for the secondary currencies, will result to a profit/loss of 314 thousand euro for the Group. It is to be noted that the calculation has taken into account the effect of FX Swap derivative products.

Foreign Exchange Risk (Amounts in thousand €) Description	Bank 31.12.2023 EUR	USD	GBP	JPY	Other	Total
Cash and balances with Central Bank	409,046	251	52	0	75	**409,423**
Due from other financial institutions	47,438	2,524	488	150	2,831	**53,430**
Derivative financial instruments - assets	65	0	0	0	0	**65**
Loans and advances to customers	2,267,935	0	0	0	(0)	**2,267,935**
Investments securities	628,763	5,634	8	0	0	**634,404**
Investments in subsidiaries	100	0	0	0	0	**100**
Investments in associates	2,531	0	0	0	0	**2,531**
Property, plant and equipment	34,056	0	0	0	0	**34,056**
investment property	34,429	0	0	0	0	**34,429**
Intangible assets	59,441	0	0	0	0	**59,441**
Deferred tax assets	146,746	0	0	0	0	**146,746**
Assets held for sale	11,482	0	0	0	0	**11,482**
Other assets	113,004	1,503	1	315	1	**114,824**
Total Assets	**3,755,034**	**9,912**	**548**	**465**	**2,906**	**3,768,866**
Due to other financial institutions	8,637	0	0	0	0	**8,637**
Due to customers	3,093,697	48,764	3,590	158	5,589	**3,151,797**
Derivative financial instruments - liabilities	(936)	1,202	9	0	6	**281**
Debt securities	99,938	0	0	0	0	**99,938**
Defined benefit obligations	5,100	0	0	0	0	**5,100**
Other provisions	18,653	0	0	0	0	**18,653**
Other liabilities	42,521	691	47	0	52	**43,312**
Total Liabilities	**3,267,610**	**50,657**	**3,647**	**158**	**5,647**	**3,327,719**
Net Exchange Position	**487,424**	**(40,744)**	**(3,099)**	**307**	**(2,741)**	**441,147**

The Bank estimates the extent of foreign exchange risk by measuring the negative effect of the exchange rates fluctuations on its annual results. According to the measurements performed by the Bank on the balances of the accounts as at 31.12.2023 a change by plus (+)/ minus (-) 6% for the main currencies and a change by plus (+)/ minus (-) 20% for the secondary currencies, will result to a profit/loss of 399 thousand euro for the Bank. It is to be noted that the calculation has taken into account the effect of FX Swap derivative products.

Foreign Exchange Risk
(Amounts in thousand €)

	Bank					
			31.12.2022			
Description	**EUR**	**USD**	**GBP**	**JPY**	**Other**	**Total**
Cash and balances with Central Bank	253,508	254	43	0	90	**253,895**
Due from other financial institutions	86,228	858	275	131	2,165	**89,657**
Derivative financial instruments - assets	38	0	0	0	0	**38**
Loans and advances to customers	1,275,785	0	0	0	(0)	**1,275,785**
Investments securities	963,689	4,626	7	0	0	**968,322**
Investments in subsidiaries	100	0	0	0	0	**100**
Investments in associates	2,270	0	0	0	0	**2,270**
Property, plant and equipment	38,100	0	0	0	0	**38,100**
investment property	58,550	0	0	0	0	**58,550**
Intangible assets	58,128	0	0	0	0	**58,128**
Deferred tax assets	214,258	0	0	0	0	**214,258**
Other assets	134,501	1,555	1	315	0	**136,372**
Total Assets	**3,085,155**	**7,293**	**326**	**446**	**2,256**	**3,095,476**
Due to other financial institutions	32,058	0	0	0	0	**32,058**
Due to customers	2,915,384	46,403	3,119	176	5,518	**2,970,600**
Derivative financial instruments - liabilities	(16)	120	20	0	(28)	**96**
Debt securities	99,886	0	0	0	0	**99,886**
Defined benefit obligations	4,971	0	0	0	0	**4,971**
Other provisions	15,795	0	0	0	0	**15,795**
Other liabilities	30,792	328	6	0	36	**31,162**
Total Liabilities	**3,098,871**	**46,851**	**3,145**	**176**	**5,526**	**3,154,569**
Net Exchange Position	**(13,715)**	**(39,558)**	**(2,819)**	**270**	**(3,270)**	**(59,092)**

The Bank estimates the extent of foreign exchange risk by measuring the negative effect of the exchange rates fluctuations on its annual results. According to the measurements performed by the Bank on the balances of the accounts as at 31.12.2022 a change by plus (+)/ minus (-) 6% for the main currencies and a change by plus (+)/ minus (-) 20% for the secondary currencies, will result to a profit/loss of 314 thousand euros for the Bank. It is to be noted that the calculation has taken into account the effect of FX Swap derivative products.

40.2.3 Interest rate risk

“Interest rate risk” is defined as the investment risk that arises from the changes in market interest rates. The Interest Rate Risk refers to the possible decrease in profits or the value of assets resulting from shifts in the interest rate curve and which arises from the delay in the revaluation of the Bank's assets and liabilities. Interest rate risk refers to changes in the future cash flows of financial assets due to interest rate fluctuations (whether they relate to deposit products or loans).

Such changes in interest rates can affect the financial position of the Group/the Bank, since the following characteristics can also change:

- The net interest rate result.
- The value of income and expenses, sensitive to interest rate changes.
- The value of Assets and Liabilities, since the present value of future cash flows (and often the cash flows themselves) varies as the interest rates change.

The basic intent of the Bank is to estimate the impact of potential variances of interest rates on net interest income.

In the context of the Bank’s effort to effectively manage its credit risk, the loans rates differentiate based on the credit rating of the borrowers and the guarantees received.

Different methods of calculating interest rate risk are allied regarding the interest rate risk, which concern repricing risk, yield curve risk, basis risk and optionality.

Interest rate risk
(Amounts in thousand €)

Group 31.12.2023							
Description	**Up to 1 month**	**From 1 to 3 months**	**From 3 months to 1 year**	**From 1 year to 5 years**	**More than 5 years**	**Assets not subject to interest rate risk**	**Total**
Cash and balances with Central Bank	356,857	0	0	0	0	52,567	**409,423**
Due from other financial institutions	48,117	0	0	0	0	5,313	**53,430**
Derivative financial instruments - assets	0	27	0	0	0	38	**65**
Loans and advances to customers	223,847	203,593	1,202,451	519,297	118,703	0	**2,267,892**
Investments securities	130,708	123,434	380,263	0	0	0	**634,404**
Investments in associates	0	0	0	0	0	2,531	**2,531**
Property, plant and equipment	0	0	0	0	0	34,056	**34,056**
Investmemt property	0	0	0	0	0	34,429	**34,429**
Intangible assets	0	0	0	0	0	59,441	**59,441**
Deferred tax assets	0	0	0	0	0	146,746	**146,746**
Assets held for sale	0	0	0	0	0	11,482	**11,482**
Other assets	15,182	27,458	5,335	0	0	72,510	**120,486**
Total Assets	**774,711**	**354,511**	**1,588,049**	**519,297**	**118,703**	**419,113**	**3,774,384**
Due to other financial institutions	8,637	0	0	0	0	0	**8,637**
Due to customers	922,840	475,649	670,644	1,077,051	0	0	**3,146,184**
Derivative financial instruments - liabilities	0	0	0	0	0	281	**281**
Debt Securities	0	0	0	0	99,938	0	**99,938**
Defined benefit obligations	0	0	0	0	0	5,100	**5,100**
Other provisions	0	0	0	0	0	18,653	**18,653**
Other liabilities	6,809	1,831	8,866	5,923	1,752	23,970	**49,151**
Total Liabilities	**938,286**	**477,480**	**679,510**	**1,082,974**	**101,691**	**48,005**	**3,327,946**
Interest Rate Risk Gap	**(163,575)**	**(122,969)**	**908,539**	**(563,677)**	**17,012**	**371,108**	**446,438**

The Group estimates the extent of interest rate risk by measuring the negative effect that a parallel shift in the yield curves for all currencies will have on its annual results. According to the measurements performed by the Group on the balances of the accounts as at 31.12.2023, in case of a parallel shift in the yield curves by 100 basis points, this will result in a loss for the Group of 1,470 thousand euro.

Interest rate risk — **Group**

(Amounts in thousand €) — **31.12.2022**

Description	Up to 1 month	From 1 to 3 months	From 3 months to 1 year	From 1 year to 5 years	More than 5 years	Assets not subject to interest rate risk	Total
Cash and balances with Central Bank	194,406	0	0	0	0	59,490	**253,895**
Due from other financial institutions	81,686	0	0	0	0	7,971	**89,657**
Derivative financial instruments - assets	0	0	0	0	0	38	**38**
Loans and advances to customers	267,629	184,948	642,940	127,284	52,984	0	**1,275,785**
Investments securities	49,325	45,575	152,191	714,924	0	6,308	**968,322**
Investments in associates	0	0	0	0	0	2,270	**2,270**
Property, plant and equipment	0	0	0	0	0	38,100	**38,100**
Investmemt property	0	0	0	0	0	58,550	**58,550**
Intangible assets	0	0	0	0	0	58,128	**58,128**
Deferred tax assets	0	0	0	0	0	214,258	**214,258**
Other assets	5,067	49,458	1,805	0	0	82,647	**138,977**
Total Assets	**598,113**	**279,981**	**796,936**	**842,208**	**52,984**	**527,759**	**3,097,981**
Due to other financial institutions	32,058	0	0	0	0	0	**32,058**
Due to customers	833,931	179,405	992,970	959,794	0	0	**2,966,101**
Derivative financial instruments - liabilities	0	0	0	0	0	96	**96**
Debt Securities	0	0	0	0	99,886	0	**99,886**
Defined benefit obligations	0	0	0	0	0	4,971	**4,971**
Other provisions	0	0	0	0	0	15,795	**15,795**
Other liabilities	911	349	3,650	7,032	3,171	18,550	**33,663**
Total Liabilities	**866,900**	**179,754**	**996,621**	**966,826**	**103,057**	**39,412**	**3,152,570**
Interest Rate Risk Gap	**(268,787)**	**100,226**	**(199,685)**	**(124,618)**	**(50,073)**	**488,347**	**(54,590)**

The Group estimates the extent of interest rate risk by measuring the negative effect that a parallel shift in the yield curves for all currencies will have on its annual results. According to the measurements performed by the Group on the balances of the accounts as at 31.12.2022, in case of a parallel shift in the yield curves by 100 basis points, this will result in a loss for the Group of 5,910 thousand euro.

Interest rate risk
(Amounts in thousand €)

Bank
31.12.2023

Description	Up to 1 month	From 1 to 3 months	From 3 months to 1 year	From 1 year to 5 years	More than 5 years	Assets not subject to interest rate risk	Total
Cash and balances with Central Bank	356,857	0	0	0	0	52,567	**409,423**
Due from other financial institutions	48,117	0	0	0	0	5,313	**53,430**
Derivative financial instruments - assets	0	27	0	0	0	38	**65**
Loans and advances to customers	223,847	203,593	1,202,495	519,297	118,703	0	**2,267,935**
Investments securities	130,708	123,434	380,263	0	0	0	**634,404**
Investments in subsidiaries	0	0	0	0	0	100	**100**
Investments in associates	0	0	0	0	0	2,531	**2,531**
Property, plant and equipment	0	0	0	0	0	34,056	**34,056**
Investmemt property	0	0	0	0	0	34,429	**34,429**
Intangible assets	0	0	0	0	0	59,441	**59,441**
Deferred tax assets	0	0	0	0	0	146,746	**146,746**
Assets held for sale	0	0	0	0	0	11,482	**11,482**
Other assets	9,298	27,458	5,335	0	0	72,733	**114,824**
Total Assets	**768,827**	**354,511**	**1,588,093**	**519,297**	**118,703**	**419,436**	**3,768,866**
Due to other financial institutions	8,637	0	0	0	0	0	**8,637**
Due to customers	923,153	475,649	675,946	1,077,050	0	0	**3,151,797**
Derivative financial instruments - liabilities	0	0	0	0	0	281	**281**
Debt Securities	0	0	0	0	99,938	0	**99,938**
Defined benefit obligations	0	0	0	0	0	5,100	**5,100**
Other provisions	0	0	0	0	0	18,653	**18,653**
Other liabilities	6,809	1,831	8,866	5,923	1,752	18,130	**43,312**
Total Liabilities	**938,599**	**477,480**	**684,812**	**1,082,973**	**101,691**	**42,165**	**3,327,719**
Interest Rate Risk Gap	**(169,772)**	**(122,969)**	**903,281**	**(563,677)**	**17,012**	**377,271**	**441,147**

The Bank estimates the extent of interest rate risk by measuring the negative effect that a parallel shift in the yield curves for all currencies will have on its annual results. According to the measurements performed by the Group on the balances of the accounts as at 31.12.2023, in case of a parallel shift in the yield curves by 100 basis points, this will result in a loss for the Bank of 1,470 thousand euro.

