

# Group Annual Report 2025

There is no moving forward  
without looking back.

**Addiko Bank**



# HIGHLIGHTS

## 1

### Key financial data

|                           |         |
|---------------------------|---------|
| EARNINGS                  |         |
| NET PROFIT                | €44.0m  |
| OPERATING RESULT          | €109.8m |
| EPS                       | €2.28   |
| NIM                       | 3.7%    |
| ASSET QUALITY             |         |
| COST OF RISK ON NET LOANS | -1.0%   |
| NPE RATIO                 | 2.5%    |
| NPE VOLUME                | €125.5m |
| CAPITAL                   |         |
| CET1 RATIO                | 22.4%   |

## 2

### Business development

NET PROFIT at € 44.0m (down 3% vYE24)

NET BANKING INCOME stable as the ECB rate cuts were compensated by positive development in net commission income

OPERATING COSTS (+1.6%) slightly higher due to general cost increases

CONSUMER lending activities with double-digit growth while SME lending demand remained lower

Solid overall growth in LOANS (total up 4.9% vYE24) and stable DEPOSITS (-0.7% vYE24)

DIVIDEND 2025: decision to suspend the dividend remains in place

## 3

### Outlook

#### OUTLOOK 2026

|                    |                |                     |           |
|--------------------|----------------|---------------------|-----------|
| LOAN BOOK GROWTH   | >6%            | COST OF RISK        | ca. 1.3%  |
|                    | CAGR 2025-2027 | TOTAL CAPITAL RATIO | >18.82%   |
| NIM                | >3.6%          | ROATE               | ca. 4.5%  |
| NET BANKING INCOME | flat           |                     | currently |
| OPEX               | <€205m         | DIVIDEND            | suspended |

## Key data

|  | EUR m             |                   |              |
|--|-------------------|-------------------|--------------|
| <b>Selected items of the income statements</b>               | <b>2025</b>       | <b>2024</b>       | <b>(%)</b>   |
| Net banking income   | 316.9             | 315.8             | 0.3%         |
| Net interest income  | 238.4             | 242.9             | -1.8%        |
| Net fee and commission income                                | 78.5              | 73.0              | 7.6%         |
| Net result on financial instruments                          | 1.8               | 1.2               | 55.4%        |
| Other operating result                                       | -13.5             | -12.3             | 9.6%         |
| <b>Operating income</b>                                      | <b>305.2</b>      | <b>304.7</b>      | <b>0.2%</b>  |
| <b>General administrative expenses</b>                       | <b>-195.4</b>     | <b>-192.4</b>     | <b>1.6%</b>  |
| <b>Operating result before impairments and provisions</b>    | <b>109.8</b>      | <b>112.3</b>      | <b>-2.3%</b> |
| Other result   | -14.6             | -15.8             | -7.7%        |
| Expected credit loss expenses on financial assets            | -35.2             | -36.0             | -2.5%        |
| Taxes on income  | -16.0             | -15.0             | 6.7%         |
| <b>Result after tax</b>                                      | <b>44.0</b>       | <b>45.4</b>       | <b>-3.1%</b> |
| <b>Performance ratios</b>                                    | <b>2025</b>       | <b>2024</b>       | <b>(pts)</b> |
| Net interest income/total average assets                     | 3.7%              | 3.9%              | -0.2         |
| Return on average tangible equity                            | 5.2%              | 5.7%              | -0.5         |
| Cost/income ratio  | 61.7%             | 60.9%             | 0.8          |
| Cost of risk ratio (CRB)                                     | -0.7%             | -0.8%             | 0.0          |
| Cost of risk ratio (on net loans)                            | -1.0%             | -1.0%             | 0.0          |
| <b>Selected items of the statement of financial position</b> | <b>31.12.2025</b> | <b>31.12.2024</b> | <b>(%)</b>   |
| Loans and advances to customers                              | 3,676.6           | 3,506.4           | 4.9%         |
| Deposits and borrowings from customers                       | 5,252.8           | 5,290.0           | -0.7%        |
| Equity   | 898.5             | 839.5             | 7.0%         |
| Total assets   | 6,419.5           | 6,408.9           | 0.2%         |
| <b>Balance sheet ratios</b>                                  | <b>31.12.2025</b> | <b>31.12.2024</b> | <b>(pts)</b> |
| Loan to deposit ratio  | 70.0%             | 66.3%             | 3.7          |
| NPE ratio (on balance loans)                                 | 2.5%              | 2.9%              | -0.4         |
| NPE coverage ratio   | 81.7%             | 80.0%             | 1.7          |
| Liquidity coverage ratio                                     | 304.4%            | 363.2%            | -58.8        |
| Common equity tier 1 ratio / Total capital ratio             | 22.4%             | 22.0%             | 0.4          |

# Group Annual Report 2025

|   |            |
|---|------------|
| <b>CEO letter</b>   | <b>5</b>   |
| <b>Group Management Report</b>  | <b>7</b>   |
| 1. Macroeconomic environment  | 7          |
| 2. Key Highlights 2025  | 8          |
| 3. Business performance and economic situation  | 11         |
| 4. Research & Development   | 24         |
| 5. Outlook & Guidance, dividend policy and risk factors   | 25         |
| 6. Corporate Governance   | 28         |
| 7. Capital-, share-, voting and control rights  | 29         |
| 8. Internal Control System for accounting procedures  | 32         |
| 9. Other disclosures in the notes   | 32         |
| <b>Sustainability Statement 2025</b>  | <b>34</b>  |
| 10. General Information   | 35         |
| 11. Environmental Information   | 69         |
| 12. Social Information  | 89         |
| 13. Governance Information  | 120        |
| <b>Consolidated Financial Statements</b>  | <b>126</b> |
| <b>I. Consolidated income statement</b>   | <b>128</b> |
| <b>II. Consolidated statement of comprehensive income</b>                                       | <b>129</b> |
| <b>III. Consolidated statement of financial position</b>  | <b>130</b> |
| <b>IV. Consolidated statement of changes in equity</b>  | <b>131</b> |
| <b>V. Consolidated statement of cash flows</b>  | <b>132</b> |
| <b>VI. Notes to the consolidated financial statements</b>                                       | <b>133</b> |
| <b>Statement of all Legal Representatives</b>   | <b>252</b> |
| <b>Auditor's Report</b>   | <b>253</b> |
| <b>Independent assurance report on the non-financial reporting pursuant to Section 267a UGB</b> | <b>259</b> |
| <b>Report of the Supervisory Board</b>  | <b>263</b> |

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The tables in this report may contain rounding differences. Any data is presented on the Addiko Group level (referred to as Addiko Bank or the Group throughout the document) unless stated otherwise.

The English version of the report is a translation. Only the German is the authentic language version.

## CEO letter

The year 2025 was a year of clear priorities in a challenging market environment. After an extended period of monetary tightening, interest rates declined, economic conditions stabilised unevenly across our markets and competitive pressure increased. At the same time, parts of the region showed a resilient environment. Consumption held up better than expected. For Addiko Bank, this required careful navigation, managing margin pressure while remaining ready to act when framework conditions allowed.

In this environment, Addiko Bank delivered a solid full-year performance with a result after tax of EUR 44 million. Net banking income rose slightly to EUR 316.9 million, risk costs stayed benign at 96 basis-points cost of risks and our capital position remained strong. With a CET1 ratio at 22.4% under Basel IV, we retained the flexibility to continue executing our strategy despite a less supportive monetary backdrop. With our solid full-year results, we have thus achieved our outlook for 2025 as planned. As expected, lower policy rates affected net interest margins in 2025. This was partly offset by growth in net fee and commission income, driven by higher customer activity across lending, payments, card products and bancassurance. Cost discipline and conservative balance-sheet management helped preserve profitability in a year where volume growth alone was not enough.

Our strategic focus did not change. Consumer and SME lending accounted for nearly 92% of the performing loan book, confirming the relevance of our specialist positioning in Central and South-Eastern Europe. Consumer lending continued to grow resiliently. However, in 2025 regulators and governments in Croatia, Serbia, Republika Srpska and Montenegro introduced new macroprudential measures or laws and lending restrictions which weighted on profitability. Furthermore, SME demand, remained uneven, shaped by subdued investment activity and competitive pricing in several markets. We responded decisively: adjusting pricing, differentiating product structures, and implementing strategic measures in Serbia, while maintaining disciplined underwriting standards.

Risk quality remained stable throughout the year. The non-performing exposure ratio was broadly unchanged, coverage levels stayed strong and the cost of risk remained moderate. This reflects the granularity of our portfolios and the consistency of our risk governance, particularly important in a period of macroeconomic adjustment.

The execution of our strategy in 2025 went beyond financial results. We continued to streamline digital lending processes, implemented end-to-end digital lending in four of our core markets, expanded point-of-sale partnerships and improved operational efficiency across all our markets. In Romania, we took the first operational steps with a fully digital consumer lending proposition. This is an early-stage entry, approached with prudence. Our focus is on learning - testing customer behaviour, risk dynamics and unit economics, before making any long-term commitments. We also strengthened our role beyond financing. Together with the EBRD, our SME Academy for Entrepreneurs evolved into a regional Addiko platform, now accessible to entrepreneurs across four countries in our market. What began as a local initiative has become a cross-border knowledge network, supporting business owners with practical tools, skills and connections to grow sustainably.

Following the successful completion of our strategic *Transformation* and *Acceleration* programs in previous years, we have laid the foundation for the next strategic step during 2025. We will present a new program in the course of the 2026 financial year that will ensure the logical continuation of our strategic priorities.

In sustainability and governance, our emphasis in 2025 was on integration. We aligned reporting, risk assessment and internal processes with evolving regulatory expectations, guided by what is material to our business model and risk profile.

Looking ahead, uncertainties remain. Monetary conditions may stay accommodative, but competitive and regulatory pressures are unlikely to ease. Addiko enters the next phase with clear priorities: disciplined growth in our focus segments, continued simplification, further digitalisation and strict risk standards while maintaining a clear focus on sustainable profitability and resilience.

In line with supervisory expectations and regulatory requirements, the dividend distribution for the 2025 financial year remains suspended, taking into account regulatory considerations related to the current shareholder structure. The Management Board intends to return to an appropriate and sustainable dividend policy when the underlying issues have been resolved.

I would like to thank our employees for their professionalism and commitment throughout the year, and our customers and shareholders for their continued trust. In a year of changing framework conditions, Addiko remained consistent in its strategic direction.

Herbert Juranek  
Chairman of the Management Board

# Group Management Report

Addiko Group is a specialist banking group focusing on providing banking products and services to Consumer and Small and Medium-sized Enterprises (SME) in Central and South-Eastern Europe (CSEE). The Group consists of Addiko Bank AG, the fully-licensed Austrian parent bank registered in Vienna, Austria, listed on the Vienna Stock Exchange and supervised by the Austrian Financial Market Authority and the European Central Bank, as well as six subsidiary banks, registered, licensed and operating in five CSEE countries: Croatia, Slovenia, Bosnia & Herzegovina (where it operates via two banks), Serbia and Montenegro. Through its six subsidiary banks, Addiko Group services as of 31 December 2025 approximately 0.9 million customers in CSEE using a well-dispersed network of 154 branches and modern digital banking channels.