Interest rate risk **Bank**

(Amounts in thousand €) **31.12.2022**

Description	Up to 1 month	From 1 to 3 months	From 3 months to 1 year	From 1 year to 5 years	More than 5 years	Assets not subject to interest rate risk	Total
Cash and balances with Central Bank	194,406	0	0	0	0	59,490	**253,895**
Due from other financial institutions	81,686	0	0	0	0	7,971	**89,657**
Derivative financial instruments - assets	0	0	0	0	0	38	**38**
Loans and advances to customers	267,629	184,948	642,940	127,284	52,984	0	**1,275,785**
Investments securities	49,325	45,575	152,191	714,924	0	6,308	**968,322**
Investments in subsidiaries	0	0	0	0	0	100	**100**
Investments in associates	0	0	0	0	0	2,270	**2,270**
Property, plant and equipment	0	0	0	0	0	38,100	**38,100**
Investmemt property	0	0	0	0	0	58,550	**58,550**
Intangible assets	0	0	0	0	0	58,128	**58,128**
Deferred tax assets	0	0	0	0	0	214,258	**214,258**
Other assets	2,384	49,458	1,805	0	0	82,725	**136,372**
Total Assets	**595,430**	**279,981**	**796,936**	**842,208**	**52,984**	**527,937**	**3,095,476**
Due to other financial institutions	32,058	0	0	0	0	0	**32,058**
Due to customers	834,930	179,405	996,474	959,792	0	0	**2,970,600**
Derivative financial instruments - liabilities	0	0	0	0	0	96	**96**
Debt Securities	0	0	0	0	99,886	0	**99,886**
Defined benefit obligations	0	0	0	0	0	4,971	**4,971**
Other provisions	0	0	0	0	0	15,795	**15,795**
Other liabilities	911	349	3,650	7,032	3,171	16,049	**31,162**
Total Liabilities	**867,899**	**179,754**	**1,000,124**	**966,824**	**103,057**	**36,911**	**3,154,569**
Interest Rate Risk Gap	**(272,468)**	**100,227**	**(203,188)**	**(124,616)**	**(50,073)**	**491,026**	**(59,092)**

The Bank estimates the extent of interest rate risk by measuring the negative effect that a parallel shift in the yield curves for all currencies will have on its annual results. According to the measurements performed by the Group on the balances of the accounts as at 31.12.2022, in case of a parallel shift in the yield curves by 100 basis points, this will result in a loss for the Bank of 5,910 thousand euro.

40.3 Credit risk

Credit risk is the risk that a counterparty will be unable to pay amounts partially or in full when due according to contractual terms. Credit exposures from related accounts are monitored on a consolidated basis. The methods for evaluating the credit rating of the counterparties differ depending on the categories of the borrowers and rely on quantitative and qualitative data. Group's portfolio monitoring is carried out on the basis of customers' creditworthiness, sector of the economy and guarantees held by the Group. The Group's credit risk is spread out in various sectors of the economy.

The Bank applies various techniques to mitigate credit risk to which it is exposed, such as receiving collaterals and guarantees. Tangible collaterals provide the Bank with seniority right from an asset (movable or immovable) whose ownership remains with the obligor. Tangible collaterals are distinguished between mortgages and pre-notation of mortgages which are registered over immovable properties and pledges on movable assets (e.g., commodities, checks) or on claims. Respectively, the collaterals refer to contractual agreements with an individual or an entity which undertakes responsibility of someone else's debts.

The main types of collateral accepted by the Group in accordance with its credit policy are as follows:

- Mortgages to real estate of a value covering the amount of funding.
- Cash or Deposits.
- Guarantees from the Greek government, banks, ETEAN and companies with a high credit rating.
- Bills of exchange and checks from customers.
- Assigned export shipping documents.
- Pledged goods in the State Repositories.
- Pledged accrued claims based on invoices from contracts with the government, public organizations, or public entities.
- Maritime liens.
- Pledge on securities: Bank shares, Bank bonds, Government bonds and treasury-bills, Corporate bonds, Shares of listed large companies, Mutual funds units.

Collaterals are monitored on a regular basis, thus ensuring that they remain legally valid, enforceable and of adequate value while their administration and evaluation is based on reliable estimations. The process of monitoring collaterals covers their legal recognition, current status and value as well as their insurance. The frequency of the reassessment depends mainly on the volatility of the value of the collateral, the significant changes in the market or the significant reduction in the counterparty's creditworthiness.

Valuation frequency consists a primary factor in impairment loss calculation. In cases of collateralized loans, the current net realizable value of collaterals is taken into account when estimating the need for an impairment allowance. Furthermore, cash flows assessment takes into account all relevant costs for the sale of collaterals as well as other inflows such as resorting to other assets. The extent of any resulting reduction to the value of the collateral compared to the initial valuation is affected by the type of collateral e.g. land, developed land or investment property as well as by the location.

The Group has not repossessed any new real estate property during 2023.

Real estate property comes under the Group's possession through auctions for the settlement of non-collectible loans.

Write-off policy

The Bank has established and implements a write-off policy, in accordance with the requirements of the Bank of Greece. In this context, it applies two types of debt write-offs, which according to Executive Committee 175/29.7.2020 are defined as follows:

a) Partial Debt Forgiveness/ Write Down): Permanent write-off of part of the Bank's total claim, so that the remaining debt reaches an amount estimated to be performing smoothly". "Partial Debt Forgiveness " is defined as a type of a long-term arrangement.

b) Full Debt Write-off: The Bank decides to write off the entire debt, provided that all extrajudicial and judicial actions have been exhausted and no further recovery is expected. "Total Debt Write-off" is defined as a final settlement solution.

Clients Categories

The Bank follows EBA guidelines to categorize its clients and has assigned all EBA NPEs to stage 3. The evaluation rules regarding the credit risk, which are provided in the guidelines regarding the aggravation of the credit quality of the clients as a whole, are fully applied, except for special client cases which are evaluated on an individual bases (project finance). The Bank, in the context of strengthening the control procedures for the categorization of clients based on credit risk due to the COVID – 19 pandemic, evaluated the characteristics of the aforementioned financing tools provided to the debtors and the debtors' operating sectors.

Macroeconomic Variables and Projections

The Bank to calculate ECL provisions based on IFRS 9 incorporates 3 scenarios of different weight: Basic (40%), Optimistic (30%) and Unfavorable (30%) based on macroeconomic variable supplied in the providers platform and which have been chosen based on the projection capability regarding the behavior of Greek portfolios.

Those scenarios include projections for the future prices of the following macroeconomic variables:

- GDP (corporate and retail portfolio)
- Capital markets (corporate portfolio)
- Employment rate (retail portfolio)
- Producers price index (retail portfolio)

The above mentioned variable affect the PD and LGD risk parameters during ECL calculation for the three scenarios. The calculation of the revised risk parameters is performed on the ECL calculation platform.

These scenarios are updated by the service provider and are evaluated by the Bank on a three month basis or earlier if significant changes exists. Additional scenarios are also executed, apart from the three mentioned before, in order to calculate and evaluate for each one the respective effects. The time series are reviewed periodically (every 3 months) and the bank continues and monitors the developments and the relevant exercises of the company analysts on the models (there is also a letter from the BoG that the scenarios used for ECL do not deviate from the basic scenario regularly issued by the ECB / SSM-2020-0744). For the fourth quarter of 2023, the Bank compared the change in GDP of the scenarios posted by the company with the estimates issued in December 2023 by the ECB for the Eurozone and Ecofin for Greece for the period 2024-2026. As there was no significant discrepancy, the company's time tranches were used as is.

The following table presents the projection of variables changes for the next three (3) years from 2024 to 2026.

	2024			2025			2026		
	Βασικό	Αισιόδοξο	Δυσμενές	Βασικό	Αισιόδοξο	Δυσμενές	Βασικό	Αισιόδοξο	Δυσμενές
Μεταβολή ΑΕΠ(%, yoy)	2,0	4,4	-3,3	2,6	2,3	3,2	2,0	1,9	4,0
ASE	1.327,57	1.501,08	838,21	1.344,92	1.495,23	1.043,35	1.424,82	1.544,13	1.253,34
Δείκτης Ανεργίας	10,16	9,72	12,30	9,88	9,41	13,72	9,68	9,29	12,70
PPI	138,71	139,44	135,33	138,64	138,81	134,96	140,67	140,91	137,49

Amounts are presented in thousand euros, unless otherwise stated

40.3.1 Maximum exposure to credit risk before collaterals & other credit risk protection measures

The table below presents the maximum exposure of the Group to credit risk for the year ended as at 31.12.2023 as well as for the comparative year 2022. It is noted that there have not been taken into account collaterals or other credit risk protection measures. As at 31.12.2023 , the 10 largest business groups account for 18% of the total balance of loans and advances to customers of the Bank before provisions for impairment (2022: 31%).

Maximum exposure to credit risk		**Group**			**Bank**	
(Amounts in thousand €)		**31.12.2023**			**31.12.2023**	
	Value of exposures before impairment provisions	**Cumulative impairment provisions**	**Net exposure to credit risk**	**Value of exposures before impairment provisions**	**Cumulative impairment provisions**	**Net exposure to credit risk**
Exposure to credit risk through Balance Sheet items						
Cash and balances with Central Bank	356,857	0	356,857	356,857	0	356,857
Due from other financial institutions	53,430	0	53,430	53,430	0	53,430
Loans and advances to customers at amortized cost	3,483,760	(1,215,868)	2,267,892	3,483,803	(1,215,868)	2,267,935
Loans to private individuals:						
-Loan current accounts for individuals	*79,884*	*(50,527)*	*29,358*	*79,884*	*(50,527)*	*29,358*
-Credit cards	*44,047*	*(24,786)*	*19,261*	*44,090*	*(24,786)*	*19,304*
-Consumer loans	*135,047*	*(66,696)*	*68,351*	*135,047*	*(66,696)*	*68,351*
-Mortgages	*411,149*	*(103,095)*	*308,054*	*411,149*	*(103,095)*	*308,054*
Corporate loans:						
- Large entities	*1,080,299*	*(196,101)*	*884,198*	*1,080,299*	*(196,101)*	*884,198*
-Small & medium entities	*1,300,248*	*(571,948)*	*728,300*	*1,300,248*	*(571,948)*	*728,300*
-Other	*433,086*	*(202,715)*	*230,371*	*433,086*	*(202,715)*	*230,371*
Derivative financial instruments	65	0	65	65	0	65
Investment securities	634,958	(554)	634,404	634,958	(554)	634,404
Other assets	120,486	0	120,486	114,824	0	114,824
Exposure to credit risk through off Balance Sheet items is as follows:						
Letters of Guarantee	513,737	(12,752)	500,985	513,737	(12,752)	500,985
Credit guarantees	1,048	0	1,048	1,048	0	1,048
Undrawn credit limits	316,047	0	316,047	316,047	0	316,047
Total as at 31st December 2023	**5,480,387**	**(1,229,174)**	**4,251,213**	**5,474,769**	**(1,229,174)**	**4,245,595**

(Amounts in thousand €)	Group 31.12.2022			Bank 31.12.2022		
	Value of exposures before impairment provisions	Cumulative impairment provisions	Net exposure to credit risk	Value of exposures before impairment provisions	Cumulative impairment provisions	Net exposure to credit risk
Exposure to credit risk through Balance Sheet items						
Cash and balances with Central Bank	194,406	0	194,406	194,406	0	194,406
Due from other financial institutions	89,657	0	89,657	89,657	0	89,657
Loans and advances to customers at amortized cost	1,682,338	(406,553)	1,275,785	1,682,338	(406,553)	1,275,785
Loans to private individuals:						
-Loan current accounts for individuals	*45,060*	*(24,226)*	*20,834*	*45,060*	*(24,226)*	*20,834*
-Credit cards	*19,281*	*(6,995)*	*12,286*	*19,281*	*(6,995)*	*12,286*
-Consumer loans	*55,976*	*(18,253)*	*37,723*	*55,976*	*(18,253)*	*37,723*
-Mortgages	*375,074*	*(92,455)*	*282,619*	*375,074*	*(92,455)*	*282,619*
Corporate loans:						
- Large entities	*811,206*	*(154,267)*	*656,939*	*811,206*	*(154,267)*	*656,939*
-Small & medium entities	*263,020*	*(82,183)*	*180,836*	*263,020*	*(82,183)*	*180,836*
-Other	*112,721*	*(28,174)*	*84,547*	*112,721*	*(28,174)*	*84,547*
Derivative financial instruments	38	0	38	38	0	38
Investment securities	1,206,937	(238,615)	968,322	1,206,937	(238,615)	968,322
Other assets	138,977	0	138,977	136,372	0	136,372
Exposure to credit risk through off Balance Sheet items is as follows:						
Letters of Guarantee	308,372	(9,901)	298,471	308,372	(9,901)	298,471
Credit guarantees	1,619	0	1,619	1,619	0	1,619
Undrawn credit limits	287,844	0	287,844	287,844	0	287,844
Total as at 31st December 2022	**3,910,188**	**(655,069)**	**3,255,119**	**3,907,584**	**(655,069)**	**3,252,515**

The table above presents the balance of loans provided by the Bank to individuals and corporations, capped to the amount covered by the Greek State guarantee as well as the loans provided to the wider public sector.

40.3.2 Due from other financial institutions

Due from other Financial Institutions	Group 31.12.2023			
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Total
Rating				
Exceptional	0	0	0	**0**
High	53,430	0	0	**53,430**
Satisfactory	0	0	0	**0**
Total	**53,430**	**0**	**0**	**53,430**

Due from other Financial Institutions	Bank 31.12.2023			
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Total
Rating				
Exceptional	0	0	0	**0**
High	53,430	0	0	**53,430**
Satisfactory	0	0	0	**0**
Total	**53,430**	**0**	**0**	**53,430**

	Group 31.12.2022			
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Total
Rating				
Exceptional	0	0	0	**0**
High	89,657	0	0	**89,657**
Satisfactory	0	0	0	**0**
Total	**89,657**	**0**	**0**	**89,657**

Due from other Financial Institutions	Bank 31.12.2022			
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Total
Rating				
Exceptional	0	0	0	**0**
High	89,657	0	0	**89,657**
Satisfactory	0	0	0	**0**
Total	**89,657**	**0**	**0**	**89,657**

40.3.3 Exposure to credit risk of assets by industry sector

The following table lists the sectors in which the Bank has the highest risk concentrations. As at 31.12.2023, the 10 largest business groups account for 31% of the total outstanding loans and advances to customers of the Bank before provisions for impairment (2022: 31%).

Group

(Amounts in thousand €)	Financial institutions	Manufacturing	Shipping	Public Sector	Trade	Construction	Energy	Other Sectors	Individuals	NPLs management companies	Total
Cash and balances with Central Bank	356,857	0	0	0	0	0	0	0	0	0	**356,857**
Due from other financial institutions	53,430	0	0	0	0	0	0	0	0	0	**53,430**
Loans and advances to customers at amortised cost											
Loans to individuals:											
-Loan current accounts for individuals	0	0	0	0	0	0	0	0	29,358	0	**29,358**
-Credit Cards	0	0	0	0	0	0	0	0	19,261	0	**19,261**
-Consumer loans	0	0	0	0	0	0	0	0	68,351	0	**68,351**
-Mortgages	0	0	0	0	0	0	0	0	308,054	0	**308,054**
Corporate loans:	0	207,678	23,992	20,478	226,242	360,195	366,335	637,949	0	0	**1,842,869**
Derivative financial instruments	65	0	0	0	0	0	0	0	0	0	**65**
Investment securities	115,275	21,802	4,308	459,752	0	9,785	3,016	20,467	0	0	**634,404**
Other Assets	0	0	0	35,405	0	0	0	85,081	0	0	**120,486**
Total exposure as at 31.12.2023	**525,626**	**229,480**	**28,300**	**515,634**	**226,242**	**369,980**	**369,351**	**743,497**	**425,023**	**0**	**3,433,133**
Total exposure as at 31.12.2022	**369,931**	**138,810**	**6,450**	**199,688**	**160,464**	**201,688**	**232,624**	**289,145**	**353,463**	**714,924**	**2,667,185**

Bank

(Amounts in thousand €)	Financial institutions	Manufacturing	Shipping	Public Sector	Trade	Construction	Energy	Other Sectors	Individuals	NPLs management companies	Total
Cash and balances with Central Bank	356,857	0	0	0	0	0	0	0	0	0	**356,857**
Due from other financial institutions	53,430	0	0	0	0	0	0	0	0	0	**53,430**
Loans and advances to customers at amortised cost											
Loans to individuals:											
-Loan current accounts for individuals	0	0	0	0	0	0	0	0	29,358	0	**29,358**
-Credit Cards	0	0	0	0	0	0	0	0	19,304	0	**19,304**
-Consumer loans	0	0	0	0	0	0	0	0	68,351	0	**68,351**
-Mortgages	0	0	0	0	0	0	0	0	308,054	0	**308,054**
Corporate loans:	0	207,678	23,992	20,478	226,242	360,195	366,335	637,949	0	0	**1,842,869**
Derivative financial instruments	65	0	0	0	0	0	0	0	0	0	**65**
Investment securities	115,275	21,802	4,308	459,752	0	9,785	3,016	20,467	0	0	**634,404**
Other Assets	0	0	0	37,055	0	0	0	77,769	0	0	**114,824**
Total exposure as at 31.12.2023	**640,901**	**251,282**	**32,608**	**977,037**	**226,242**	**379,765**	**372,367**	**756,651**	**425,067**	**0**	**3,427,515**
Total exposure as at 31.12.2022	**369,931**	**138,810**	**6,450**	**201,416**	**160,464**	**201,688**	**232,624**	**284,812**	**353,463**	**714,924**	**2,664,580**

40.3.4 Bonds and other securities

The table below provides the analysis of the fair value of bonds and other securities of the investment and financial instruments portfolio at fair value through profit or loss. Securities classified as held to maturity, are presented at amortized cost. The value of held to maturity investments is included in the investment portfolio. Credit rating categories follow rating ranges adopted by internationally recognized companies (Moody´s, Fitch).

(Amounts in thousand €)		Group		31.12.2023
Cash and balances with Central Bank	**Stage 1**	**Stage 2**	**Stage 3**	**Total**
Non Graded	409,423	0	0	409,423
Value of exposures before impairment provisions	**409,423**	**0**	**0**	**409,423**
Carrying Amount	**409,423**	**0**	**0**	**409,423**

(Amounts in thousand €)		Bank		31.12.2023
Cash and balances with Central Bank	**Stage 1**	**Stage 2**	**Stage 3**	**Total**
Non Graded	409,423	0	0	409,423
Value of exposures before impairment provisions	**409,423**	**0**	**0**	**409,423**
Carrying Amount	**409,423**	**0**	**0**	**409,423**

(Amounts in thousand €)		Group		31.12.2022
Cash and balances with Central Bank	**Stage 1**	**Stage 2**	**Stage 3**	**Total**
Non Graded	253,895	0	0	253,895
Value of exposures before impairment provisions	**253,895**	**0**	**0**	**253,895**
Carrying Amount	**253,895**	**0**	**0**	**253,895**

(Amounts in thousand €)		Bank		31.12.2022
Cash and balances with Central Bank	**Stage 1**	**Stage 2**	**Stage 3**	**Total**
Non Graded	253,895	0	0	253,895
Value of exposures before impairment provisions	**253,895**	**0**	**0**	**253,895**
Carrying Amount	**253,895**	**0**	**0**	**253,895**

		Group		31.12.2023
Due from other financial institutions	**Stage 1**	**Stage 2**	**Stage 3**	**Total**
AA- to AA+	1,716	0	0	1,716
A- to A+	3,974	0	0	3,974
Less than A-	47,734	0	0	47,734
Non Graded	6	0	0	6
Value of exposures before impairment provisions	**53,430**	**0**	**0**	**53,430**
Carrying Amount	**53,430**	**0**	**0**	**53,430**

(Amounts in thousand €)		Bank		31.12.2023
Due from other financial institutions	**Stage 1**	**Stage 2**	**Stage 3**	**Total**
AA- to AA+	1,716	0	0	1,716
A- to A+	3,974	0	0	3,974
Less than A-	47,734	0	0	47,734
Non Graded	6	0	0	6
Value of exposures before impairment provisions	**53,430**	**0**	**0**	**53,430**
Carrying Amount	**53,430**	**0**	**0**	**53,430**

(Amounts in thousand €)		Group		31.12.2022
Due from other financial institutions	**Stage 1**	**Stage 2**	**Stage 3**	**Total**
Less than A-	41,886	0	0	41,886
Non Graded	47,771	0	0	47,771
Value of exposures before impairment provisions	**89,657**	**0**	**0**	89,657
Carrying Amount	**89,657**	**0**	**0**	**89,657**

(Amounts in thousand €)		Bank		31.12.2022
Due from other financial institutions	**Stage 1**	**Stage 2**	**Stage 3**	**Total**
Less than A-	41,886	0	0	41,886
Non Graded	47,771	0	0	47,771
Value of exposures before impairment provisions	**89,657**	**0**	**0**	89,657
Carrying Amount	**89,657**	**0**	**0**	**89,657**

(Amounts in thousand €)	Group and Bank			31.12.2023
Investment securities measured at amortized cost	**Stage 1**	**Stage 2**	**Stage 3**	**Total**
A- to A+	2,097	0	0	2,097
Less than A-	262,468	0	0	262,468
Non Graded	45,030	0	0	45,030
Value of exposures before impairment provisions	**309,595**	**0**	**0**	**309,595**
Expected credit loss	(412)	0	0	(412)
Carrying Amount	**309,183**	**0**	**0**	**309,183**

(Amounts in thousand €)	Group and Bank			31.12.2022
Investment securities measured at amortized cost	**Stage 1**	**Stage 2**	**Stage 3**	**Total**
Less than A-	236,458	0	0	236,458
Non Graded	952,587	0	0	952,587
Value of exposures before impairment provisions	**1,189,045**	**0**	**0**	**1,189,045**
Expected credit loss	(238,615)	0	0	(238,615)
Carrying Amount	**950,431**	**0**	**0**	**950,431**

(Amounts in thousand €)	Group and Bank			31.12.2023
Investment securities measured at amortized cost	**Stage 1**	**Stage 2**	**Stage 3**	**Total**
AAA	45,742	0	0	45,742
A- to A+	8	0	0	8
Less than A-	128,396	0	0	128,396
Non Graded	5,121	0	0	5,121
Value of exposures before impairment provisions	**179,266**	**0**	**0**	**179,266**
Carrying Amount	**179,266**	**0**	**0**	**179,266**

(Amounts in thousand €)	Group and Bank			31.12.2022
Investment securities measured at amortized cost	**Stage 1**	**Stage 2**	**Stage 3**	**Total**
Less than A-	1,288	0	0	1,288
Non Graded	1,610	0	0	1,610
Value of exposures before impairment provisions	**2,899**	**0**	**0**	**2,899**
Carrying Amount	**2,898**	**0**	**0**	**2,898**

(Amounts in thousand €)	Group and Bank			31.12.2023
Investment securities measured at fair value through profit or loss	**Stage 1**	**Stage 2**	**Stage 3**	**Total**
AA- έως AA+	5,634	0	0	5,634
Less than A-	866	0	0	866
Non Graded	139,455	0	0	139,455
Value of exposures before impairment provisions	**145,955**	**0**	**0**	**145,955**
Carrying Amount	**145,955**	**0**	**0**	**145,955**

(Amounts in thousand €)	Group and Bank			31.12.2022
Investment securities measured at fair value through profit or loss	**Stage 1**	**Stage 2**	**Stage 3**	**Total**
AA- έως AA+	4,657	0	0	4,657
Less than A-	10,336	0	0	10,336
Non Graded	0	0	0	0
Value of exposures before impairment provisions	**14,993**	**0**	**0**	**14,993**
Carrying Amount	**14,993**	**0**	**0**	**14,993**

	31.12.2023	
(Amounts in thousand €)	Group and Bank	
Derivative financial instruments	**Assets**	**Liabilities**
Non Graded	65	281
Value of exposures before impairment provisions	**65**	**281**
Carrying Amount	**65**	**281**

	31.12.2022	
(Amounts in thousand €)	Group and Bank	
Derivative financial instruments	**Assets**	**Liabilities**
Non Graded	38	96
Value of exposures before impairment provisions	**38**	**96**
Carrying Amount	**38**	**96**

40.4 Credit risk management

40.4.1 Loans and advances to customers by stage

31.12.2023	IFRS 9 Stage 1			IFRS 9 Stage 2			IFRS 9 Stage 3				
Group and Bank (amounts in thousand €)	Gross carrying value before impairment losses	Expected credit losses	**Net Value Stage 1**	Gross carrying value before impairment losses	Expected credit losses	**Net Value Stage 2**	Gross carrying value before impairment losses	Expected credit losses	**Net Value Stage 3**	**Total Net Value after Impairment**	**Value of collateral**
Retail Loans	**133,392**	**926**	**132,466**	**25,388**	**1,025**	**24,364**	**511,346**	**243,153**	**268,193**	**425,023**	**405,657**
Mortgage	100,866	203	100,663	19,874	672	19,202	290,410	102,220	188,189	308,054	331,235
Consumer loans	20,097	108	19,989	5,453	343	5,110	109,497	66,245	43,252	68,351	41,830
Credit cards	11,467	570	10,897	56	8	48	32,523	24,208	8,316	19,261	3,443
Other	963	46	917	5	2	4	78,916	50,480	28,437	29,358	29,149
Corporate loans	**1,084,488**	**10,891**	**1,073,597**	**236,362**	**80,244**	**156,118**	**1,472,136**	**879,461**	**592,675**	**1,822,391**	**1,060,428**
Large	670,528	1,927	668,601	160,096	62,828	97,268	229,028	131,177	97,851	863,720	338,589
SME	413,960	8,964	404,996	76,266	17,415	58,850	1,243,108	748,284	494,824	958,671	721,839
Public sector	**20,647**	**169**	**20,478**	**0**	**0**	**0**	**0**	**0**	**0**	**20,478**	**8,942**
Greece	20,647	169	20,478	0	0	0	0	0	0	20,478	8,942
Total	**1,238,527**	**11,985**	**1,226,542**	**261,750**	**81,268**	**180,482**	**1,983,483**	**1,122,614**	**860,868**	**2,267,892**	**1,475,026**

Collaterals are measured at their fair value. When the value of collateral exceeds the loan balance, the amount is limited to the loan balance. The caption SME's includes Small and Medium Enterprises.