Based on its strategy, Addiko Group has repositioned itself as a specialist Consumer and SME banking group with a focus on growing its Consumer and SME lending activities as well as payment services (its ‘focus areas’). It offers unsecured personal loan products for Consumers and working capital loans for its SME customers and is largely funded by retail deposits.

Addiko Bank AG is rated by Fitch Ratings. The long-term issuer default rating (IDR) was assessed as “BB”, the viability rating (VR) as “bb”; the outlook for the long-term IDR is stable. The rating was last affirmed on 11 November 2025.

Addiko Bank AG posts in its financial statements according to UGB/BWG as of 31 December 2025 net accumulated profits available for distribution in the amount of EUR 0.0 million (YE24: EUR 0.0 million). In line with supervisory expectations and regulatory requirements, the dividend distribution for the 2025 financial year remains suspended, taking into account regulatory considerations related to the current ownership structure.

## 1. Macroeconomic environment

The year 2025 continued to be shaped by the ongoing consequences of the Russian war of aggression against Ukraine, now in its fourth year, by rising geopolitical tensions and military conflicts across several continents, and - originating from the United States - by open trade and tariff disputes. These developments led to an increased level of instability and uncertainty in Europe.

Global zones of armed conflict and rising geopolitical tensions led to renewed price and supply volatility across energy, goods and commodity markets, exposing the persistent strategic vulnerability of Europe’s energy and goods

supply. In addition, significant volatility in international tariff and trade policies - triggered by repeatedly expanded or modified U.S. tariff packages that also directly affected the EU - further increased uncertainty, weighed on the Eurozone’s growth potential, and delayed investment decisions.

Against this backdrop, the year 2025 constituted an environment in which not only the economic burdens stemming from subdued consumer spending, inflation and weak external demand prevailed, but in which geopolitically induced uncertainties, trade-policy volatility and security risks also significantly contributed to the overall complexity of the situation.

Between January and December 2025, the Euro Area recorded an overall low inflation rate. The annual rate declined to 1.9% by year-end, placing it almost within the ECB’s target range, while the EU-wide rate stood at 2.3%. However, this favourable overall development masked a continued wide dispersion of national inflation rates. Countries with very low inflation in December included France (0.7%) and Italy (1.2%). In contrast, several Central and Southeastern European countries exhibited significantly higher rates: Romania recorded the highest inflation in the EU at 8.6%, while Austria and Croatia, each at 3.8%, also remained in the upper range of the Euro Area. Slovenia, by comparison, posted a harmonised inflation rate of 2.6%, placing it noticeably closer to the Euro Area average and therefore within a more moderate segment.

After the European Central Bank (ECB) implemented a total of ten interest rate hikes between July 2022 and September 2023, raising the rate for the marginal lending facility for central bank credit to 4.75%, it initiated a phase of interest rate cuts in June 2024. In 2025, the ECB continued this easing cycle and lowered the key interest rates a total of four times, most recently in June 2025. With effect from 11 June 2025, the key interest rates are now as follows:

- for deposit facility: 2.00% (YE24: 3.00%)
- for main refinancing operations: 2.15% (YE24: 3.15%)
- for marginal lending facility: 2.40% (YE24: 3.40%)

While declining inflation and a weaker US dollar would generally argue in favour of interest rate cuts, potential second-round effects and rising commodity prices - despite subdued economic activity - continue to point to inflation risks. Against this backdrop, the ECB may adopt a wait-and-see stance over the course of 2026 and leave the policy rate unchanged - as it already did at its monetary policy meeting on 5 February 2026, where it once again

decided not to adjust the key interest rates. Only once greater clarity regarding the economic outlook and price developments emerges is a monetary policy adjustment likely to be considered.

In contrast to the Euro Area's low GDP growth of 1.5% in 2025, the CSEE markets recorded noticeably stronger momentum. In its autumn forecast, the Vienna Institute for International Economic Studies (wiiw) highlights that the region continues to grow faster than the Eurozone, supported by private consumption, investments and EU funds. At the same time, the wiiw points to several headwinds, including weak external demand, geopolitical risks and structural adjustments in industry. At the same time, the CSEE region continues to lag behind the Eurozone, with its still relatively high unemployment rate of 6.2%, which highlights the structural differences in the labour market.

For Slovenia, export dynamics remained subdued in 2025, partly due to weak foreign demand from several core EU countries, and the wiiw expects GDP growth of only 0.5%. A key challenge for the industrial sector remains cost competitiveness, while domestic consumption and investment provided positive contributions. The unemployment rate is expected at 3.7% (2024: 3.7%).

Croatia's economy again benefited in 2025 from a strong tourism season as well as EU funds flowing into infrastructure projects. For the full year, GDP growth is projected at 3.0%. Compared with 2024, the unemployment rate is expected to decline slightly from 5.0% to 4.9% by year-end 2025.

Bosnia and Herzegovina benefited in 2025 from growth in tourism and investment, while industrial production remained heterogeneous. Inflation is expected to reach 3.3%, above the very low 2024 level of 1.7%. The increase in the minimum wage is expected to provide stimulus for consumption and employment in 2025, resulting in overall GDP growth of 2.3%, while the unemployment rate is projected to remain high at 13.1% (2024: 12.6%).

In Serbia, economic momentum visibly slowed in 2025, driven in particular by lower foreign investment, slightly rising unemployment, and a moderate uptick in inflation to 4.0%. GDP growth is expected at 2.0%, with key growth drivers – private consumption, a stabilising industrial sector and exports – contributing less strongly than previously anticipated. Unemployment is expected to decline only marginally in 2025, from 8.6% (2024) to 8.5%. Risks to Serbia's economy arise mainly from external trade situations and monetary policy.

For Montenegro, 2025 was an important year in view of the country's intended accession to the European Union.

The European Commission assessed Montenegro's progress in the EU accession process as sufficiently advanced that an accession in 2028 appears broadly achievable. Economically, 2025 was also a positive year, with growth continuing to be supported by private consumption and tourism. GDP growth is projected at 3.4%, the unemployment rate at 9.5% (2024: 11.5%), and inflation at 4.0% (2024: 3.6%). (Source: Eurostat, wiiw)

## 2. Key Highlights 2025

In 2025, Addiko Group delivered a solid performance in a materially lower interest-rate environment. The Group reported result after tax of EUR 44.0 million (2024: EUR 45.4 million), supported by stable net banking income, disciplined cost management and a benign risk cost environment. Earnings per share amounted to EUR 2.28 (2024: EUR 2.35).

Net banking income was broadly stable year-on-year, with net fee and commission income increasing and partially offsetting the decline in net interest income as market rates normalised. The focus segments continued to account for over 91.7% of the loan book, with Consumer lending showing stronger momentum than SME lending, where demand and pricing pressure remained challenging in several markets.

Asset quality remained resilient. The Group maintained a conservative underwriting approach and continued to monitor portfolio performance closely across markets, with non-performing exposure metrics and coverage at levels consistent with a prudent risk profile. Liquidity and capital remained strong, with regulatory ratios comfortably above requirements.

### Consumer Segment

2025 marked a significant digital milestone in the Consumer segment. End-to-end digital lending is now fully implemented in Croatia, Slovenia, Serbia and our new market Romania, enabling new customers to apply for loans entirely online - without opening a current account and with zero human intervention. We also advanced branch digitalisation, including paperless, signature-pad-based salary verifications and the provision of public services in Serbian branches for issuing electronic signatures. Our point-of-sale (POS) lending proposition was further strengthened; by expanding our partner network we are reaching more customers and scaling efficiently.

The interest-rate backdrop - shaped by Euribor developments - remained significantly lower, creating heightened pricing pressure across markets. In Serbia, new regulatory restrictions required a price reduction, adding to margin

headwinds. In Croatia, the Croatian National Bank introduced preventive macroprudential measures effective 1 July 2025, including a 40% debt-to-income cap for non-housing loans, which contributed to a significant year over year decline in our Consumer new business in that market. Despite these headwinds, we delivered strong results for 2025, achieving 20% year-over-year growth in new Consumer business with a premium yield of 7.2% (2024: 7.4%). Overall, we closed 2025 with a resilient Consumer performance, delivering double-digit growth at premium pricing - underpinned by robust demand across our core markets, fully digital end-to-end lending, and sustained performance of our POS channel.

## SME Segment

New business origination grew 11% year over year, with a solid yield of 5.2% (2024: 5.8%). However, during 2025 competitors continued sharply lowering prices to stimulate demand which prompted many existing clients to repay loans early, particularly those with higher fixed rates originated within last years. As a result, the SME loan book growth lagged the new business growth and reached 4% year over year.

To reignite growth, Addiko has taken several strategic steps. In Serbia, a comprehensive turnaround plan led by a newly appointed CEO and SME leadership team delivered 44% year over year growth in new business. Pricing strategy adjustments were executed to retain quality clients through better pricing, loan prolongations, and superior service delivery. The product portfolio has been expanded to secured investment loans with slightly higher ticket sizes, targeting both existing and new customers. This has resulted in an 81% year over year increase in investment loan volumes. Finally, Addiko launched a new digital SME tool to process high ticket loans with a greater speed and simplicity, providing a clear competitive advantage and strong foundation for growth in upcoming years.

## Market launch in Romania

The market entry via the Slovenian banking entity through passporting represented an important strategic step in 2025 to position the Group's digital consumer-lending model in a high-growth market.

The start of the lending business was accompanied by a marketing campaign dominated by TV as a key channel. Positive market response allowed to increase net disbursements of loans, although the volume of loans originated in Romania remained relatively low during 2025 compared to existing markets. An offering for savers will be introduced to the market at a later stage.

Business volumes are expected to increase in 2026 and 2027, yet will deliberately remain at modest levels in order to uphold a prudent risk approach.

## Regulatory market interventions

In several core markets, regulatory measures were introduced or announced in 2025 that directly affect pricing and, consequently, the interest and fee income of our subsidiary banks. These measures have made adjustments to the Group's medium-term planning necessary.

In Croatia, the macroprudential measures introduced by the central bank in 2025 - including a 40% debt-to-income limit for non-housing loans - reduced the addressable market for consumer lending. In addition, new legislation will require banks, as of January 2026, to offer certain basic banking services free of charge, further weighing on profitability. In Serbia, the interest rate caps and fee restrictions introduced in 2025 predominantly affect those consumer customers of Addiko Group whose income lies just below the national average. The Republika Srpska has implemented restrictions on the collection of certain standard banking fees since June 2025, while Montenegro introduced both a debt cap and an interest rate cap.

## New programme for further transformation ("Specialization Program")

Despite regulatory-driven market constraints, the Group continues to operate a robust business model. To ensure sustainable profitability, preparations for a Group-wide Specialization Program were launched in 2025. The programme will be built on three pillars:

1. Business Expansion: Broaden the product portfolio and develop the ecosystem; leverage new market opportunities.
2. Engine & Platform (AI): Enhance decision models and analytics; strengthen risk and service excellence.
3. Capabilities & People: Improve efficiency and capacity; develop skills, training, and talent.

The programme focuses on scalable, structural levers that enhance revenue generation and cost efficiency without compromising the Group's risk profile. The scope of the programme will comprise the whole Group. The start will take place in the first quarter and the duration of the program is defined for three years, until the end of the year 2028.

## Delisting from Xetra trading in Frankfurt

Following the listing of Addiko Bank AG shares on the Frankfurt Xetra platform in April 2024 - intended to increase trading liquidity and broaden the investor base - it

was decided to terminate the Xetra listing with effect from 1 January 2026, as already communicated in the 3Q25 reporting.

This decision was driven by a significant change in the shareholder structure as well as a marked decline in trading liquidity, reflected in persistently low trading volumes, including numerous days without any turnover on Xetra. The delisting reflects a strategic reassessment of Addiko's capital market presence in light of the current shareholder composition and the limited benefits relative to the associated costs.

#### **Uncertainties Regarding the Shareholder Structure**

In 2024, the ECB imposed sanctions on a major shareholder of Addiko Bank AG after the shareholder exceeded the 10% ownership threshold without undergoing the required approval process for acquiring a qualifying holding. With reference to these events, the supervisory authority of the Croatian subsidiary temporarily suspended a capital repatriation of EUR 100 million that had already been in preparation.

Despite the lifting of voting-rights restrictions for a shareholder group in early February 2025, the banking supervisory authorities continue to identify uncertainties regarding the shareholder structure of Addiko Bank AG and have made further processing of the capital repatriation contingent upon the clarification of ownership relations. The

Bank remains in close dialogue with the relevant supervisory authorities.

#### **Cancellation of the 2025 dividend**

In line with supervisory expectations and regulatory requirements, the dividend distribution for the 2025 financial year remains suspended, taking into account regulatory considerations related to the current shareholder structure.

In the interest of the Bank, the Management Board maintains its position of not resuming dividend payments as long as the ownership structure of Addiko Bank AG has not been conclusively clarified and the related concerns raised by the supervisory authorities have not been resolved.

#### **Share Price Development**

While the share price of Addiko Bank AG moved sideways during the first half of 2025, it increased significantly in the second half of the year. At year-end 2025, the share closed at EUR 22.50, exceeding the year-end 2024 level of EUR 19.70.

At the beginning of 2026, a notable further increase in the share price was recorded; since then, the stock has been trading within a range of EUR 24.00 to EUR 26.50, while trading volumes have remained very low.

### 3. Business performance and economic situation

#### 3.1. Overview of financial performance

- **Result after tax** amounted to EUR 44.0 million (2024: EUR 45.4 million) with EPS of EUR 2.28 (2024: EUR 2.35) and RoATE of 5.2% (2024: 5.7%).
- **Net banking income** rose slightly to EUR 316.9 million (+0.3% YoY), as **net fee and commission income** increased to EUR 78.5 million (+7.6% YoY; 2024: EUR 73.0 million) offset lower **net interest income** of EUR 238.4 million (-1.8% YoY; 2024: EUR 242.9 million) in a normalising rate environment. **NIM** stood at 3.72% (2024: 3.87%).
- **Operating result before impairments and provisions** came in at EUR 109.8 million (2024: EUR 112.3 million). **General administrative expenses** increased to EUR 195.4 million (2024: EUR 192.4 million), reflecting wage indexation and inflation; **CIR** was 61.7% (2024: 60.9%).
- **Expected credit loss (ECL) expenses** totaled EUR 35.2 million (2024: EUR 36.0 million), corresponding to a **cost-of-risk of 96 bps on net loans** (2024: 103 bps). Asset quality remained resilient: **NPE ratio (on-balance loans)** improved to 2.5% (2024: 2.9%), **NPE volume** declined to €125.5 million (2024: EUR 144.7 million) and **NPE coverage ratio** increased to 81.7% (2024: 80.0%).
- The focus book continued to expand: **Consumer & SME** accounted for 91.7% of gross performing loans (YE24: 89.5%); **Consumer GPL** rose 9.6%, **SME GPL** 3.6%. Total customer gross performing loans were €3.67bn (YE24: €3.51bn).
- **Capital & equity**: Equity increased to €898.5 million (YE24: €839.5 million). The **CET1/Total Capital ratio** was 22.4% under CRR3 (YE24: 22.0%, CRR2), comfortably above requirements.

The Group reported **result after tax** of EUR 44.0 million for 2025 (2024: EUR 45.4 million). This reflects broadly stable net banking income in a lower-rate environment, slightly higher administrative expenses versus the prior year, and a continued benign risk cost environment.

The **share of the two focus segments Consumer and SME** in the gross performing loan book increased to 91.7% (YE24: 89.5%). The total customer gross performing loan book continued to grow, reaching EUR 3.67 billion (YE24: EUR 3.51 billion). Within this, the focus book rose 3.5% YoY, with Consumer GPL up 9.6% and SME GPL up 3.6%.

**Net banking income** increased slightly to EUR 316.9 million in 2025 (2024: EUR 315.8 million), despite a significantly lower rate environment. **Net interest income** declined 1.8% YoY to EUR 238.4 million, mainly due to the repricing of the variable-rate back book (14% of the portfolio) and lower income from national bank deposits; as a result, **NIM** decreased from 3.87% in 2024 to 3.72% in 2025. This decline was offset by a 7.6% YoY increase in **net fee and commission income** to EUR 78.5 million, driven by bancassurance and stronger engagement in accounts & packages and card transactions.

**Other operating result** was EUR -13.5 million, down EUR 1.2 million YoY, as the prior-year figure had benefited from gains on real estate sales in Bosnia & Herzegovina.

**General administrative expenses** stood at EUR 195.4 million (2024: EUR 192.4 million); excluding EUR 3.0 million of prior-year takeover-related advisory costs, this represents a 3.2% YoY increase, mainly from wage adjustments implemented in 2024 and general indexation. The **Cost/income ratio** was at 61.7% (2024: 60.9%).

**Other result** was EUR -14.6 million (2024: EUR -15.8 million), and included additional provisions for pending legal disputes related to contractual clauses in legacy Swiss-franc-denominated loans and to cases concerning loan-processing and early-repayment fees.

**Expected credit loss expenses** were EUR 35.2 million, corresponding to a cost-of-risk of 96 basis points (on net loans), down from EUR 36.0 million or 103 basis points in the prior-year period. The **NPE ratio (on balance loans)** improved to 2.5% (YE24: 2.9%), with **non-performing exposure (NPE)** at EUR 125.5 million (YE24: EUR 144.7 million) and **NPE coverage** increasing to 81.7% (YE24: 80.0%).

Total **equity** increased to EUR 898.5 million (YE24: EUR 839.5 million). After regulatory deductions, the **CET1 ratio** stood at 22.4% under CRR3 (YE24: 22.0%, CRR2), mainly reflecting changed risk-weighting requirements under CRR3.

## 3.2. Analysis of the result

|   | EUR m         |               |             |              |
|---|---------------|---------------|-------------|--------------|
|   | 2025          | 2024          | (abs)       | (%)          |
| Net banking income  | 316.9         | 315.8         | 1.0         | 0.3%         |
| Net interest income                                       | 238.4         | 242.9         | -4.5        | -1.8%        |
| Net fee and commission income                             | 78.5          | 73.0          | 5.5         | 7.6%         |
| Net result on financial instruments                       | 1.8           | 1.2           | 0.7         | 55.4%        |
| Other operating result                                    | -13.5         | -12.3         | -1.2        | 9.6%         |
| <b>Operating income</b>                                   | <b>305.2</b>  | <b>304.7</b>  | <b>0.5</b>  | <b>0.2%</b>  |
| <b>General administrative expenses</b>                    | <b>-195.4</b> | <b>-192.4</b> | <b>-3.0</b> | <b>1.6%</b>  |
| <b>Operating result before impairments and provisions</b> | <b>109.8</b>  | <b>112.3</b>  | <b>-2.5</b> | <b>-2.3%</b> |
| Other result  | -14.6         | -15.8         | 1.2         | -7.7%        |
| Expected credit loss expenses on financial assets         | -35.2         | -36.0         | 0.9         | -2.5%        |
| <b>Result before tax</b>                                  | <b>60.1</b>   | <b>60.4</b>   | <b>-0.4</b> | <b>-0.6%</b> |
| Taxes on income   | -16.0         | -15.0         | -1.0        | 6.7%         |
| <b>Result after tax</b>                                   | <b>44.0</b>   | <b>45.4</b>   | <b>-1.4</b> | <b>-3.1%</b> |

**Net banking income** increased by EUR 1.1 million (+0.35) to EUR 316.9 million (2024: EUR 315.8 million), as stronger net fee and commission income offset lower net interest income in a materially lower-rate environment.

**Net interest income** declined 1.8% YoY to EUR 238.4 million (2024: EUR 242.9 million), primarily due to the repricing of the variable-rate back book (14% of the portfolio) and lower income from central bank deposits following the ECB's four 25 bps cuts (100 bps in total) since January 2025. This was partly offset by resilient consumer yields and EUR 10.2 million lower interest expenses YoY. The **net interest margin (NIM)** declined to 3.72% (2024: 3.87%; -15 bps YoY).

- **Interest income** decreased by EUR 14.6 million to EUR 238.4 million (2024: EUR 242.9 million). Despite the lower backdrop, interest income from the Consumer segment increased by 5.6% YoY, partially offsetting curve effects and the impact on variable-rate loans (14% of the book) and on central bank deposits.
- **Interest expenses** fell to EUR 58.1 million (2024: EUR 68.3 million), reflecting the rate backdrop and funding mix.

**Net fee and commission income** increased to EUR 78.5 million, up EUR 5.5 million from EUR 73.0 million in 2024. This growth was primarily driven by bancassurance, accounts & packages, and card transactions - including EUR 3.5 million non-recurring items from the bancassurance channel in 2025. The performance reflects deeper customer engagement and cross-sell.

The **net result on financial instruments** improved to EUR 1.8 million in 2025 (2024: EUR 1.2 million), driven by held-for-trading (EUR 0.7 million) and non-trading FVTPL (EUR 0.7 million). The latter included fair-value remeasurement of equity instruments.

**Other operating result** was EUR -13.5 million (2024: EUR -12.3 million). The delta was primarily due to higher **deposit guarantee charges** (EUR 7.9 million vs. EUR 5.6 million in 2024), driven by a higher payment to the Slovenian Deposit Guarantee Fund in 2025 and a prior-year accrual release in Croatia, partly offset by lower **bank levies and other taxes** (EUR 7.3 million vs. EUR 7.7 million) and slightly lower **gains from the sale of non-financial assets** (EUR 2.5 million vs. EUR 2.9 million).

**General administrative expenses** increased to EUR 195.4 million (2024: EUR 192.4 million), comprising:

- **Personnel expenses** of EUR 106.9 million (2024: EUR 104.4 million) reflecting wage indexation and minimum-wage effects; 2024 included EUR 1.2 million of non-recurring variable-remuneration costs (EUR 0.4 million PAIF triggered; EUR 0.8 million conversion of the equity-settled plan to a cash-settled phantom share plan).
- **Other administrative expenses** of EUR 70.4 million (2024: EUR 71.0 million); lower YoY due to EUR 3.0 million non-recurring legal and advisory costs recorded in 2024 in relation to tender offers.
- **Depreciation/amortisation** of EUR 18.1 million (2024: EUR 17.0 million).