** The item "Credit Cards" does not include an amount of approximately €43k relating to credit cards of the subsidiary "Attica Bankassurance Agency S.A.", which is eliminated for consolidation purposes*

31.12.2022	IFRS 9 Stage 1			IFRS 9 Stage 2			IFRS 9 Stage 3				
Group and Bank (amounts in thousand €)	Gross carrying value before impairment losses	Expected credit losses	**Net Value Stage 1**	Gross carrying value before impairment losses	Expected credit losses	**Net Value Stage 2**	Gross carrying value before impairment losses	Expected credit losses	**Net Value Stage 3**	**Total Net Value after Impairment**	**Value of collateral**
Retail Loans	**124,491**	**2,258**	**122,233**	**16,465**	**1,085**	**15,380**	**354,435**	**138,585**	**215,850**	**353,463**	**370,303**
Mortgage	91,741	604	91,137	13,962	819	13,143	269,371	91,032	178,339	282,619	316,905
Consumer loans	19,922	779	19,143	2,128	188	1,940	33,926	17,286	16,640	37,723	28,063
Credit cards	11,234	772	10,462	122	23	99	7,925	6,200	1,725	12,286	1,624
Other	1,594	103	1,491	253	55	198	43,213	24,068	19,146	20,834	23,711
Corporate loans	**785,784**	**2,850**	**782,935**	**75,086**	**8,128**	**66,959**	**303,596**	**253,622**	**49,974**	**899,867**	**478,928**
Large	593,198	2,118	591,080	36,669	2,204	34,465	158,859	149,920	8,939	634,484	236,048
SME	192,587	732	191,855	38,417	5,924	32,494	144,737	103,702	41,035	265,383	242,880
Public sector	**22,481**	**25**	**22,455**	**0**	**0**	**0**	**0**	**0**	**0**	**22,455**	**22,481**
Greece	22,481	25	22,455	0	0	0	0	0	0	22,455	22,481
Total	**932,756**	**5,134**	**927,622**	**91,552**	**9,213**	**82,339**	**658,031**	**392,207**	**265,824**	**1,275,785**	**871,712**

40.4.2 Loans and advances to customers by credit quality

31.12.2023

Group and Band *	Lower credit risk			Medium credit risk			Higher credit risk			Default			
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Value of collateral
Retail loans	**133,392**	**0**	**0**	**0**	**0**	**0**	**0**	**25,388**	**0**	**0**	**0**	**511,346**	**405,657**
Mortgages	100,866	0	0	0	0	0	0	19,874	0	0	0	290,410	331,235
Consumer loans	20,097	0	0	0	0	0	0	5,453	0	0	0	109,497	41,830
Credit cards	11,467	0	0	0	0	0	0	56	0	0	0	32,523	3,443
Other	963	0	0	0	0	0	0	5	0	0	0	78,916	29,149
Corporate loans	**183,322**	**0**	**0**	**901,167**	**0**	**0**	**0**	**236,362**	**0**	**0**	**0**	**1,472,136**	**1,060,428**
Large entities	156,596	0	0	513,932	0	0	0	160,096	0	0	0	229,028	338,589
SME's	26,725	0	0	387,235	0	0	0	76,266	0	0	0	1,243,108	721,839
Public Sector	**0**	**0**	**0**	**20,647**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**8,942**
Greece	0	0	0	20,647	0	0	0	0	0	0	0	0	8,942
Total	**316,714**	**0**	**0**	**921,813**	**0**	**0**	**0**	**261,750**	**0**	**0**	**0**	**1,983,483**	**1,475,026**

** The item "Credit Cards" does not include an amount of approximately €43k relating to credit cards of the subsidiary "Attica Bankassurance Agency S.A.", which is eliminated for consolidation purposes*

31.12.2022

Group and Bank *	Lower credit risk			Medium credit risk			Higher credit risk			Default			
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Αξία εξασφ/σεων
Retail loans	**124,491**	**0**	**0**	**0**	**0**	**0**	**0**	**16,465**	**0**	**0**	**0**	**354,435**	**370,303**
Mortgages	91,741	0	0	0	0	0	0	13,962	0	0	0	269,371	316,905
Consumer loans	19,922	0	0	0	0	0	0	2,128	0	0	0	33,926	28,063
Credit cards	11,234	0	0	0	0	0	0	122	0	0	0	7,925	1,624
Other	1,594	0	0	0	0	0	0	253	0	0	0	43,213	23,711
Corporate loans	**181,454**	**0**	**0**	**604,330**	**0**	**0**	**0**	**75,086**	**0**	**0**	**0**	**303,596**	**478,928**
Large entities	172,549	0	0	420,648	0	0	0	36,669	0	0	0	158,859	236,048
SME's	8,905	0	0	183,682	0	0	0	38,417	0	0	0	144,737	242,880
Public Sector	**0**	**0**	**0**	**22,481**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**22,481**
Greece	0	0	0	22,481	0	0	0	0	0	0	0	0	22,481
Total	**305,945**	**0**	**0**	**626,811**	**0**	**0**	**0**	**91,552**	**0**	**0**	**0**	**658,031**	**871,712**

The Bank lists corporate loans in low, medium and high credit risk based on external credit rating. For retail lending, Stage 1 loans are listed in medium credit risk and Stage 2 loan in high credit risk. Both retail and corporate loans in Stage 3 are listed in default status.

40.4.3 Ageing analysis of loans and advances to customers by segment

31.12.2023	Retail Loans																
Group and Bank *	Mortgages				Consumer				Credit Cards				Other				
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total	Total
Current	100,161	15,604	13,612	**129,377**	19,665	3,575	2,956	**26,196**	11,361	15	84	**11,460**	941	0	5	**946**	**167,979**
1-29 days	705	2,873	1,574	**5,152**	428	1,251	2,370	**4,049**	107	0	1	**108**	22	0	0	**22**	**9,331**
30-59 days	0	945	2,330	**3,275**	3	334	1,396	**1,733**	0	37	2	**39**	0	5	0	**5**	**5,052**
60-89 days	0	451	512	**963**	0	293	539	**832**	0	3	3	**6**	0	0	0	**0**	**1,802**
90-179 days	0	0	8,444	**8,444**	0	0	1,678	**1,678**	0	0	109	**109**	0	0	838	**838**	**11,068**
180-360 days	0	0	12,791	**12,791**	0	0	3,582	**3,582**	0	0	113	**113**	0	0	18	**18**	**16,504**
>360 days	0	0	251,146	**251,146**	0	0	96,977	**96,977**	0	0	32,213	**32,213**	0	0	78,055	**78,055**	**458,391**
Total	**100,866**	**19,874**	**290,410**	**411,149**	**20,097**	**5,453**	**109,497**	**135,047**	**11,467**	**56**	**32,523**	**44,047**	**963**	**5**	**78,916**	**79,884**	**670,127**
Expected credit losses	203	672	102,220	**103,095**	108	343	66,245	**66,696**	570	8	24,208	**24,786**	46	2	50,480	**50,527**	**245,104**
Value of collateral	**88,566**	**18,689**	**223,979**	**331,235**	**7,031**	**1,570**	**33,228**	**41,830**	**1,036**	**17**	**2,390**	**3,443**	**167**	**0**	**28,982**	**29,149**	**405,657**

** The item "Credit Cards" does not include an amount of approximately €43k relating to credit cards of the subsidiary "Attica Bankassurance Agency S.A.", which is eliminated for consolidation purposes.*

31.12.2023	Corporate Loans												
Group and Bank *	Large Corporate				SME				Public Sector (Greece)				
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total	Total
Current	606,848	121,004	3,257	**731,109**	400,941	69,379	28,671	**498,991**	20,647	0	0	**20,647**	**1,250,746**
1-29 days	2,877	484	0	**3,361**	12,981	3,252	4,357	**20,591**	0	0	0	**0**	**23,952**
30-59 days	0	6,817	0	**6,817**	38	3,048	11,899	**14,984**	0	0	0	**0**	**21,801**
60-89 days	0	28,577	1	**28,578**	0	586	4,888	**5,475**	0	0	0	**0**	**34,052**
90-179 days	0	3,215	10,595	**13,809**	0	0	16,233	**16,233**	0	0	0	**0**	**30,042**
180-360 days	0	0	601	**601**	0	0	3,130	**3,130**	0	0	0	**0**	**3,730**
>360 days	60,803	0	214,575	**275,378**	0	0	1,173,931	**1,173,931**	0	0	0	**0**	**1,449,309**
Total	**670,528**	**160,096**	**229,028**	**1,059,652**	**413,960**	**76,266**	**1,243,108**	**1,733,334**	**20,647**	**0**	**0**	**20,647**	**2,813,633**
Expected credit losses	1,927	62,828	131,177	**195,932**	8,964	17,415	748,284	**774,663**	169	0	0	**169**	**970,764**
Value of collateral	**186,836**	**66,308**	**85,445**	**338,589**	**239,700**	**35,477**	**446,662**	**721,839**	**8,942**	**0**	**0**	**8,942**	**1,069,370**

31.12.2022								Retail Loans									
Group and Bank *	Mortgages				Consumer				Credit Cards				Other				
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total	Total
Current	80,319	7,877	9,472	**97,667**	17,779	1,515	758	**20,052**	10,993	21	147	**11,161**	1,172	216	449	**1,838**	**130,718**
1-29 days	10,048	2,889	10,837	**23,774**	2,008	153	717	**2,878**	241	2	106	**349**	381	0	251	**632**	**27,634**
30-59 days	1,216	1,640	6,364	**9,220**	135	240	491	**867**	0	59	28	**87**	40	19	131	**190**	**10,364**
60-89 days	159	1,389	2,610	**4,158**	1	164	54	**219**	0	28	25	**53**	0	17	6	**23**	**4,452**
90-179 days	0	167	2,308	**2,474**	0	54	418	**472**	0	5	193	**198**	0	0	109	**109**	**3,254**
180-360 days	0	0	2,889	**2,889**	0	0	553	**553**	0	4	433	**437**	0	0	661	**661**	**4,541**
>360 days	0	0	234,892	**234,892**	0	1	30,934	**30,935**	0	3	6,992	**6,995**	0	1	41,606	**41,607**	**314,429**
Total	**91,741**	**13,962**	**269,371**	**375,074**	**19,922**	**2,128**	**33,926**	**55,976**	**11,234**	**122**	**7,925**	**19,281**	**1,594**	**253**	**43,213**	**45,060**	**495,391**
Expected credit losses	604	819	91,032	**92,455**	779	188	17,286	**18,253**	772	23	6,200	**6,995**	103	55	24,068	**24,226**	**141,928**
Value of collateral	**84,328**	**12,989**	**219,588**	**316,905**	**7,454**	**1,636**	**18,973**	**28,063**	**1,015**	**19**	**590**	**1,624**	**663**	**216**	**22,832**	**23,711**	**370,303**

31.12.2022	Corporate Loans												
Group and Bank *	Large Corporate				SME				Public Sector (Greece)				
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total	Total
Current	457,073	30,443	1,204	**488,720**	141,797	17,503	9,022	**168,321**	22,481	0	0	**22,481**	**679,522**
1-29 days	133,087	5,919	3,926	**142,932**	50,733	17,869	9,414	**78,016**	0	0	0	**0**	**220,948**
30-59 days	0	307	273	**580**	56	835	734	**1,626**	0	0	0	**0**	**2,206**
60-89 days	0	0	0	**0**	0	747	1,557	**2,304**	0	0	0	**0**	**2,304**
90-179 days	3,038	0	1,344	**4,381**	0	1,461	27,400	**28,862**	0	0	0	**0**	**33,243**
180-360 days	0	0	68	**68**	0	0	4,449	**4,449**	0	0	0	**0**	**4,517**
>360 days	0	0	152,044	**152,044**	0	2	92,161	**92,163**	0	0	0	**0**	**244,207**
Total	**593,198**	**36,669**	**158,859**	**788,726**	**192,587**	**38,417**	**144,737**	**375,741**	**22,481**	**0**	**0**	**22,481**	**1,186,947**
Expected credit losses	2,118	2,204	149,920	**154,242**	732	5,924	103,702	**110,357**	25	0	0	**25**	**264,625**
Value of collateral	**142,634**	**33,851**	**59,564**	**236,048**	**140,584**	**26,329**	**75,967**	**242,880**	**22,481**	**0**	**0**	**22,481**	**501,409**