The Group continues to pursue efficiency initiatives; however, persistent inflation and market conditions affected all cost categories. The **Cost/income ratio** landed at 61.7% (2024: 60.9%).

**Other result** was EUR -14.6 million (2024: EUR -15.8 million), driven by a lower **result from legal cases** of EUR -13.5 million (2024: -15.4 million). The 2025 legal result reflects additional provisions for pending legal disputes related to contractual clauses in legacy Swiss-franc-denominated loans and to cases concerning

loan-processing and early-repayment fees; the year also included a EUR 0.4 million positive effect from the settlement of a legacy case. The **operational risk** result was slightly negative in 2025, reflecting EUR 0.3 million of provisions for an external fraud case and EUR 0.2 million following a wage-tax review, versus 2024 positives from a EUR 0.5 million provision release related to “Lexitor” cases and a EUR 0.4 million insurance reimbursement. 2024 also included a EUR 0.7 million **modification loss** due to a temporary regulatory cap on retail loan rates.

**Expected credit loss expenses on financial assets (ECL)** were EUR 35.2 million (2024: EUR 36.0 million), corresponding to a cost-of-risk of 0.40% (40 bps) on net loans (2024: 44 bps). The trend reflects provisioning in Consumer and selected larger SME exposures, while overall

credit quality stayed resilient: the NPE ratio (on-balance loans) improved to 2.5% (2024: 2.9%) and NPE coverage increased to 81.7% (2024: 80.0%).

**Taxes on income** increased to EUR 16.0 million (2024: EUR 15.0 million), and the effective tax rate rose to 26.7% (2024: 24.8%), mainly due to a EUR 2.1 million DTA write-down on tax-loss carry-forwards under Slovenia’s new five-year utilisation limit and updated utilisation assumptions.

Overall, the **result after tax** decreased by 3.1% YoY to EUR 44.0 million (2024: EUR 45.4 million).

### 3.3. Analysis of the statement of financial position

|   | Dec25          | Dec24          | (abs)       | EUR m (%)   |
|---|----------------|----------------|-------------|-------------|
| Cash and cash equivalents                 | 1,057.2        | 1,251.4        | -194.3      | -15.5%      |
| Financial assets held for trading         | 9.8            | 14.4           | -4.6        | -32.0%      |
| Loans and advances to credit institutions | 75.1           | 44.2           | 30.9        | 69.8%       |
| Loans and advances to customers           | 3,676.6        | 3,506.4        | 170.2       | 4.9%        |
| Investment securities                     | 1,475.6        | 1,464.7        | 10.9        | 0.7%        |
| Tangible assets                           | 59.9           | 55.4           | 4.5         | 8.1%        |
| Intangible assets                         | 28.9           | 25.7           | 3.2         | 12.3%       |
| Tax assets                                | 22.0           | 30.8           | -8.8        | -28.4%      |
| Current tax assets                        | 1.6            | 2.1            | -0.5        | -23.5%      |
| Deferred tax assets                       | 20.4           | 28.6           | -8.2        | -28.8%      |
| Other assets                              | 14.0           | 14.8           | -0.8        | -5.7%       |
| Non-current assets held for sale          | 0.5            | 1.0            | -0.6        | -54.1%      |
| <b>Total assets</b>                       | <b>6,419.5</b> | <b>6,408.9</b> | <b>10.6</b> | <b>0.2%</b> |

The Group’s statement of financial position remained simple and loan-centric at year-end 2025, with **total assets** up slightly by EUR 10.6 million to EUR 6,419.5 million (YE24: EUR 6,408.9 million). Growth in customer lending and modest increase in investment securities were largely offset by the planned redeployment of excess liquidity from central bank balances, preserving balance-sheet resilience and the established funding profile. About 57% of assets continued to be represented by customer loans, with a substantial remainder in high-quality, plain-vanilla debt securities and cash reserves (YE24: similar structure).

On the asset side, **loans and advances to customers** increased by 4.9% or EUR 170.2 million to EUR 3,676.6 million (YE24: EUR 3,506.4 million) reflecting the continued re-weighting toward the focus segments. Within this, the Consumer and SME focus book expanded by EUR 110.6 million to EUR 3,248.3 million (YE24: EUR 3,137.7 million) and reached 91.7% of gross performing loans (YE24: 89.5%),

while non-focus segments declined as planned to EUR 330.3 million (YE24: EUR 368.7 million).

**Investment securities** increased to EUR 1,475.6 million (YE24: EUR 1,464.7 million), remaining predominantly investment-grade sovereign exposure from the CESEE region in line with the Group’s conservative investment strategy.

**Cash and cash equivalents** decreased to EUR 1,057.2 million (YE24: EUR 1,251.4 million) as liquidity was deployed to support asset growth and optimise returns.

**Loans and advances to credit institutions** increased by EUR 30.9 million to EUR 75.1 million (YE24: EUR 44.2 million).

**Tangible and intangible assets** increased to EUR 59.9 million and EUR 28.9 million, respectively (YE24:

EUR 55.4 million and EUR 25.7 million), reflecting targeted technology and infrastructure investments.

**Tax assets** declined to EUR 22.0 million (YE24: EUR 30.8 million), mainly lower deferred tax assets following Slovenia's introduction of a five-year limit on loss carry-forwards.

**Other assets** stood at EUR 14.0 million (YE24: EUR 14.8 million) and **non-current assets held for sale** at EUR 0.5 million (YE24: EUR 1.0 million).

|  | Dec25          | Dec24          | (abs)       | EUR m (%)   |
|--|----------------|----------------|-------------|-------------|
| Financial liabilities held for trading           | 2.1            | 4.4            | -2.3        | -51.7%      |
| Deposits and borrowings from credit institutions | 74.2           | 77.3           | -3.0        | -3.9%       |
| Deposits and borrowings from customers           | 5,252.8        | 5,290.0        | -37.2       | -0.7%       |
| Other financial liabilities                      | 63.9           | 54.4           | 9.5         | 17.4%       |
| Provisions                                       | 81.6           | 94.1           | -12.5       | -13.3%      |
| Tax liabilities                                  | 3.6            | 5.0            | -1.4        | -27.9%      |
| Current tax liabilities                          | 1.4            | 3.3            | -1.9        | -58.4%      |
| Other liabilities                                | 42.8           | 44.2           | -1.4        | -3.1%       |
| Equity   | 898.5          | 839.5          | 59.0        | 7.0%        |
| <b>Total equity and liabilities</b>              | <b>6,419.5</b> | <b>6,408.9</b> | <b>10.6</b> | <b>0.2%</b> |

On the liability side, **deposits and borrowings from customers** remained the primary funding source at EUR 5,252.8 million (-0.7% YoY; YE24: EUR 5,290.0 million). The deposit mix continued to shift from term to a-vista/demand, with the term share decreasing to 36% (YE24: 41%); deposits are mainly Euro-denominated, followed by Bosnia & Herzegovina Convertible Mark (BAM) and Serbian Dinar (RSD) balances.

**Deposits and borrowings from credit institutions** decreased from EUR 77.3 million at YE24 to EUR 74.2 million at YE25 and **other financial liabilities** increased to EUR 63.9 million (YE24: EUR 54.4 million).

**Provisions** decreased to EUR 81.6 million (YE24: EUR 94.1 million), primarily comprising credit-linked and portfolio-based provisions related to expected outcomes in legacy CHF-linked loan litigation.

**Other liabilities** decreased to EUR 42.8 million (YE24: EUR 44.2 million).

**Equity** increased by EUR 59.0 million to EUR 898.5 million (YE24: EUR 839.5 million), driven by profit generation and a positive development in other comprehensive income (including the ongoing pull-to-par of negative fair-value reserves on debt instruments, with the remaining balance at EUR -16.3 million vs. YE24: EUR -30.8 million).

## 3.4. Segment information

Addiko Group's business segments reflect its strategy to specialise in Consumer and SME banking, emphasising growth in these two 'focus segments'.

| 31.12.2025  |                |              |                    |                                  |                  | EUR m         |
|---|----------------|--------------|--------------------|----------------------------------|------------------|---------------|
|   | Focus segments |              | Non-focus segments |                                  | Corporate Center | Total         |
|   | Consumer       | SME Business | Mortgage           | Large Corporate & Public Finance |                  |               |
| Net banking income  | 181.9          | 84.4         | 1.8                | 10.3                             | 38.4             | 316.9         |
| Net interest income                                       | 133.3          | 57.7         | 1.8                | 7.4                              | 38.2             | 238.4         |
| o/w regular interest income                               | 141.7          | 66.8         | 11.3               | 2.6                              | 62.0             | 284.4         |
| Net fee and commission income                             | 48.6           | 26.7         | 0.0                | 2.9                              | 0.2              | 78.5          |
| Net result from financial instruments                     | 0.0            | 0.0          | 0.0                | 0.0                              | 1.8              | 1.8           |
| Other operating result                                    | 0.0            | 0.0          | 0.0                | 0.0                              | -13.5            | -13.5         |
| <b>Operating income</b>                                   | <b>181.9</b>   | <b>84.4</b>  | <b>1.8</b>         | <b>10.3</b>                      | <b>26.8</b>      | <b>305.2</b>  |
| <b>General administrative expenses</b>                    | <b>-97.4</b>   | <b>-37.6</b> | <b>-1.1</b>        | <b>-4.2</b>                      | <b>-55.1</b>     | <b>-195.4</b> |
| <b>Operating result before impairments and provisions</b> | <b>84.5</b>    | <b>46.8</b>  | <b>0.7</b>         | <b>6.1</b>                       | <b>-28.3</b>     | <b>109.8</b>  |
| Other result  | 0.0            | 0.0          | 0.0                | 0.0                              | -14.6            | -14.6         |
| Expected credit loss expenses on financial assets         | -16.2          | -24.7        | 4.4                | 2.0                              | -0.7             | -35.2         |
| <b>Result before tax</b>                                  | <b>68.3</b>    | <b>22.2</b>  | <b>5.1</b>         | <b>8.1</b>                       | <b>-43.6</b>     | <b>60.1</b>   |
| <b>Business volume</b>                                    |                |              |                    |                                  |                  |               |
| Net loans and receivables                                 | 2,044.9        | 1,297.5      | 257.4              | 45.5                             | 106.5            | 3,751.8       |
| o/w gross performing loans customers                      | 2,058.1        | 1,306.6      | 258.1              | 44.8                             |                  | 3,667.6       |
| Gross disbursements                                       | 1,017.7        | 782.5        | 0.0                | 16.9                             |                  | 1,817.1       |
| Financial liabilities at AC <sup>1)</sup>                 | 2,963.8        | 1,134.8      | 0.0                | 390.3                            | 902.1            | 5,391.0       |
| RWA <sup>2)</sup>   | 1,575.1        | 910.2        | 149.2              | 85.4                             | 552.3            | 3,272.3       |
| <b>Key ratios</b>   |                |              |                    |                                  |                  |               |
| NIM <sup>3)</sup>   | 5.6%           | 4.4%         | -0.3%              | 2.8%                             |                  | 3.7%          |
| Cost/Income ratio <sup>4)</sup>                           | 53.5%          | 44.6%        | 63.5%              | 40.8%                            |                  | 61.7%         |
| Cost of risk ratio (CRB)                                  | -0.7%          | -1.3%        | 1.7%               | 1.1%                             |                  | -0.7%         |
| Cost of risk ratio (on net loans)                         | -0.8%          | -1.9%        | 1.7%               | 4.4%                             |                  | -1.0%         |
| Loan to deposit ratio                                     | 69.0%          | 114.3%       | 0.0%               | 11.7%                            |                  | 70.0%         |
| NPE ratio (on balance loans)                              | 3.1%           | 2.8%         | 3.1%               | 15.0%                            |                  | 2.5%          |
| NPE coverage ratio  | 81.0%          | 81.3%        | 81.8%              | 88.1%                            |                  | 81.7%         |
| Yield GPL (simple average)                                | 7.2%           | 5.2%         | 4.0%               | 5.0%                             |                  | 6.2%          |

<sup>1)</sup> Financial liabilities at AC include in the Corporate Center segment the Direct deposits (Austria/Germany) amounting to EUR 504 million, EUR 74 million Deposits from credit institutions and EUR 324 million other liabilities including treasury deposits. <sup>2)</sup> Includes only credit risk. <sup>3)</sup> Net interest margin at segment level is the sum of interest income (without interest income on NPE) and expenses, including funds transfer pricing but without asset contribution, divided by the respective average business volume using daily balances. <sup>4)</sup> Cost/income ratio (CIR) is calculated as the sum of general administrated expenses divided by operating income including asset contribution on segment level.

EUR m

| 31.12.2024  | Focus segments |              | Non-focus segments |                                  | Corporate Center | Total         |
|---|----------------|--------------|--------------------|----------------------------------|------------------|---------------|
|   | Consumer       | SME Business | Mortgage           | Large Corporate & Public Finance |                  |               |
| Net banking income  | 174.5          | 101.9        | 13.5               | 10.5                             | 15.4             | 315.8         |
| Net interest income                                       | 131.2          | 74.4         | 13.5               | 7.9                              | 15.9             | 242.9         |
| o/w regular interest income                               | 133.2          | 74.5         | 14.7               | 4.9                              | 70.3             | 297.6         |
| Net fee and commission income                             | 43.2           | 27.6         | 0.0                | 2.7                              | -0.5             | 73.0          |
| Net result from financial instruments                     | 0.0            | 0.0          | 0.0                | 0.0                              | 1.2              | 1.2           |
| Other operating result                                    | 0.0            | 0.0          | 0.0                | 0.0                              | -12.3            | -12.3         |
| <b>Operating income</b>                                   | <b>174.5</b>   | <b>101.9</b> | <b>13.5</b>        | <b>10.5</b>                      | <b>4.3</b>       | <b>304.7</b>  |
| <b>General administrative expenses</b>                    | <b>-91.2</b>   | <b>-37.0</b> | <b>-1.4</b>        | <b>-4.3</b>                      | <b>-58.5</b>     | <b>-192.4</b> |
| <b>Operating result before impairments and provisions</b> | <b>83.3</b>    | <b>64.9</b>  | <b>12.1</b>        | <b>6.2</b>                       | <b>-54.2</b>     | <b>112.3</b>  |
| Other result  | 0.0            | 0.0          | 0.0                | 0.0                              | -15.8            | -15.8         |
| Expected credit loss expenses on financial assets         | -20.4          | -27.3        | 8.7                | 2.2                              | 0.7              | -36.0         |
| <b>Result before tax</b>                                  | <b>62.9</b>    | <b>37.7</b>  | <b>20.8</b>        | <b>8.4</b>                       | <b>-69.3</b>     | <b>60.4</b>   |
| <b>Business volume</b>                                    |                |              |                    |                                  |                  |               |
| Net loans and receivables                                 | 1,861.7        | 1,256.7      | 306.2              | 63.7                             | 62.4             | 3,550.6       |
| o/w gross performing loans customers                      | 1,877.1        | 1,260.6      | 306.8              | 61.8                             |                  | 3,506.4       |
| Gross disbursements                                       | 851.4          | 705.8        | 0.1                | 11.0                             |                  | 1,568.3       |
| Financial liabilities at AC <sup>1)</sup>                 | 2,945.5        | 1,149.0      | 0.0                | 390.5                            | 936.8            | 5,421.7       |
| RWA <sup>2)</sup>   | 1,419.0        | 871.8        | 175.4              | 73.3                             | 493.9            | 3,033.4       |
| <b>Key ratios</b>   |                |              |                    |                                  |                  |               |
| NIM <sup>3)</sup>   | 5.5%           | 4.1%         | -0.7%              | 2.4%                             |                  | 3.9%          |
| Cost/Income ratio <sup>4)</sup>                           | 52.3%          | 36.3%        | 10.4%              | 41.2%                            |                  | 60.9%         |
| Cost of risk ratio (CRB)                                  | -1.0%          | -1.4%        | 2.7%               | 1.4%                             |                  | -0.8%         |
| Cost of risk ratio (on net loans)                         | -1.1%          | -2.2%        | 2.8%               | 3.5%                             |                  | -1.0%         |
| Loan to deposit ratio                                     | 63.2%          | 109.4%       | 0.0%               | 16.3%                            |                  | 66.3%         |
| NPE ratio (on balance loans)                              | 3.4%           | 3.8%         | 3.5%               | 15.9%                            |                  | 2.9%          |
| NPE coverage ratio  | 81.5%          | 77.6%        | 80.2%              | 81.4%                            |                  | 80.0%         |
| Yield GPL (simple average)                                | 7.4%           | 5.8%         | 4.4%               | 5.8%                             |                  | 6.5%          |

<sup>1)</sup> Financial liabilities at AC include in the Corporate Center segment the Direct deposits (Austria/Germany) amounting to EUR 585 million, EUR 77 million Deposits from credit institutions and EUR 146 million other liabilities. <sup>2)</sup> Includes only credit risk. <sup>3)</sup> Net interest margin at segment level is the sum of interest income (without interest income on NPE) and expenses, including funds transfer pricing but without asset contribution, divided by the respective average business volume using daily balances. <sup>4)</sup> Cost/income ratio (CIR) is calculated as the sum of general administrated expenses divided by operating income including asset contribution on segment level.

## 3.4.1. Consumer

| EUR m   |              |              |             |
|---|--------------|--------------|-------------|
| Consumer Business   |              |              |             |
| Consolidated income statement                             | 2025         | 2024         | (%)         |
| Net interest income                                       | 133.3        | 131.2        | 1.6%        |
| o/w regular interest income                               | 141.7        | 133.2        | 6.3%        |
| Net fee and commission income                             | 48.6         | 43.2         | 12.3%       |
| <b>Operating income</b>                                   | <b>181.9</b> | <b>174.5</b> | <b>4.3%</b> |
| <b>General administrative expenses</b>                    | <b>-97.4</b> | <b>-91.2</b> | <b>6.8%</b> |
| <b>Operating result before impairments and provisions</b> | <b>84.5</b>  | <b>83.3</b>  | <b>1.5%</b> |
| Other result  | 0.0          | 0.0          | -           |
| Expected credit loss expenses on financial assets         | -16.2        | -20.4        | -20.7%      |
| <b>Result before tax</b>                                  | <b>68.3</b>  | <b>62.9</b>  | <b>8.7%</b> |
|   |              |              |             |
| Business volume   | 2025         | 2024         | (%)         |
| Net loans and receivables                                 | 2,044.9      | 1,861.7      | 9.8%        |
| o/w gross performing loans customers                      | 2,058.1      | 1,877.1      | 9.6%        |
| Gross disbursements                                       | 1,017.7      | 851.4        | 19.5%       |
| Financial liabilities at AC                               | 2,963.8      | 2,945.5      | 0.6%        |
|   |              |              |             |
| Key ratios  | 2025         | 2024         | (bps)       |
| NIM   | 5.6%         | 5.5%         | 9           |
| Cost/income ratio   | 53.5%        | 52.3%        | 128         |
| Cost of risk ratio (CRB)                                  | -0.7%        | -1.0%        | 26          |
| Cost of risk ratio (on net loans)                         | -0.8%        | -1.1%        | 30          |
| Loan to deposit ratio                                     | 69.0%        | 63.2%        | 579         |
| NPE ratio (on balance loans)                              | 3.1%         | 3.4%         | -38         |
| NPE coverage ratio  | 81.0%        | 81.5%        | -58         |
| Yield GPL (simple average)                                | 7.2%         | 7.4%         | -23         |

### Consumer strategy

Addiko's approach is to offer modern banking, focusing on products for the essential needs of customers via unsecured loans, accounts, payments and cards. This approach is communicated in a simple and transparent manner and delivered efficiently via a hybrid distribution model, combining physical branches and modern digital channels.

Our strategic focus during the year was on driving incremental customer acquisition and lending growth by targeting emerging digital-savvy customer segments and point-of-sale clients through lower-ticket financing solutions. We leveraged speed, simplicity, and convenience as our core differentiating value proposition.

In parallel, we successfully deepened customer relationships through structured upselling into higher-value consumer loans, anchored by mandatory current account onboarding via branch and Bank@Work distribution channels, thereby strengthening primary banking relationships and improving customer lifetime value.

Addiko also dedicates substantial efforts to continuously improving its digital capabilities and is recognised in its

markets as a digital challenger with digital products and services such as Webloans, mLoans and online account opening capabilities.

### Consumer 2025 business review

**Net interest income** increased by EUR 2.1 million, or 1.6% YoY, to EUR 133.3 million, compared to EUR 131.2 million in 2024. This increase was primarily driven by regular interest income reflecting a strong YoY development of 6.3%, partially offset by lower attributable allocation of asset contribution.

The increase in regular interest income was the result of strong business activity with premium pricing to the incumbent banks. Key contributions to this performance included:

- A differentiated digital E2E offering serving as a unique selling proposition (USP) versus competitors,
- Enhanced speed and convenience across customer journeys,
- Significant expansion of partnership acquisition through new digital platforms,

- Proactive customer acquisition via Bank@Work and CRM channels.

**Net fee and commission income** increased by EUR 5.3 million, or 12.3% YoY, reaching EUR 48.6 million (2024: EUR 43.2 million). This growth was mainly supported by higher income from bancassurance reflecting a one-off income of EUR 3.5 million from an insurance partner, accounts & packages, loans and transactions. The bank's strategy focused on strengthening customer engagement and improving cross-selling, particularly by offering credit cards and account packages to newly acquired clients.

**Operating result before impairments and provisions** amounted to EUR 84.5 million in 2025, up by 1.5% YoY. While **operating income** showed a positive development

overall, this was partially offset by higher **general administrative expenses** following wage adjustments implemented in 2024, which took full effect in 2025 as well as higher marketing costs for expansion Romania. The **Cost/income ratio** slightly increased to 53.5% (2024: 52.3%).

**Result before tax** reached EUR 68.3 million (2024: EUR 62.9 million), reflecting an 8.7% increase, also supported by lower expected credit loss expenses.

**Gross disbursements** reached EUR 1,017.7 million in 2025, a 19.5% YoY increase from EUR 851.4 million in 2024. The Consumer segment recorded a strong 9.6% growth in **gross performing loans** during the same period. The **NPE ratio** (on-balance loans) down in 2025 to 3.1% (YE24: 3.4%), reflecting the Group's continued focus on asset quality.