40.4.4 Movement of loans and advances to customers by product line

31.12.2023	Retail loans												
Group and Bank	**Mortgages**			**Consumer**			**Credit Cards**			**Other**			
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Total
Balance as at 01.01.2023	**91,741**	**13,962**	**269,371**	**19,922**	**2,128**	**33,926**	**11,260**	**120**	**7,902**	**1,600**	**251**	**43,209**	**495,391**
Transfer to stage 1 from stages 2 or 3	9,620	(6,407)	(3,213)	1,875	(1,498)	(377)	136	(68)	(68)	27	(16)	(11)	**(0)**
Transfer to stage 2 from stages 1 or 3	(1,635)	16,581	(14,946)	(539)	1,151	(613)	(31)	80	(50)	(401)	457	(56)	**(0)**
Transfer to stage 3 from stages 1 or 2	(2,315)	(2,899)	5,214	(790)	(359)	1,148	(191)	(31)	222	(50)	(16)	65	**(0)**
New financial assets created or acquired	13,652	818	50,810	6,328	4,115	75,635	1,016	1	25,104	7	0	40,986	**218,473**
Financial Assets write-offs	0	(7)	(2,436)	0	0	0	0	0	0	0	0	0	**(2,443)**
Other movements,repayments and transfers	(10,197)	(2,175)	(14,390)	(6,701)	(85)	(222)	(723)	(45)	(587)	(221)	(670)	(5,277)	**(41,294)**
Total 31.12.2023	**100,866**	**19,874**	**290,410**	**20,097**	**5,453**	**109,497**	**11,467**	**56**	**32,523**	**963**	**5**	**78,916**	**670,127**
Expected credit losses	203	672	102,220	108	343	66,245	570	8	24,208	46	2	50,480	**245,104**
Net Loan Value as at 31.12.2023	**100,663**	**19,202**	**188,189**	**19,989**	**5,110**	**43,252**	**10,897**	**48**	**8,316**	**917**	**4**	**28,437**	**425,023**

** The item "Credit Cards" does not include an amount of approximately €43k relating to credit cards of the subsidiary "Attica Bankassurance Agency S.A.", which is eliminated for consolidation purposes.*

31.12.2023	Corporate									
Group and Bank	**Large Corporate**			**SME**			**Public Sector (Greece)**			
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Total
Balance as at 01.01.2023	**593,198**	**36,669**	**158,859**	**192,587**	**38,417**	**144,737**	**22,481**	**0**	**0**	**1,186,947**
Transfer to stage 1 from stages 2 or 3	27,288	(27,288)	0	10,837	(7,072)	(3,765)	0	0	0	**0**
Transfer to stage 2 from stages 1 or 3	(18,625)	20,862	(2,237)	(7,734)	12,612	(4,877)	0	0	0	**0**
Transfer to stage 3 from stages 1 or 2	(1,984)	0	1,984	(2,180)	(1,665)	3,846	0	0	0	**(0)**
New financial assets created or acquired	177,442	139,101	224,294	281,364	61,368	1,225,621	0	0	0	**2,109,188**
Other movements,repayments and transfers	(106,790)	(9,248)	(153,872)	(60,912)	(27,393)	(122,453)	(1,834)	0	0	**(482,503)**
Total 31.12.2023	**670,528**	**160,096**	**229,028**	**413,960**	**76,266**	**1,243,108**	**20,647**	**0**	**0**	**2,813,633**
Expected credit losses	1,927	62,828	131,177	8,964	17,415	748,284	169	0	0	**970,764**
Net Loan Value as at 31.12.2023	**668,601**	**97,268**	**97,851**	**404,996**	**58,850**	**494,824**	**20,478**	**0**	**0**	**1,842,869**

31.12.2022 Group and Bank	Retail Loans Mortgages			Consumer			Credit Cards			Other			
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Total
Balance as at 01.01.2022	**90,011**	**3,981**	**288,038**	**20,171**	**2,099**	**36,090**	**10,848**	**277**	**8,557**	**2,165**	**56**	**44,681**	**506,977**
Transfer to stage 1 from stages 2 or 3	2,511	(1,673)	(838)	433	(314)	(119)	186	(147)	(39)	40	(32)	(8)	**0**
Transfer to stage 2 from stages 1 or 3	(934)	13,198	(12,264)	(306)	925	(619)	(67)	89	(22)	(20)	278	(258)	**0**
Transfer to stage 3 from stages 1 or 2	(1,471)	(623)	2,095	(507)	(384)	891	(265)	(82)	347	(48)	(6)	54	**0**
New financial assets created or acquired	11,736	332	20,452	5,716	111	1,474	906	8	272	5	0	1,232	**42,245**
Financial Assets write-offs	0	0	(3,496)	0	0	(693)	0	0	(754)	0	0	(1,267)	**(6,210)**
Other movements,repayments and transfers	(10,112)	(1,254)	(24,614)	(5,585)	(309)	(3,100)	(349)	(26)	(459)	(543)	(45)	(1,226)	**(47,620)**
Total 31.12.2022	**91,741**	**13,962**	**269,371**	**19,922**	**2,128**	**33,926**	**11,260**	**120**	**7,902**	**1,600**	**251**	**43,209**	**495,391**
Expected credit losses	604	819	91,032	779	188	17,286	772	23	6,200	103	55	24,068	**141,928**
Net Loan Value as at 31.12.2022	**91,137**	**13,143**	**178,339**	**19,143**	**1,940**	**16,640**	**10,487**	**97**	**1,702**	**1,497**	**196**	**19,141**	**353,463**

31.12.2022 Group and Bank	Corporate Loans Large Corporate			SME			Public Sector (Greece)			
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Total
Balance as at 01.01.2022	**512,201**	**113,739**	**163,138**	**160,423**	**15,691**	**158,785**	**24,351**	**0**	**0**	**1,148,329**
Transfer to stage 1 from stages 2 or 3	75,937	(75,671)	(267)	5,166	(5,145)	(21)	0	0	0	**0**
Transfer to stage 2 from stages 1 or 3	(396)	7,231	(6,835)	(10,215)	22,807	(12,593)	0	0	0	**0**
Transfer to stage 3 from stages 1 or 2	0	(1,339)	1,339	(3,337)	(549)	3,886	0	0	0	**0**
New financial assets created or acquired	116,414	295	3,210	81,775	6,697	22,221	0	0	0	**230,613**
Financial Assets write-offs	0	0	0	0	0	0	0	0	0	**0**
Other movements,repayments and transfers	(110,960)	(7,587)	(1,725)	(41,226)	(1,084)	(27,542)	(1,871)	0	0	**(191,995)**
Total 31.12.2022	**593,198**	**36,669**	**158,859**	**192,587**	**38,417**	**144,737**	**22,481**	**0**	**0**	**1,186,947**
Expected credit losses	2,118	2,204	149,920	732	5,924	103,702	25	0	0	**264,625**
Net Loan Value as at 31.12.2022	**591,080**	**34,465**	**8,939**	**191,855**	**32,494**	**41,035**	**22,455**	**0**	**0**	**922,323**

40.4.5 Loan to value

Group and Bank	Mortgage Loans	
(Amounts in thousand €)	31.12.2023	31.12.2022
Less than 50%	56,753	66,396
50%-70%	70,461	67,965
71%-80%	39,886	39,899
81%-90%	28,178	31,181
91%-100%	32,334	24,414
101%-120%	40,685	39,185
121%-150%	40,070	32,200
Greater than 150%	102,782	73,834
Total value L&A	**411,149**	**375,074**
Index average	**100.0%**	**88.0%**

40.4.6 Repossessed collaterals

Group and Bank (amounts in thousand €)	Value of collaterals recovered	Of which: During the period	Cumulative impairment allowance	Of which: During the period	Net value of collaterals recovered
31.12.2023	56,036	0	10,125	-6,446	45,911
31.12.2022	75,121	188	16,571	-1,122	58,550

40.4.7 Breakdown of collaterals and guarantees

31.12.2023 — **Collateral value**

Group and Bank (amounts in thousand €)	Real Estate Collateral	Cash Collateral	Other Collateral	Total Collateral	Guarantees
Retail lending	401,715	3,485	286	**405,486**	171
Corporate lending	493,868	214,229	253,289	**961,385**	99,043
Public Sector	8,800	0	141	**8,942**	0
Total	**904,383**	**217,714**	**253,715**	**1,375,812**	**99,214**

31.12.2022 — **Collateral value**

Group and Bank (amounts in thousand €)	Real Estate Collateral	Cash Collateral	Other Collateral	Total Collateral	Guarantees
Retail lending	365,449	3,810	848	**370,107**	196
Corporate lending	186,168	68,799	132,053	**387,020**	91,908
Public Sector	9,362	0	325	**9,687**	12,794
Total	**560,978**	**72,609**	**133,227**	**766,814**	**104,897**

40.5 Impairment losses on loans and advances to customers

40.5.1 Change in accumulated impairment losses by product category

31.12.2023	Retail Loans												
Group and Bank	Mortgages			Consumer			Credit Cards			Other			
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Total
Total as at 01.01.2023	**1,936**	**1,826**	**90,398**	**817**	**302**	**20,566**	**800**	**(8)**	**6,503**	**112**	**66**	**28,410**	**151,727**
Transfer to stage 1 from stages 2 or 3	918	(344)	(573)	178	(141)	(37)	54	(12)	(42)	9	(4)	(5)	**0**
Transfer to stage 2 from stages 1 or 3	(24)	2,408	(2,384)	(32)	214	(182)	(3)	23	(20)	(28)	65	(37)	**(0)**
Transfer to stage 3 from stages 1 or 2	(14)	(211)	225	(36)	(30)	66	(24)	(7)	31	(4)	(3)	7	**0**
Reassessment of expected credit losses	(405)	(140)	1,198	(571)	(4)	(827)	(157)	(0)	(24)	(21)	(35)	89	**(896)**
Loss from impairment of new loans	51	103	3,338	46	59	818	47	0	17	0	0	3	**4,483**
Change in credit parameters	(21)	(80)	(1,949)	(65)	(113)	333	(23)	(12)	123	(28)	(4)	6	**(1,834)**
Other transfers and exchange rate differences	(2,237)	(2,890)	13,203	(229)	56	45,584	(125)	26	17,681	5	(83)	22,189	**93,179**
Balance as at 31.12.2023	**203**	**672**	**103,455**	**108**	**344**	**66,320**	**570**	**8**	**24,269**	**46**	**2**	**50,662**	**246,658**
Write-offs	0	(0)	(1,235)	0	(1)	(75)	0	0	(61)	0	0	(183)	**(1,555)**
Total as at 31.12.2023	**203**	**672**	**102,220**	**108**	**343**	**66,245**	**570**	**8**	**24,208**	**46**	**2**	**50,480**	**245,104**

31.12.2023	Corporate Loans									
Group and Bank	Large Entities			SME			Public Sector (Greece)			
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Total
Total as at 01.01.2023	**3,664**	**6,462**	**134,217**	**2,160**	**15,118**	**93,179**	**25**	**0**	**0**	**254,825**
Transfer to stage 1 from stages 2 or 3	291	(291)	0	471	(58)	(413)	0	0	0	**0**
Transfer to stage 2 from stages 1 or 3	(46)	482	(436)	(17)	4,839	(4,822)	0	0	0	**0**
Transfer to stage 3 from stages 1 or 2	(1)	0	1	(10)	(49)	59	0	0	0	**0**
Reassessment of expected credit losses	(156)	(50)	112	(28)	(20)	(291)	143	0	0	**(289)**
Loss from impairment of new loans	241	303	393	8,197	286	182	0	0	0	**9,601**
Change in credit parameters	77	247	(411)	219	1,350	(4,345)	0	0	0	**(2,862)**
Other transfers and exchange rate differences	(2,144)	57,634	140,372	(2,029)	164	756,426	(0)	(0)	0	**950,424**
Balance as at 31.12.2023	**1,927**	**64,788**	**274,247**	**8,964**	**21,629**	**839,976**	**169**	**0**	**0**	**1,211,699**
Write-offs	0	(1,959)	(143,070)	0	(4,214)	(91,692)	0	0	0	**(240,935)**
Total as at 31.12.2023	**1,927**	**62,828**	**131,177**	**8,964**	**17,415**	**748,284**	**169**	**0**	**0**	**970,764**