### 3.4.2. SME Business

|   |              |              | EUR m         |
|---|--------------|--------------|---------------|
| SME Business  |              |              |               |
| Consolidated income statement                             | 2025         | 2024         | (%)           |
| Net interest income                                       | 57.7         | 74.4         | -22.4%        |
| o/w regular interest income                               | 66.8         | 74.5         | -10.4%        |
| Net fee and commission income                             | 26.7         | 27.6         | -3.0%         |
| <b>Operating income</b>                                   | <b>84.4</b>  | <b>101.9</b> | <b>-17.1%</b> |
| <b>General administrative expenses</b>                    | <b>-37.6</b> | <b>-37.0</b> | <b>1.8%</b>   |
| <b>Operating result before impairments and provisions</b> | <b>46.8</b>  | <b>64.9</b>  | <b>-27.9%</b> |
| Other result  | 0.0          | 0.0          | -             |
| Expected credit loss expenses on financial assets         | -24.7        | -27.3        | -9.5%         |
| <b>Result before tax</b>                                  | <b>22.2</b>  | <b>37.7</b>  | <b>-41.2%</b> |
| <b>Business volume</b>                                    |              |              |               |
|   | <b>2025</b>  | <b>2024</b>  | <b>(%)</b>    |
| Net loans and receivables                                 | 1,297.5      | 1,256.7      | 3.2%          |
| o/w gross performing loans customers                      | 1,306.6      | 1,260.6      | 3.6%          |
| Gross disbursements                                       | 782.5        | 705.8        | 10.9%         |
| Financial liabilities at AC                               | 1,134.8      | 1,149.0      | -1.2%         |
| <b>Key ratios</b>   |              |              |               |
|   | <b>2025</b>  | <b>2024</b>  | <b>(bps)</b>  |
| NIM   | 4.4%         | 4.1%         | 28            |
| Cost/income ratio   | 44.6%        | 36.3%        | 828           |
| Cost of risk ratio (CRB)                                  | -1.3%        | -1.4%        | 13            |
| Cost of risk ratio (on net loans)                         | -1.9%        | -2.2%        | 27            |
| Loan to deposit ratio                                     | 114.3%       | 109.4%       | 496           |
| NPE ratio (on balance loans)                              | 2.8%         | 3.8%         | -95           |
| NPE coverage ratio  | 81.3%        | 77.6%        | 377           |
| Yield GPL (simple average)                                | 5.2%         | 5.8%         | -59           |

## SME strategy

Addiko's strategic approach has centered on delivering lower ticket loans coupled with mandatory account packages to the underserved micro and small segments. We've achieved this through our digital agents platform, where speed is a prominent unique selling proposition.

Addiko is providing modern banking services that address essential customer needs, primarily through unsecured loans and payment solutions. This approach is communicated in a simple and transparent manner and delivered efficiently via a hybrid distribution model that combines physical branches with modern digital channels.

In the SME segment, the focus remains on short to mid-term unsecured financing, followed by transaction banking and trade finance products complemented by deposit offerings. The product portfolio has been expanded to include a mix of partially secured and unsecured loans with higher ticket sizes, targeting both existing and new customers.

The Group remains committed to delivering a compelling value proposition through digitally enhanced loan products and online self-services capabilities, effectively reducing service costs for customers. Furthermore, Addiko remains focused on serving untapped niches of micro and small enterprises with tailored financing solutions and standard products to medium enterprises.

## SME 2025 business review

**Net interest income** declined by EUR 16.6 million, or 22.4% YoY, to EUR 57.7 million (2024: EUR 74.4 million). This decrease was driven by a lower allocation of asset contribution and a 10.4% decline in regular interest income, mainly due to the repricing of the variable back book and muted loan demand, particularly in the Serbian market but with positive momentum in the last quarter.

**Net fee and commission income** slightly decreased by EUR 0.8 million, or 3.0% YoY, reaching EUR 26.7 million (2024: EUR 27.6 million), primarily due to lower income from transactions and trade finance.

**Operating result before impairments and provisions** amounted to EUR 46.8 million, down 27.9% YoY, impacted by lower operating income, while **general administrative expenses** remained broadly stable compared to 2024. The Cost/income ratio increased to 44.6% (2024: 36.3%).

**Result before tax** amounted EUR 22.2 million (2024: EUR 37.7 million), a 41.2% decrease YoY, while lower expected credit loss expenses are visible, despite increased provisions for larger tickets in Addiko Bank Slovenia.

**Gross disbursements** totalled EUR 782.5 million during the reporting period, up 10.9% YoY (2024: EUR 705.8 million). The SME segment recorded 3.6% growth in **gross performing loans** during the same period. The **NPE ratio** (on-balance loans) down in 2025 to 2.8% (YE24: 3.8%), reflecting the Group's continued focus on asset quality.

### 3.4.3. Mortgage

EUR m

| Mortgages   |             |             |               |
|---|-------------|-------------|---------------|
| Consolidated income statement                             | 2025        | 2024        | (%)           |
| Net interest income                                       | 1.8         | 13.5        | -86.8%        |
| o/w regular interest income                               | 11.3        | 14.7        | -23.0%        |
| Net fee and commission income                             | 0.0         | 0.0         | -             |
| <b>Operating income</b>                                   | <b>1.8</b>  | <b>13.5</b> | <b>-86.8%</b> |
| <b>General administrative expenses</b>                    | <b>-1.1</b> | <b>-1.4</b> | <b>-19.9%</b> |
| <b>Operating result before impairments and provisions</b> | <b>0.7</b>  | <b>12.1</b> | <b>-94.6%</b> |
| Other result  | 0.0         | 0.0         | -             |
| Expected credit loss expenses on financial assets         | 4.4         | 8.7         | -49.2%        |
| <b>Result before tax</b>                                  | <b>5.1</b>  | <b>20.8</b> | <b>-75.6%</b> |
| <b>Business volume</b>                                    |             |             |               |
|   | <b>2025</b> | <b>2024</b> | <b>(%)</b>    |
| Net loans and receivables                                 | 257.4       | 306.2       | -15.9%        |
| o/w gross performing loans customers                      | 258.1       | 306.8       | -15.9%        |
| Gross disbursements                                       | 0.0         | 0.1         | -100.0%       |
| Financial liabilities at AC                               | 0.0         | 0.0         | -             |
| <b>Key ratios</b>   |             |             |               |
|   | <b>2025</b> | <b>2024</b> | <b>(bps)</b>  |
| NIM   | -0.3%       | -0.7%       | 39            |
| Cost/income ratio   | 63.5%       | 10.4%       | 5301          |
| Cost of risk ratio (CRB)                                  | 1.7%        | 2.7%        | -108          |
| Cost of risk ratio (on net loans)                         | 1.7%        | 2.8%        | -112          |
| Loan to deposit ratio                                     | 0.0%        | 0.0%        | -             |
| NPE ratio (on balance loans)                              | 3.1%        | 3.5%        | -39           |
| NPE coverage ratio  | 81.8%       | 80.2%       | 159           |
| Yield GPL (simple average)                                | 4.0%        | 4.4%        | -38           |

#### Mortgage strategy and 2025 business review

Mortgage lending is a non-focus business area. The Group aims to execute a well-managed and gradual run-down of existing, profitable customer loans until their contractual maturity. As such, mortgage lending products are no longer actively marketed.

Following the reduction in lending volumes, **operating income** naturally decreased by 86.8% from EUR 13.5 million in 2024 to EUR 1.8 million in 2025, also impacted by a lower allocation of asset contribution and the repricing of the variable back book. **Result before tax** was EUR 5.1 million in 2025 (2024: EUR 20.8 million), representing an 75.6% decrease YoY, also influenced by lower releases of provisions for expected credit losses.

### 3.4.4. Large Corporate & Public Finance

EUR m

| Large Corporate & Public Finance                          |             |             |              |
|---|-------------|-------------|--------------|
| Consolidated income statement                             | 2025        | 2024        | (%)          |
| Net interest income                                       | 7.4         | 7.9         | -6.4%        |
| o/w regular interest income                               | 2.6         | 4.9         | -45.6%       |
| Net fee and commission income                             | 2.9         | 2.7         | 10.7%        |
| <b>Operating income</b>                                   | <b>10.3</b> | <b>10.5</b> | <b>-2.1%</b> |
| <b>General administrative expenses</b>                    | <b>-4.2</b> | <b>-4.3</b> | <b>-3.0%</b> |
| <b>Operating result before impairments and provisions</b> | <b>6.1</b>  | <b>6.2</b>  | <b>-1.4%</b> |
| Other result  | 0.0         | 0.0         | -            |
| Expected credit loss expenses on financial assets         | 2.0         | 2.2         | -10.9%       |
| <b>Result before tax</b>                                  | <b>8.1</b>  | <b>8.4</b>  | <b>-3.9%</b> |
| <b>Business volume</b>                                    |             |             |              |
|   | <b>2025</b> | <b>2024</b> | <b>(%)</b>   |
| Net loans and receivables                                 | 45.5        | 63.7        | -28.5%       |
| o/w gross performing loans customers                      | 44.8        | 61.8        | -27.5%       |
| Gross disbursements                                       | 16.9        | 11.0        | 53.2%        |
| Financial liabilities at AC                               | 390.3       | 390.5       | -0.1%        |
| <b>Key ratios</b>   |             |             |              |
|   | <b>2025</b> | <b>2024</b> | <b>(bps)</b> |
| NIM   | 2.8%        | 2.4%        | 40           |
| Cost/income ratio   | 40.8%       | 41.2%       | -40          |
| Cost of risk ratio (CRB)                                  | 1.1%        | 1.4%        | -26          |
| Cost of risk ratio (on net loans)                         | 4.4%        | 3.5%        | 86           |
| Loan to deposit ratio                                     | 11.7%       | 16.3%       | -463         |
| NPE ratio (on balance loans)                              | 15.0%       | 15.9%       | -98          |
| NPE coverage ratio  | 88.1%       | 81.4%       | 677          |
| Yield GPL (simple average)                                | 5.0%        | 5.8%        | -87          |

#### Large Corporate & Public Finance strategy and YE25 business review

Large Corporate comprises loan products, services and deposit products, as well as other complementary offerings, for companies with an annual gross turnover of above EUR 50 million. Public Finance includes Addiko's business with key public institutions in CSEE countries, such as ministries of finance, state enterprises and local governments. Addiko will continue to serve selected Large Corporate customers with a favourable yet balanced view on value generation, while limiting overall single-name exposures. Lending products in the Public Finance segment are no longer actively marketed.

Following the reduction in lending volumes, **operating income** consequently decreased by 2.1%, from EUR 10.5 million in 2024 to EUR 10.3 million in 2025. **Result before tax** was EUR 8.1 million in 2025 (2024: EUR 8.4 million), representing a 3.9% decrease YoY, also impacted by lower releases of provisions for expected credit losses.

**The NPE ratio** (on-balance loans) decreased to 15.0% (YE24: 15.9%).

### 3.4.5. Corporate Center

|   |              |              | EUR m         |
|---|--------------|--------------|---------------|
| Corporate Center  |              |              |               |
| Consolidated income statement                             | 2025         | 2024         | (%)           |
| Net interest income                                       | 38.2         | 15.9         | 140.1%        |
| o/w regular interest income                               | 62.0         | 70.3         | -11.9%        |
| Net fee and commission income                             | 0.2          | -0.5         | >100%         |
| Net result from financial instruments                     | 1.8          | 1.2          | >100%         |
| Other operating result                                    | -13.5        | -12.3        | 10%           |
| <b>Operating income</b>                                   | <b>26.8</b>  | <b>4.3</b>   | <b>523.8%</b> |
| <b>General administrative expenses</b>                    | <b>-55.1</b> | <b>-58.5</b> | <b>-5.8%</b>  |
| <b>Operating result before impairments and provisions</b> | <b>-28.3</b> | <b>-54.2</b> | <b>-47.8%</b> |
| Other result  | -14.6        | -15.8        | -7.9%         |
| Expected credit loss expenses on financial assets         | -0.7         | 0.7          | >100%         |
| <b>Result before tax</b>                                  | <b>-43.6</b> | <b>-69.3</b> | <b>-37.1%</b> |
| <hr/>   |              |              |               |
| Business volume   | 2025         | 2024         | (%)           |
| Net loans and receivables                                 | 106.5        | 62.4         | 70.7%         |
| Financial liabilities at AC                               | 902.1        | 936.8        | -3.7%         |

#### Corporate Center strategy

The Corporate Center is primarily an internal segment that encompasses the results of Addiko's liquidity and capital management activities. It reflects the Group's treasury operations as well as other central functions, including related overhead, contributions to the Single Resolution Fund, bank levies, one-off items and Addiko Group's reconciliation to IFRS (i.e. consolidation effects).

Additionally, this segment includes the direct deposit activities of Addiko Bank AG for customers in Austria and Germany, which are managed by Group Treasury and serve liquidity management purposes.

The Corporate Center's core responsibilities include:

- Group-wide asset and liability management (ALM),
- Oversight of liquidity portfolios to meet regulatory requirements,
- Optimisation of the funding mix across Addiko's banking subsidiaries.

#### Corporate Center 2025 business review

The Corporate Center's net interest income is derived from customer margin assets and liabilities within the treasury segment, the interest and liquidity gap contribution (IGC), net of its redistribution to market segments (see section *Asset Contribution* below), and consolidation effects.

**Net interest income** increased during the reporting period by EUR 22.3 million, reaching EUR 38.2 million (2024: EUR 15.9 million). This improvement was driven by higher interest income from the bond portfolio in treasury,

as well as a lower redistribution of asset contribution to market segments following the implementation of equity valuation adjustments at the end of 2024 and modified asset contribution methodology starting from 2025. This was partially offset by lower income from national bank deposits and bank loans.

**General administrative expenses** amounting to EUR 55.1 million in 2025, reflecting a decrease of 5.8% compared to 2024. However, the prior year figure included EUR 3.0 million in extraordinary advisory costs related to takeover offers published by Agri Europe Cyprus on 16 May 2024 and by NLB on 7 June 2024.

The explanation of **net result on financial instruments**, **other operating result** and **other result**, is provided in chapter 3.2 *Analysis of the result*.

#### Asset Contribution

Net interest income in the Corporate Center at YE25 includes a portion of the positive impact from interest and liquidity gap contribution (IGC) in the amount of EUR 47.2 million. A share of the IGC, totalling EUR 21.5 million, is redistributed to the market segments based on the structural benefits they provide on the asset and liability side.

The IGC results from partially funding longer-term assets with stable but shorter-term liabilities. The extent of this maturity transformation is strictly managed in accordance with regulatory and internal limits. Addiko's Funds Transfer Pricing (FTP) methodology assigns internal funding costs to assets and internal funding benefits to liabilities on a matched maturity basis. As a result, if the maturities

of loans and deposits in a given segment were equal, IGC would be zero.

Since a portion of longer-term assets is funded by shorter-term liabilities, market segments are charged more for their assets than they are compensated for their liabilities under the FTP methodology. By compensating those market segments delivering longer term assets against shorter term liabilities, the respective part of IGC is re-distributed from the segment Corporate Center to the originator of the IGC, i.e. the respective market segment.

### 3.5. Capital and liquidity

The Group maintained a strong capital and liquidity profile in 2025.

#### 3.5.1. Consolidated own funds

Equity increased to EUR 898.5 million (YE24: EUR 839.5 million), supported by profit generation and a positive development in other comprehensive income. The capital base continues to consist entirely of CET1, with the Total Capital ratio (CET1/TCR) at 22.4% under CRR3 (YE24: 22.0%, CRR2). Risk-weighted assets (RWA) rose to EUR 3,891.7 million (YE24: EUR 3,671.2 million), driven primarily by CRR3 risk-weight changes and the EBA FX interpretation, partly offset by lower operational risk RWAs.

From 2025 onwards, the asset contribution methodology and its re-distribution to the market segments was slightly modified to enhance the treatment of deposit surpluses generated by the market segments.

Against the supervisory requirement framework, the CET1/TCR of 22.4% stands well above the 18.01% level implied by OCR (15.01%) plus P2G (3.00%), corresponding to a surplus of roughly 4.4 percentage points at year-end.

For 2026, the ECB's SREP decision envisages a P2R increase from 3.25% to 3.50% (effective 1 January 2026), while P2G remains at 3.00%; the CBR totals 3.76% (including a 0.76% CCyB, mainly due to Slovenia's step-up). The capital stack and buffers are reflected consistently in the Group's planning.

|                            | 31.12.2025   | 31.12.2024   | Change YTD  | Surplus 2025 <sup>1)</sup> |
|----------------------------|--------------|--------------|-------------|----------------------------|
| Total Capital              | 870.9        | 809.0        | 61.9        | 170.0                      |
| Total risk weighted assets | 3,891.7      | 3,671.2      | 220.5       |                            |
| <b>Total Capital Ratio</b> | <b>22.4%</b> | <b>22.0%</b> | <b>0.4%</b> | <b>4.4%</b>                |

<sup>1)</sup> Surplus reference: applicable OCR + P2G requirements

#### 3.5.2. Liquidity position

The liquidity remained a core strength throughout 2025, and continued to exceed regulatory requirements by a wide margin.

**Unencumbered liquidity reserves** amounted to EUR 1,969.9 million (equivalent to 30.7% of total assets; YE24: EUR 2,186.5 million or 34.1%). Banking-book securities represented 62.8% of liquidity reserves (YE24: 58.9%).

The **Liquidity Coverage Ratio (LCR)** was 304.4% at year-end (regulatory minimum: 100%), with a range from a 304.4% (low) to 433.3% (high) and a period average of 385.0% (2024 range 341.4% to 416.0%; YE24: 363.2%).

Structural funding also remained very strong, with the **Net Stable Funding Ratio (NSFR)** at year-end 2025 at 179.0%, the range between 165.7% and 179.0% (2024 range 169.8% to 180.3%; YE24: 180.3%).

The funding profile continues to be anchored by granular retail deposits; the **Group loan-to-deposit ratio (LTD)** remained very comfortable at 70.0% (YE24: 66.3%), which leaves ample capacity to support prudent loan growth within risk appetite and regulatory limits.

## 4. Research & Development

Addiko has been investing in research and development in the area of digitalisation in the past years, which has been crucial for fostering innovation and enhancing business performance through various initiatives in the core business segments. This direction remains unchanged presently and in the upcoming period.

For the Consumers segment, Addiko Group's main goal in 2025 was to continue building various comprehensive lending processes for consumers, upgrading the existing ones as well as introducing innovative approaches and customer journeys where feasible and relevant. The Group is continually matching the different levels of digital readiness and the customer preferences in Addiko markets and launched online lending processes that allow customer identification through a Post Office or a Public Notary, and for the existing clients authentication via mobile banking in additional markets. This allows even more of our customers who do not want to use remote methods of identification to get Addiko's services from their own home. Apart from these hybrid processes which were implemented in several markets and will continue covering the entire area, full end-to-end online processes for new clients with video identification and digital signature of the contract are also being implemented for more digital savvy clients. Implementation of full end-to-end processes is the main target in all our markets, depending on their general as well as regulatory readiness. Addiko is always rethinking and simplifying its processes to offer customers more user-friendly and easy-to-access products and services by continuously improving and adjusting them based on local market practices and regulations. Addiko is committed to ensuring that customers can access financial support whenever and wherever it is needed. To realise this commitment, Addiko is continually expanding its network of partners with points of sale in both online and traditional brick-and-mortar locations. This approach enables customers to secure the necessary financial services quickly and conveniently, precisely at the moment and place they require them.

Addiko continued to enhance its mobile banking app in 2025, with a focus on improving the user interface and user experience, which are crucial for the success of mobile banking apps. Addiko was working on a complete overhaul of the app's user interface, starting with Montenegro as the first market in end of 2024, and rolled out in Slovenia and Croatia during 2025 and planning to extend it to all other countries. By redesigning the app's user interface, and incorporating requirements from the Digital Accessibility Act, Addiko aims to make it more attractive, intuitive, and user-friendly for its customers. Alongside strengthening the Consumers segment, Addiko continues serving SME customers through online lending platforms that provide personalised offers and enable a smooth start to the loan process. Apart from the online lending platform, Addiko has also pursued various adjustments of its lending system to further streamline and refine the related processes and boost convenience for its customers.

Addiko is continuing to upgrade its mobile banking app for SME clients, with both functional and regulatory enhancements. Addiko's goal is to provide a convenient, reliable, and secure service to its SME clients throughout our markets by constantly improving its mobile banking apps.

Addiko as a lending specialist bank has made lending faster and easier for its customers through innovations, showing its commitment and ability to use technology and make banking more accessible, efficient, and customer focused.

In 2025, Addiko initiated the rollout of its Customer Relationship Management (CRM) solution for SME clients in Croatia, selected as the initial market, with plans to implement the solution in other countries.

## 5. Outlook & Guidance, dividend policy and risk factors

### 5.1. Outlook 2026 & Guidance 2027

A positive economic development is expected for Addiko Group in 2026, supported by a favourable macroeconomic outlook for the CSEE region. In its autumn forecast published in October 2025, the Vienna Institute for International Economic Studies (wiiw) expressed a distinctly positive view on GDP growth for the three EU candidate countries in which the Addiko Group operates: GDP growth in 2026 is expected to reach 2.8% for Bosnia & Herzegovina (2025E: 2.3%), 3.5% for Serbia (2025E: 2.0%) and 3.4% for Montenegro (2025E: 3.4%). These growth expectations are accompanied by declining unemployment rates in these countries.

Positive forecasts were also issued for the two EU member states Slovenia and Croatia, where Addiko operates. Slovenia's economy is expected to grow by 2.2% (2025E: 0.5%) and Croatia's by 2.8% (2025E: 3.0%), while unemployment rates are expected to remain broadly unchanged (Slovenia: -0.1 percentage points to 3.6%; Croatia: unchanged at 4.9%).

With these favourable economic prospects, all countries clearly outperform the economic outlook for the euro area, for which the IMF projected only 1.3% growth in January 2026. This underlines that, from an economic perspective, the CSEE countries remain one of the most dynamic regions in Europe.