31.12.2022 Group and Bank	Retail Loans												
	Mortgages			Consumer			Credit Cards			Other			
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Total
Total as at 01.01.2022	**1,903**	**235**	**80,766**	**744**	**188**	**19,930**	**695**	**55**	**6,822**	**117**	**12**	**27,456**	**138,923**
Transfer to stage 1 from stages 2 or 3	147	(61)	(86)	81	(48)	(34)	55	(28)	(27)	13	(7)	(7)	**(0)**
Transfer to stage 2 from stages 1 or 3	(8)	1,035	(1,028)	(16)	190	(175)	(5)	15	(11)	(2)	19	(17)	**0**
Transfer to stage 3 from stages 1 or 2	(11)	(38)	49	(27)	(29)	55	(26)	(19)	45	(3)	(2)	5	**0**
Reassessment of expected credit losses	(154)	(13)	12,999	(143)	(16)	1,674	85	(0)	239	21	0	1,521	**16,215**
Loss from impairment of new loans	79	26	4,038	253	13	473	63	3	187	0	0	338	**5,473**
Change in credit parameters	(7)	642	(838)	(22)	19	249	(19)	(29)	233	(2)	44	19	**287**
Other transfers and exchange rate differences	(14)	(2)	(3,601)	(54)	(15)	(1,210)	(48)	(5)	(595)	(33)	(1)	(569)	**(6,147)**
Balance as at 31.12.2022	**1,936**	**1,826**	**92,299**	**817**	**302**	**20,963**	**800**	**(8)**	**6,892**	**112**	**66**	**28,746**	**154,751**
Write-offs	0	0	(1,901)	0	0	(398)	0	0	(389)	0	0	(336)	**(3,023)**
Total as at 31.12.2022	**1,936**	**1,826**	**90,398**	**817**	**302**	**20,566**	**800**	**(8)**	**6,503**	**112**	**66**	**28,410**	**151,727**

31.12.2022 Group and Bank	Corporate Loans									
	Large Entities			SME			Public Sector (Greece)			
(Amounts in thousand €)	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Stage 1	Stage 2	Stage 3	Total
Total as at 01.01.2022	**942**	**5,920**	**105,099**	**1,740**	**6,336**	**70,800**	**13**	**0**	**0**	**190,851**
Transfer to stage 1 from stages 2 or 3	1,196	(970)	(227)	127	(116)	(11)	0	0	0	**(0)**
Transfer to stage 2 from stages 1 or 3	(5)	1,309	(1,303)	(29)	3,306	(3,276)	0	0	0	**0**
Transfer to stage 3 from stages 1 or 2	0	(21)	21	(2)	(5)	8	0	0	0	**0**
Reassessment of expected credit losses	877	(623)	30,497	35	(39)	26,971	12	0	0	**57,730**
Loss from impairment of new loans	413	89	2,395	322	578	20,261	0	0	0	**24,057**
Change in credit parameters	379	764	(1,199)	(4)	5,070	(2,740)	0	0	0	**2,271**
Other transfers and exchange rate differences	(139)	(6)	(1,066)	(28)	(10)	(18,834)	0	0	0	**(20,083)**
Balance as at 31.12.2022	**3,664**	**6,462**	**134,217**	**2,160**	**15,118**	**93,179**	**25**	**0**	**0**	**254,825**
Write-offs	0	0	(0)	0	0	0	0	0	0	**(0)**
Total as at 31.12.2022	**3,664**	**6,462**	**134,217**	**2,160**	**15,118**	**93,179**	**25**	**0**	**0**	**254,825**

40.5.2 Loans and advances to customers, impaired loans and expected credit losses per loan category, operating sector and geographical area

31.12.2023 — **Greece**

Group and Bank (amount in thousand €)	Stage 1	Stage 2	Stage 3	Gross Carrying amount before impairment	Expected Credit losses	Carrying amount net of impairment
Retail loans	**133,392**	**25,388**	**511,346**	**670,127**	**245,104**	**425,023**
Mortgages	100,866	19,874	290,410	411,149	103,095	308,054
Consumer	20,097	5,453	109,497	135,047	66,696	68,351
Credit Cards	11,467	56	32,523	44,047	24,786	19,261
Other	963	5	78,916	79,884	50,527	29,358
Corporate loans	**1,084,488**	**236,362**	**1,472,136**	**2,792,986**	**970,596**	**1,822,391**
Professional, scientific and technical activities	7,318	23,107	10,394	40,819	18,418	22,402
Wholesale and retail trade, Repair of motor vehicles and motorcycles	170,721	23,490	85,619	279,830	53,588	226,242
Constructions	277,830	19,119	151,504	448,452	88,257	360,195
Activities related to human health and social care	7,927	258	52,939	61,124	27,115	34,009
Manufacturing	158,182	26,228	62,308	246,717	39,416	207,302
Transportation and logistics	18,848	116	15,696	34,660	10,668	23,992
Information and communication	8,572	4,259	6,148	18,979	5,521	13,458
Other service activities	1,590	25,542	919,266	946,398	579,895	366,503
Financial and insurance activities	31,682	3,699	14,640	50,021	13,625	36,396
Accommodation and food service activities	41,502	110	106,178	147,790	53,783	94,006
Agriculture, forestry and fisheries	4,289	1,197	3,176	8,663	1,555	7,108
Real estate management	26,513	45,188	18,520	90,222	44,531	45,691
Education	1,154	189	661	2,003	197	1,807
Administrative and support activities	13,660	632	2,216	16,507	1,530	14,978
Arts, entertainment and leisure	1,296	301	2,543	4,140	2,548	1,592
Provision of electricity, gas, steam and air conditioning	308,886	62,927	18,905	390,718	28,868	361,850
Water supply, wastewater treatment, waste management and remediation activities	4,494	0	0	4,494	9	4,485
Mining	24	0	1,423	1,447	1,071	376
Public Sector	**20,647**	**0**	**0**	**20,647**	**169**	**20,478**
Total	**1,238,527**	**261,750**	**1,983,483**	**3,483,760**	**1,215,868**	**2,267,892**

** The item "Credit Cards" does not include an amount of approximately €43k relating to credit cards of the subsidiary "Attica Bankassurance Agency S.A.", which is eliminated for consolidation purposes.*

31.12.2022			Greece			
Group and Bank (amount in thousand €)	**Stage 1**	**Stage 2**	**Stage 3**	**Gross Carrying amount before impairment**	**Expected Credit losses**	**Carrying amount net of impairment**
Retail loans	**124,491**	**16,465**	**354,435**	**495,391**	**141,928**	**353,463**
Mortgages	91,741	13,962	269,371	375,074	92,455	282,619
Consumer	19,922	2,128	33,926	55,976	18,253	37,723
Credit Cards	11,234	122	7,925	19,281	6,995	12,286
Other	1,594	253	43,213	45,060	24,226	20,834
Corporate loans	**785,784**	**75,086**	**303,596**	**1,164,467**	**264,599**	**899,867**
Professional, scientific and technical activities	9,646	6,031	923	16,600	2,491	14,108
Wholesale and retail trade, Repair of motor vehicles and motorcycles	145,539	10,595	20,862	176,997	17,034	159,963
Constructions	147,077	8,534	135,558	291,169	127,830	163,339
Activities related to human health and social care	2,800	4,844	2,717	10,361	1,174	9,187
Manufacturing	120,290	14,205	35,766	170,261	30,436	139,824
Transportation and logistics	19,509	851	26,275	46,635	24,727	21,908
Information and communication	6,492	76	4,388	10,956	3,593	7,364
Other service activities	3,039	101	11,268	14,407	10,617	3,790
Financial and insurance activities	45,917	0	1,884	47,800	1,123	46,677
Accommodation and food service activities	7,020	22,656	35,806	65,482	19,795	45,687
Agriculture, forestry and fisheries	7,551	3,990	1,995	13,537	2,574	10,963
Real estate management	23,079	0	11,221	34,300	7,866	26,434
Education	955	73	140	1,168	109	1,058
Administrative and support activities	6,430	1,013	2,291	9,733	2,155	7,578
Arts, entertainment and leisure	11,326	0	2,336	13,662	2,304	11,358
Provision of electricity, gas, steam and air conditioning	226,725	2,093	10,153	238,970	10,751	228,219
Water supply, wastewater treatment, waste management and remediation activities	2,229	0	14	2,243	19	2,223
Mining	162	25	0	187	0	187
Public Sector	**22,481**	**0**	**0**	**22,481**	**25**	**22,455**
Total	**932,756**	**91,552**	**658,031**	**1,682,338**	**406,553**	**1,275,785**

Neither the Group, nor Bank have credit exposures in countries other than Greece.

40.6 Forborne loans and advances to customers

40.6.1 Forborne loans and advances to customers by type of forbearance measure

Group and Bank	Forborne loans (Net Value)	
Type of forbearance measure	31.12.2023	31.12.2022
Interest only payment	0	1,070
Reduced payments scheme	8,631	5,225
Grace period	1,618	25,717
Loans term extension	15,719	11,902
Arrears capitalization	9,456	8,200
Partial write-off in borrower's obligation	6,421	6,085
Other	278,749	2,519
Total Net Value	**320,594**	**60,719**

40.6.2 Forborne loans and advances to customers per stage

31.12.2023	Loans and advances at amortized cost		
Group and Bank (Amounts in thousand €)	Total Value of L&A	Total amount of forborne L&A	% Forborne L&A
Stage 1	1,238,527	54	0.00%
Stage 2	261,750	57,493	21.96%
Stage 3	1,983,483	641,959	32.37%
Total Value (before impairment)	**3,483,760**	**699,506**	**20.08%**
Cumulative impairment allowance Stage 1	11,985	0	0.00%
Cumulative impairment allowance Stage 2	81,268	5,561	6.84%
Cumulative impairment allowance Stage 3	1,122,614	373,351	33.26%
Total Net amount	**2,267,892**	**320,594**	**14.14%**
Collateral value	1,475,026	273,123	18.52%

31.12.2022	Loans and advances at amortized cost		
Group and Bank (Amounts in thousand €)	Total Value of L&A	Total amount of forborne L&A	% Forborne L&A
Stage 1	932,756	0	0.00%
Stage 2	91,552	37,813	41.30%
Stage 3	658,031	41,539	6.31%
Total Value (before impairment)	**1,682,338**	**79,352**	**4.72%**
Cumulative impairment allowance Stage 1	5,134	0	0.00%
Cumulative impairment allowance Stage 2	9,213	1,860	20.19%
Cumulative impairment allowance Stage 3	392,207	16,774	4.28%
Total Net amount	**1,275,785**	**60,719**	**4.76%**
Collateral value	871,712	62,654	7.19%

40.6.3 Reconciliation of forborne loans and advances to customers

Group and Bank (Amounts in thousand €)	31.12.2023	31.12.2022
Opening balance	**60,719**	**132,700**
Forborne status during the period	20,577	35,938
Interest income	4,938	3,583
Repayments of L&A (partial or total)	(9,393)	(12,221)
L&A which exited forborne status during the period	(25,803)	(78,649)
Impairment loss	1,960	(5,360)
Other	267,596	(15,272)
Closing balance	**320,594**	**60,719**

40.6.4 Forborne loans and advances to customers per segment

Group and Bank (Amounts in thousand €)	31.12.2023	31.12.2022
Retail loans	**60,376**	**27,398**
Mortgage	39,892	24,112
Consumer	20,466	2,366
Credit cards	18	101
Other	0	818
Corporate loans	**260,218**	**33,321**
Large	2,115	28,493
SME's	258,102	4,828
Public sector	**0**	**0**
Greece	0	0
Total Net Value	**320,594**	**60,719**

40.6.5 Forborne loans and advances to customers by geographical region

Group and Bank (Amounts in thousand €)	31.12.2023	31.12.2022
Greece	320,594	60,719
Total Net Value	**320,594**	**60,719**

40.7 Fair value of financial assets and liabilities

The following table presents the carrying amounts as well as the fair values of financial instruments (financial assets and liabilities) that are not measured at fair value in the Statement of Financial Position.

	Group			
Fair value of Statement of Financial Position items	**Carrying amount**		**Fair value**	
Financial Assets	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Due from other financial institutions	53,430	89,657	53,430	89,657
Loans and advances to customers (net of impairment)	2,267,892	1,275,785	2,266,437	1,274,291
Investment securities measured at amortized cost	309,183	950,431	295,653	909,645

	Carrying amount		**Fair value**	
Financial Liabilities	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Due to other financial institutions	8,637	32,058	8,637	32,058
Due to customers	3,146,184	2,966,101	3,134,628	2,965,244
Debt securities in issue	99,938	99,886	99,938	99,886

	Bank			
Fair value of Statement of Financial Position items	**Carrying amount**		**Fair value**	
Financial Assets	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Due from other financial institutions	53,430	89,657	53,430	89,657
Loans and advances to customers (net of impairment)	2,267,935	1,275,785	2,266,480	1,274,291
Investment securities measured at amortized cost	309,183	950,431	295,653	909,645

	Carrying amount		**Fair value**	
Financial Liabilities	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Due to other financial institutions	8,637	32,058	8,637	32,058
Due to customers	3,151,797	2,970,600	3,140,250	2,965,217
Debt securities in issue	99,938	99,886	99,938	99,886

Fair value of amounts due from and due to other financial institutions carried at amortized cost does not differ substantially from the corresponding carrying value since the maturity for the majority of them is less than one month.

The fair value of investment securities at amortized cost is calculated based on active market prices.

The fair value of loans and advances to customers and due to customers is calculated by discounting the expected future cash flows (inflows and outflows correspondingly). The interest rates used to discount cash flows for loans and customer liabilities were based on the yield curve.

The fair value reflects the estimates at the date of the preparation of the annual financial statements. These estimates are subject to, among others, adjustments depending on the prevailing market conditions at the date of measurement. These calculations represent the most suitable estimates of the Management and are based on particular assumptions. Taking into account the fact that these calculations incorporate uncertainties, it is probable that the fair values might not represent the price at which such financial instruments could actually be sold for or settled with in the future.

Financial instruments measured at fair value or whose fair value is disclosed, are classified in the following three levels based on the lowest information source used for the estimation of their fair value:

- Level 1: active market prices (not adjusted) for the respective assets and liabilities
- Level 2: inputs which are directly or indirectly observable
- Lever 3: prices arising from non-observable inputs used in valuation models

Amounts are presented in thousand euros, unless otherwise stated

In cases where the fair value differs from the transaction price at the time of the initial recognition of financial instruments, the difference is recognized directly in profit and loss only when the instrument is measured based on inputs related to levels 1 and 2. In cases where it is measured based on inputs related to level 3, the difference arising on initial recognition is not recognized directly in profit and loss but it may be recognized subsequently provided that the instrument's measurement is based on observable inputs and after taking into account the nature of the instrument as well as the length of time.

Level 2 includes inputs which do not meet the requirements for classification in level 1 but they are observable, either directly or indirectly. These inputs are:

- Active market prices for similar assets or liabilities.
- Other observable inputs for the asset or liability under measurement, such as:

  - Interest rate and yield curves;
  - Implied volatility;
  - Credit margins

The principal methods used for the measurement of fair value in level 2 are the reference to the current fair value of a reasonably similar instrument, the discounting method and the options pricing models.

Non observable inputs are included in level 3. Non observable inputs used for the measurement of fair value include correlations, long-term volatility measures, expected cash flows, discount rates, credit margins and other parameters related to specific transactions and determined by the Group. The principal methods used for the measurement of fair value in level 3 are the discounting method, the multipliers and the options pricing models.

In particular, the following aspects are noted:

- The fair value of non-listed shares as well as shares not quoted in an active market is determined based on the Group's estimations regarding the future profitability of the issuer after taking into account the expected growth rate of its operations as well as the weighted average rate of capital return which is used as a discount rate. Given that these parameters are mainly non-observable, the valuation of these shares is classified into level 3.
- Level 3 also includes debt instruments not quoted in an active market due to lack of liquidity, e.g. in cases where the issuer is under liquidation. In these cases, the expected cash flows from the debt instruments are determined by the Group based on their collectability.

At each reporting date, the Group assesses alternative methods for determining non-observable inputs, estimates their effect on the fair value calculation and ultimately selects non-observable inputs which are consistent with current market conditions and with methods it uses for fair value measurement.

The table below depicts the hierarchy of financial instruments measured at fair value at each reporting date based on the quality of inputs used for the estimation of fair value.

31.12.2023	Group			
	Level 1	**Level 2**	**Level 3**	**Total**
Financial assets measured at fair value through other comprehensive income (FVOCI)	178,582	0	684	**179,266**
Investment securities measured at fair value through profit or loss	145,955	0	0	**145,955**
Derivative financial instruments - assets	0	65	0	**65**
Derivative financial instruments - liabilities	0	281	0	**281**

31.12.2022	Level 1	Level 2	Level 3	Total
Financial assets measured at fair value through other comprehensive income (FVOCI)	1,288	0	1,610	**2,898**
Investment securities measured at fair value through profit or loss	14,993	0	0	**14,993**
Derivative financial instruments - assets	38	0	0	**38**
Derivative financial instruments - liabilities	0	96	0	**96**

31.12.2023	Bank			
	Level 1	**Level 2**	**Level 3**	**Total**
Financial assets measured at fair value through other comprehensive income (FVOCI)	178,582	0	684	**179,266**
Investment securities measured at fair value through profit or loss	145,955	0	0	**145,955**
Derivative financial instruments - assets	0	65	0	**65**
Derivative financial instruments - liabilities	0	281	0	**281**

31.12.2022	Level 1	Level 2	Level 3	Total
Financial assets measured at fair value through other comprehensive income (FVOCI)	1,288	0	1,610	**2,898**
Investment securities measured at fair value through profit or loss	14,993	0	0	**14,993**
Derivative financial instruments - assets	38	0	0	**38**
Derivative financial instruments - liabilities	0	96	0	**96**

It should be noted that no transfers between fair value levels took place during the current year.

Additionally, the fair value is significantly affected by the discount rate used for the valuation. Due to the lack of similar transactions in the Greek market, evidence from other European countries, where similar transaction took place, have been used, after being adjusted for the yields of the Greek Government Bonds of similar duration with the aforementioned transaction, and finally it was taken into consideration the rate of the recent issue of the Tier II financial instrument used for the repayment of the preference share of L. 2723/2008. The above sensitivity analysis incorporates alternative values of the discount rate with equal weight.

In relation to the Bank's investment property portfolio, the change in the main appraisal by + 5% / -5% affects the fair value of real estate by approximately 2.8 million euros and -2.8 million euros, respectively, as at 31.12.2023.

Amounts are presented in thousand euros, unless otherwise stated

41. Capital adequacy

The Group's Risk Management Division monitors capital adequacy at regular time intervals and submits the results of its calculations on a quarterly basis to the Bank of Greece that acts as the supervisory authority for all Credit Institutions.

The Capital Adequacy Ratio is defined as the ratio of regulatory equity capital to assets and off-balance sheet items, weighted by the risk they incorporate. Tier 1 capital ratio is defined as the ratio of Tier 1 (Tier 1) capital to risk weighted assets (on and off balance sheet) while the ratio Common Equity Tier 1 (CET 1) is defined in a similar way.

According to Regulation 575/2013 and Bank of Greece's Credit and Insurance Committee Decision 114 / 04.08.2014 banks are required, to meet the following minimum capital ratios on both a standalone and a consolidated basis: Common Equity Tier 1 (CET 1) 4.5%, Tier 1 capital ratio (TIER 1) 6% and total capital adequacy ratio (Total Capital Ratio) 8%.

It is noted that the above Decision abolished Bank of Greece's Executive Committee Act 13/28.03.2013 and provides for transitional amendments regarding the implementation of regulatory capital reductions for Common Equity Tier 1 (CET 1) capital. In particular, it is foreseen that the deduction of deferred tax assets based on future profitability will be gradually implemented by 2024.

Based on the decision 473/21.07.2023 issued by the Bank of Greece, the Bank is obliged to keep a minimum ratio of Total SREP Capital Requirements of 10.49%, which is comprised by the 8% as defined by article 92 of CRR, plus 2.49% for the additional supervisory capital requirements (Pillar II Requirements – P2R) upon the result of the Supervisory Review and Evaluation Process (SREP).

Additionally to the above mentioned capital requirements and based on article 122 of L.4261/2014, the Bank is obliged to maintain a capital security buffer of 2.5%, the maintenance of which is evaluated taking into consideration the current prevailing conditions.

Also, based on the SREP conducted annually by the Bank of Greece, as of 1 January 2023 the total capital requirements ("OCR") that the Issuer should maintain on an ongoing basis are defined by the following indicators:

• Common Equity Tier 1 ratio (CET1 ratio): 8.40%.

• Tier 1 ratio: 10.37% and

•Total Capital Ratio (CAD ratio): 12.99%.

It is noted that the above capital requirements incorporate:

(a) the Basel Pillar I minimum capital adequacy requirements as set out in Article 92(1) of EU Regulation No 575/2013, totaling 8%,

(b) the additional capital requirements of Basel Pillar II ("P2R"), as set out in Article 16(2) of EU Regulation No. 1024/2013 of a total amount of 2.49% and

(c) the capital conservation buffer of Law 4261/2014 of 2.5%

At the reporting date of the Financial Statements, the Capital Ratios of the Group and the Bank were as follows:

(Amounts in thousand €)	Group		Bank	
Description	**31.12.2023**	**31.12.2022**	**31.12.2023**	**31.12.2022**
Share capital (Common shares)	2,501	499	2,501	499
Share premium	687,652	152,363	687,652	152,363
Reserves	884,390	877,511	884,349	877,470
Retained earnings	(1,128,104)	(1,084,962)	(1,133,354)	(1,089,424)
Items detracted from capital				
Intangible assets net book value	(33,327)	(32,177)	(33,327)	(32,177)
Other items	(325)	(17)	(325)	(17)
Deferred Tax Assets based on future profitability and not arising from temporary differences	(68,638)	0	(68,638)	0
Significant investments in financial sector entities > 10% CET I	0	(2,270)	0	(2,370)
IFRS 9 transitional adjustments	42,329	103,175	42,329	103,175
Deferred Tax Assets based on future profitability and not arising from temporary differences >10% CET I	(49,702)	(159,431)	(50,231)	(159,431)
CET1 - Common Equity Tier I Capital	**336,776**	**(145,309)**	**330,956**	**(149,912)**
T1 - Tier I Capital	**336,776**	**(145,309)**	**330,956**	**(149,912)**
T2L - Lower Tier II Capital				
Subordinated debt of a specified duration	99,391	99,886	99,391	99,886
T2 - Tier II Capital	**99,391**	**99,886**	**99,391**	**99,886**
Total Regulatory Capital	**436,167**	**(45,423)**	**430,347**	**(50,026)**
Weighted against credit risk	2,492,118	2,208,667	2,485,197	2,206,047
Weighted against market risk	21,785	24,942	21,785	24,942
Weighted against operational risk	113,745	100,519	113,005	101,206
Common equity Tier 1 (CET 1) ratio	**12.82%**	**-6.23%**	**12.63%**	**-6.43%**
Tier 1 ratio	**12.82%**	**-6.23%**	**12.63%**	**-6.43%**
Total Capital Adequacy Ratio	**16.60%**	**-1.95%**	**16.43%**	**-2.15%**
Capital Adequacy Ratios (Full Implementation)				
Common equity Tier 1 (CET 1) ratio	**11.39%**	**-11.14%**	**11.20%**	**-11.35%**
Tier 1 ratio	**11.39%**	**-11.14%**	**11.20%**	**-11.35%**
Total Capital Adequacy Ratio	**15.23%**	**-6.66%**	**15.05%**	**-6.87%**

At the same time, the Bank conducted an internal exercise, incorporating an adverse scenario of non-achievement of the estimated operating income and expenses based on the Business and Capital Plan for the period up to 2025, thus covering the period required for the purposes of the going concern principle (up to one year from the publication of the Financial Statements). The assumptions are based on the non-achievement of the targets reflected in the Business and Capital Plan and affect negatively figures such as the Group's credit growth, organic revenues, funding costs and total expenses. After the inclusion of the adverse scenario, the Bank's Capital Adequacy Ratios remain above the supervisory minimum thresholds for a period of one year from the publication of the Financial Statements.

42. Reclassification of financial statements

In 2023, the Group reclassified the item "Result of defined benefit plans", amounting to approximately 923 thousand euros in the comparative period ended 31.12.2022, from the line Other income/expenses to the line Personnel fees and expenses. This reclassification intends to improve the presentation of the items in the financial statements of the Bank and the Group, as the aforementioned item relates to payroll costs. The publicized and reclassified statements as at 31 December 2022 are as follows:

Income Statement

(Amounts in thousand €)	Published figures	Reclassification	Amounts after reclassification	Published figures	Reclassification	Amounts after reclassification
		Group			Bank	
		31.12.2022			31.12.2022	
Other income / (expenses)	3,853	923	4,775	3,854	923	4,777
Employees fees and expenses	(29,519)	(923)	(30,442)	(29,334)	(923)	(30,257)

43. Events after 31 December 2023

Non-performing Exposure Management Plan

On 02.01.2014, as part of the implementation of the Business Plan, the Bank announced the termination of the cooperation with the Omega portfolio manager, a company called “Thea Artemis Anonomi Etairia Diaxeirisis Apaitiseon Apo Daneia Kai Pistoseis”.
On 13.02.2024, the transfer of the Omega loan portfolio from the special purpose vehicle “Artemis Securitization S.A.” to the Bank. The portfolio management was assumed by the loan and credit claims management companies Cepal Hellas Financial Services Single Member S.A. - Servicing of Receivables from Loans and Credits and doValue Greece Loan and Credit Claims Management Company, each acting for different parts of the portfolio.

Resolution regarding the termination of integration under Law 4172/2013

During its meeting on 08.11.2023 and following the decision of the Regular General Meeting of 06.07.2023, the Board of Directors decided to initiate the procedure for the termination of the Bank's inclusion in the special framework of article 27A of Law no. 4172/2013. On 19.01.2024, the Bank submitted a request to the Supervisory Authority for de-listing from the special framework of these provisions. The Supervisory Authority by decision No. 493/8/8/08.02.2024 of the Credit and Insurance Committee approved the termination of the inclusion in the special framework of the provisions of Article 27A of Law No. 4172 /2013. Given this, if the decision of the General Meeting on the termination of the inclusion is taken within 2024, it will be effective for the financial and accounting year 2025 and therefore for the year 2024 the Bank will be considered to remain included in the special provisions of Article 27A of Law 4172/2013 and the provisions of subparagraph b paragraph 1 of Article 58 of the Income Tax Code will apply.

Disclosures of Law 4374/2016

According to article 6 of Law 4374/1.4.2016 “Transparency among credit institutions, media companies and subsidized persons” introduced to all credit institutions established in Greece the obligation to publish annually and in a consolidated database:

1. All payments made in the relevant fiscal year, to direct or indirect media company recipient and its related parties according to IAS 24 or communication and advertising company.
2. All payments made in the relevant fiscal year due to donation, subsidy, grant or other gratis to individuals and legal entities.

The tables required are as presented below:

PAYMENTS TO MEDIA COMPANIES, WEB MEDIA COMPANIES AND ANY OTHER ENTITY AFFILIATED WITH THE ABOVE COMPANIES FOR ADVERTISING PURPOSES PURSUANT TO ARTICLE 6 OF LAW

COMPANY	ADVERTISING EXPENSES NET AMOUNT 31.12.2023 (in euro)
ALPHA RADIOFONIKI S.A.	4,950
GM COMMUNICATION IKE /GLOBAL COMMUNICATION	10,175
ICAP CRIF S.A.	4,720
EIDISEIS DOT COM S.A.	12,926
ELLINIKI RADIOFONIA TILEORASI S.A.	4,155
NEES KATHIMERINES EKDOSEIS SINGLE MEMBER S.A.	8,000
PARAENA M. LLP	11,760
ALITHINO RADIOFONO S.A.	3,514
TOTAL	**60,200**

Note:
The above expenses were charged with the surcharges of the Greek State and third parties (VAT and others) amounting to € 17,963.49

SPONSORSHIPS OF 2023 TO LEGAL ENTITIES

COMPANY	SPONSORSHIP TO LEGAL ENTITIES NET AMOUNT 31.12.2023 (in euro)
CAPITAL LINK INC	15,000
CLEON CONFERENCE & COMMUNICATIONS	2,500
ETHOS MEDIA PUBLICATIONS S.A.	3,000
HAZLIS AND RIVAS COMMUNICATIONS LTD	25,000
IOVEL TECHNIKI LTD	8,000
PALLADIAN COMMUNICATIONS SPECIALISTS	8,000
ROYAL EVENTS LTD	565
SPICY COMMUNICATION S.A.	120,000
THINK DO STRATEGY AND COMMUNICATIONS SERVICES PC	4,839
VERTICAL SOLUTIONS S.A.	16,000
GYMNASTIC SOCIETY OF AMAROUSIO 1896 BASKETBALL S.A.	30,000
HELLENIC ENERGY ECONOMY COMPANY S.A.	5,000
HELLENIC BRITISH CHAMBER OF COMMERCE	3,500
CHAMBER OF COMMERCE AND INDUSTRY	8,000
EVTHYMIOS ATH. KATIS (SPONSORED TO THE GREEK OPEN)	2,661
CAPITAL LINC HELLAS PC	6,000
E.S.E.E.A.EDUCATIONAL INSTITUTION	3,000
HELLENIC CHAMBER OF COMMERCE	3,000
FINANCIAL CONSORTIUM PC	5,000
ECONOMIC CONFERENCE OF DELPHI CIVIL NON-PROFIT	10,000
SEVE EXPORTERS ASSOCIATION	8,000
TOTAL	**287,065**

Note:
A surcharge of €65,295.48 VAT was paid on the above costs.

SPONSORSHIPS OF 2023 TO INDIVIDUALS

INFORMATION ACCORDING TO PARAGRAPH 2 OF ARTICLE 6 OF L. .4374 / 2016 REGARDING INDIVIDUALS	NET AMOUNT (in euro)
	0

DONATIONS OF 2023 TO LEGAL ENTITIES

COMPANY	DONATIONS NET AMOUNT 31.12.2023 (in euro)
HELPHELLAS VOLUNTEER ACADEMY (AMKE)	3,000
VOLUNTEER TEAM OF KAPANDRITI POLYENDRITOS	4,900
HOPE "ASSOCIATION OF FRIENDS OF CHILDREN WITH CANCER"	5,000
EMFASIS NON PROFIT CIVIL NON-PROFIT ORGANIZATION	5,000
MEDICAL ASSOCIATION OF FTHIOTODA	500
MAKE-A-WISH GREECE CIVIL NON-PROFIT ORGANIZATION	15,000
PLASIO COMPUTERS S.A.	4,700
IMATHIA CHARITABLE NON-PROFIT ASSOCIATION OF PARENTS AND	1,000
TOTAL	**39,100**

Note:

A surcharge of € 0.00 VAT was paid on the above costs.

Table of the use of funds raised

ATTICA BANK SA
REPORT OF THE USE OF FUNDS RAISED FROM SHARE CAPITAL INCREASE
FROM THE CONVERSION OF 4,980,256 WARRANTS

We are herby disclosing, in accordance with article 4.1.2. of Athens Stock Exchange Regulations, and Num. 25/17.07.2008 & 6.12.2017 decisions of Athens Stock Exchange (ATHEX) Board of Directors as well as Num. 8/754/14.04.2016 decision of the Hellenic Capital Market Commission Board of Directors that the Bank's share capital was increased by through the issue of 4,980,256 new common registered shares of nominal value 0.05 euros per share and total funds amounting to 249,012.80 euros have been raised. Following the above, the total share capital of the Bank amounted to 2,500,708.85 euros divided into 50,014,177 ordinary, registered shares of nominal value 0.05 euros each.

In addition, the positive balance between the amount from the special reserve that corresponds to the warrants, i.e. the amount of the redemption value of the warrants (as calculated according to par. 2 of article 27A of Law 4172/2013 and article 5 par.1 of the Act of the Council of Ministers) and the nominal value of the new shares, i.e. an amount of a total of 63,695,489.08 euros, lead in accordance with article 5 par. 6 of the Act of the Council of Ministers to the credit of the Bank's equity account "at par".

At the meeting held on 8 November, 2023, the Board of Directors of the Bank verified the payment of the amount of the increase. At the meeting held on 09.11.2023, ATHEX Listings and Market Operation Committee approved listing of 4,980,256 new ordinary shares on ATHEX. Listing of the new shares on ATHEX started on 13.11.2023.

The purpose of the share capital increase was the application of the provisions of article 27A of Law 4172/2013.

TABLE OF USE OF FUNDS RAISED FROM THE SHARE CAPITAL INCREASE			
			(Amounts in €)
Use of funds raised	**Total funds raised**	**Funds used till 31.12.2023**	**Balance of funds to be used as at 31.12.2023**
Conversion of Deferred Tax Asset pursuant to the provisions of article 27A of Law 4172/2013	63,944,501.88	63,944,501.88	-
Increase / conversion expenses	(282,189.82)	(282,189.82)	-
Total	**63,662,312.06**	**63,662,312.06**	**-**

Athens, 7 March 2024

THE CHAIMAN OF THE BOARD	THE CHIEF EXECUTIVE OFFICER (C.E.O.)	THE C.F.O.	THE DIRECTOR OF FINANCIAL MANAGEMENT
IOANNIS G. ZOGRAPHAKIS	**ELENI CH. VRETTOU**	**VASILIKI CH. SKOUBAS**	**EVAGGELOS G. RIZOS**
ID No. AZ 148332	**ID No. AB 515487**	**ID No. AE 105203**	**ID No. Ξ 989060**

Report on factual findings from the agreed-upon procedures on the “Report of Use of Funds Raised”

To the Board of Directors of the Company “ATTICA BANK S.A.”

Objective of this agreed-upon procedures report and restriction on use or distribution of the report

The exclusive objective of our report is to provide to the Board of Directors (hereinafter the “Assignor” or the “Management”) of ATTICA BANK S.A. (hereinafter “the Company”) our findings regarding the conduct of the agreed-upon procedures, recorded below in the context of the regulatory framework of the Athens Stock Exchange as well as the relevant legislative framework of the Capital Market Commission, on the Report on Use of Funds raised from the Share Capital Increase with the capitalization of the special purpose reserve (which corresponds to 100% of the deferred tax asset amounting to € 63,944,501.88), based on the provisions of article 27A of Law 4172/2013 carried out in accordance with the decision of the Board of Directors of the Company as of 08.11.2023 and in accordance with the decision approving the content of the Prospectus by the Board of Directors of the Capital Market Commission at its meeting No. 999/24.10.2023.

This Report is exclusively addressed to the Company's Board of Directors in the context of compliance with its obligations to the current Regulatory Framework of the Athens Stock Exchange. Therefore, this report may not be used for any other purpose, since it is limited only to the information mentioned above and does not extend to the financial statements prepared by the Company for the period ended December 31, 2023, regarding which we have issued a separate Independent Auditor’s Report dated March 7, 2024.

Responsibilities of the Management

In its engagement letter dated February 1, 2024, the Company's Management has acknowledged that the agreed-upon procedures are appropriate for the purpose of the engagement.

The Company's Management is responsible for the preparation of the aforementioned Report in accordance with the applicable regulations of the Athens Stock Exchange and the Capital Market Commission and in accordance with the provisions of the Prospectus of October 24, 2023.

Auditor’s Responsibilities

We have conducted the agreed-upon procedures engagement in accordance with the International Standard on Related Services (ISRS) 4400 (Revised), Agreed-Upon Procedures Engagements. An agreed-upon procedures engagement involves our performing the procedures that have been agreed with the Management and reporting the findings, which are the factual results of the agreed-upon procedures performed. We make no representation regarding the appropriateness of the agreed-upon procedures.

This agreed-upon procedures engagement is not an assurance engagement. Accordingly, we do not express an opinion or an assurance conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported.

Professional Ethics and Quality Control

We have complied with the ethical requirements of the International Code of Ethics for Professional Accountants of the International Ethical Standards Board for Professional Accountants (including the International Standards of Independence) (IESBA Code) and the independence requirements in Part 4A of the IESBA Code.

Our auditing firm applies the International Standard on Quality Control (ISQC) 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly, maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Procedures and Findings

We have performed the procedures described below, which were agreed with the Company's Management, in the terms of the engagement letter dated 01.02.2024.

Procedures	Findings
1. We compared the amounts referred to as conversion of the Deferred Tax Asset pursuant to the provisions of article 27A of Law 4172/2013 in the Report on Use of funds raised from the Share Capital Increase against the corresponding amounts recorded in the Company's books and records, during the period referred to.	The amounts shown as conversion of the Deferred Tax Asset pursuant to the provisions of article 27A of Law 4172/2013 in the Report on Use of funds raised from the Share Capital Increase, by category of use, are derived from the books and records of the Company, during the period referred to
2. We reviewed completeness of the Report of Use of Funds Raised and its consistency with the content of the Prospectus issued by the Company for this purpose, as well as with the relevant decisions and announcements of the governing bodies of the Company.	The content of the Report includes at least the information required for this purpose by the regulatory framework of the Athens Stock Exchange as well as the relevant legislative framework of the Hellenic Capital Market Commission and is consistent with the content of the Prospectus issued for this and the relevant decisions and announcements communications of the governing bodies of the Company.

Athens, March 7, 2024
The Certified Public Accountants

Konstantinos Kazas
Registry Number SOEL 55641

Thanasis Xynas
Registry Number SOEL 34081

Grant Thornton
Chartered Accountants Management Consultants
58, Katehaki Av., 115 25 Athens, Greece
Registry Number SOEL 127

Availability of Annual Financial Report

VI. Availability of Annual Financial Report

The Annual Financial Report comprising:

- The Statement of the Members of the Board of Directors
- The Board of Directors' report;
- The Explanatory Report of the Board of Directors;
- The Annual Financial Statements of the Group and Bank (including the Independent Auditors' Report);
- Disclosures under Law 4374/2016
- Table of Use of Funds Raised (including the Report on factual findings from the agreed-upon procedures)

is available on the website https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2023

(Section: Home/Investor Relations / Useful information/Annual reports/2023)