Following a total of four interest rate cuts by the ECB in 2025, most recently in June 2025, the rate for the marginal lending facility now stands at 2.40%. After inflation in the euro area declined from 2.4% (December 2024) to 1.9% (December 2025), no further immediate rate cut is anticipated by the market. The ECB's future interest rate path will depend on a wide range of macroeconomic and external factors: within the euro area, inflation dynamics and economic growth developments remain key, while outside Europe geopolitical crises, military conflicts and trade-related disputes significantly influence monetary policy conditions.

The medium-term plan reflects moderately growing new business in the SME segment, which continues to be affected by early loan repayments. The decline in interest income in the lending portfolio - driven by the ECB's interest rate reversal - has a dampening effect on earnings prospects. By contrast, the Consumer segment shows a positive business development, although its contribution is influenced by regulatory and legal measures. These ad-

verse effects have been appropriately reflected in the interest and fee income planning. In addition, uncertainties surrounding the shareholder structure of Addiko Bank AG had a negative impact. The competent supervisory authorities are currently not progressing the previously planned capital repatriations from the Croatian subsidiary, resulting in delays and corresponding negative implications for the planning. To counteract these adverse impacts on profitability, as well as the cost increases that have materialised in personnel and administrative expenses, a new programme ("Specialization Program") will be launched in 2026.

The expansion into Romania, initiated in 2025, is reflected in the medium-term plan primarily in the form of start-up costs. Activities are still in the build-up phase and remain at an overall low volume. Accordingly, no positive earnings contributions from this new market are expected for 2026 and 2027.

For the 2026 financial year, the Addiko Group expects a positive development, the extent of which will largely depend on the performance of the CSEE markets, overall business development, and potential (additional) regulatory interventions. Furthermore, uncertainties regarding the shareholder structure may have indirect effects on supervisory decisions and thus pose additional risks to the earnings outlook. The key uncertainties associated with this are discussed in more detail in the following chapter.

Based on the current business performance and the assessment of the future market and competitive environment, Addiko has updated its Outlook 2026 and Guidance 2027.

Key Insights on Outlook and Guidance:

- The guidance is generally based on projections and assumptions that can vary over time due to a changing environment (such as, but not limited to, changes in the interest rate environment, macroeconomic developments, regulatory restrictions, labour law, tax legislation and other market factors).
- The expansion into Romania is not expected to have a notable impact on profitability guidance in the following two years.
- A new program will be launched in 1Q26 to address performance improvements for the mid-term.

|                                      | Outlook<br>2026                | Guidance<br>2027 |
|--------------------------------------|--------------------------------|------------------|
| <b>Income &amp; Business</b>         |                                |                  |
| Total loan book growth <sup>1)</sup> | >6% CAGR 2025-2027             |                  |
| NIM <sup>2)</sup>                    | >3.6%                          |                  |
| NBI (growth YoY) <sup>2)</sup>       | flat                           | >5%              |
| OPEX                                 | <€205m                         | <€205m           |
| <b>Risk &amp; Liquidity</b>          |                                |                  |
| CoR <sup>3)</sup>                    | ca. 1.3%                       |                  |
| NPE ratio <sup>4)</sup>              | <3% as guiding principle       |                  |
| Total capital ratio                  | >18.82% subject to yearly SREP |                  |
| LDR                                  | Ramping up to <80%             |                  |
| <b>Profitability</b>                 |                                |                  |
| RoATE <sup>5)</sup>                  | ca. 4.5%                       | ca. 6.0%         |
| Dividend                             | currently suspended            |                  |

<sup>1)</sup> Gross performing loans. <sup>2)</sup> Assuming an average yearly deposit facility rate of 200bps in 2026 and 2027. <sup>3)</sup> On net loans. <sup>4)</sup> On on-balance loans (EBA). <sup>5)</sup> Assuming an effective tax rate of ≤22% and considering a pull-to-par effect of the majority of negative fair value reserves in FVTOCI.

Please also refer to the comments in chapter 5.4 Risk factors regarding possible downside risks for planning and thus for the achievement of objectives.

The goal remains to become the leading CSEE specialist bank in the Consumer and SME segments. The Management Board will continue to exercise caution with regard to the credit risk to be taken in order to achieve sustainable and stable business growth.

## 5.2. Developments at shareholder level

In 2024, the ECB imposed sanctions on a group of major shareholders of Addiko Bank AG, as this group, according to the ECB, exceeded the 10% ownership threshold in the Bank without completing the required approval procedure for the acquisition of a qualifying holding. With reference to these events, the banking supervisory authority suspended a capital repatriation procedure requested by Addiko, which was intended to adjust the capital base of the Croatian bank to economic requirements.

Despite the lifting of the voting-rights restrictions for this shareholder group in early February 2025, the competent supervisory authority continues to identify uncertainties regarding the shareholder structure of Addiko Bank AG. This situation may adversely affect the Group's business development and could trigger both customer uncertainty and further supervisory measures.

To address the increased general business risk arising from this situation, a provision of EUR 47.7 million was recognised in the separate financial statements of Addiko Bank AG through an allocation to the fund for general banking

risks. For further details, reference is made to the published annual financial statements 2025 prepared under UGB/BWG.

In line with the legal requirements applicable to all banks, Addiko Bank AG prepares an annual recovery plan that describes and simulates the measures available in the event of a significant deterioration in the capital and/or liquidity position. While the capital and liquidity position remain at a very high level, the competent supervisory authorities have raised concerns about uncertainties regarding the shareholder structure and their impact on the recoverability of the Addiko Group in a crisis scenario. In particular, the supervisory authorities consider the feasibility of key recovery measures in a crisis to be impeded. According to the authorities, uncertainties regarding the shareholder structure could on the one hand restrict the possibility of capital measures and on the other hand increase the reputational risk associated with portfolio-related measures (e.g. reduction of new business).

## 5.3. Dividend Policy

The current business planning of the Addiko Group foresees an appropriate payout ratio that is aligned with the recommendations of the ECB and takes into account the foreseeable increase in regulatory capital requirements. The dividend payout ratio is measured based on the Group's profit after tax under IFRS, while the actual dividend distribution is determined by the annual financial statements of Addiko Bank AG prepared in accordance with Austrian GAAP (UGB/BWG). A dividend proposal therefore always requires a sufficiently determined net retained profit in the audited annual financial statements.

The dividend distribution for the 2025 financial year also remains suspended, in line with supervisory expectations and regulatory requirements, taking into account regulatory considerations related to the current ownership structure.

In the interest of the Bank, the Management Board maintains its position of not resuming dividend payments as long as the ownership structure of Addiko Bank AG has not been conclusively clarified and the related concerns raised by the supervisory authorities have not been resolved. Only once these conditions are met, a distributable net profit is available, and the General Meeting passes a corresponding resolution, can the Bank return to an appropriate and sustainable dividend policy.

#### 5.4. Risk factors

Given Addiko's focus on Consumer and SME segments, its business is particularly tied to the economic cycle and economic developments in its core countries Slovenia, Croatia, Bosnia & Herzegovina, Serbia and Montenegro. Some of those countries are marked by significant political instability in various forms, with nationalist-conservative rhetoric dominating the local political stage. A severe local political crisis is hard to predict as it could emerge out of a minor event, to which little attention may have been paid previously.

The main risk factor influencing the achievement of the above targets relates to the economic cycle and economic development in Addiko's core countries Slovenia, Croatia, Bosnia & Herzegovina, Serbia and Montenegro. Some of those countries are marked by significant political instability in various forms, with nationalist-conservative rhetoric dominating the local political stage. A severe local political crisis is hard to predict as it could emerge out of a minor event that may have attracted little attention previously.

Besides an escalation of Russia's war in Ukraine or a major geopolitical crisis, economic risks could materialise. In particular due to exogenously caused changes in the price or supply of an economic good, such as oil or natural gas. Furthermore, in response to the unilateral imposition of customs duties by one country, the affected party may take countermeasures, which could lead to a major trade war, with correspondingly negative economic effects on both the directly and indirectly affected economies.

The bank faces regulatory risks from the implementation of various regulatory and consumer protection initiatives, e.g. MREL, PSD2, GDPR, etc. Potential regulatory constraints could also negatively impact the Group's ability to improve efficiency.

Moreover, Addiko Group is exposed to non-financial and legal risks that may materialise regardless of the economic environment. The Group is involved in a number of passive legal disputes. The majority of pending proceedings relate to FX transactions, margin increases, and interest rate clauses at Addiko Bank AG's subsidiaries, particularly the Croatian and Slovenian subsidiaries. There is a future risk of additional legal proceedings and amounts becoming disputed due to changed court practice, binding sample proceeding decisions and new laws (e.g. conversion laws, amendments to consumer credit acts, consumer protection acts). A lack of legal certainty or Addiko Group's inability to obtain effective legal remedies in a reasonably timely manner may have a material adverse effect on Addiko Group's business, financial position and results of operations.

General legal risks exist in the form of potential changes to the legal framework in which the business activities are carried out. There is a risk that existing laws will be amended or new laws introduced harming Addiko's business. In this context, the possibility of introducing new tax laws that impose special taxes on credit institutions is cited as an example. Furthermore, laws or regulations may be introduced at EU or national level that have a direct impact on business activities, for example, by prohibiting or significantly restricting the marketing of banking products or by setting minimum (on the deposit side) or maximum prices (on the lending side).

Since Addiko Group is subject to a large number of tax regulations, some of which have only been in effect for a short period of time or are frequently amended and enforced by various political subdivisions, there is a risk that tax audits could, on account of diverging interpretations, result in assessments of tax deficiencies, which could impose additional and unforeseen tax liabilities on Addiko Group.

In September 2017, the Group filed a Requests for Arbitration with the ICSID in Washington, DC against the Republic of Croatia regarding the Conversion Laws claiming EUR 153 million. The Group claims that the Bilateral Investment Treaty (BIT) regarding the fair and equivalent treatment under the respective BIT was violated. The main hearing was conducted in March 2021 and parties are awaiting the final outcome. If the action is unsuccessful, court fees and legal costs could amount up to approximately EUR 11 million. Based on the current status of the proceedings, management considers a positive outcome to be possible.

Addiko also regularly assesses and reports on ESG risks that may impact the Group. Therefore, Addiko conducts an annual self-assessment of its exposure to ESG risks,

which currently encompasses climate-related and environmental risks. The results thereof are used to define the key areas of action at Addiko.

## **6. Corporate Governance**

### **6.1. AGM 2025**

On 18 April 2025, Addiko Bank AG held its ordinary Annual General Meeting (AGM 2025) as a physical meeting. All shareholders who fulfilled the legal preconditions outlined in the convocation were eligible to attend. Approximately 43% of shareholders registered, and around 36% participated. All proposed agenda items were approved.

As no net profit was reported in the 2024 local financial statements of Addiko Bank AG, no dividend proposal was required and accordingly, no resolution on this matter was presented at the AGM 2025.

### **6.2. Management Board**

There were no changes in the persons or functions exercised on the Management Board in the 2025 financial year.

### **6.3. Supervisory Board**

There were no changes in the persons or functions exercised on the Supervisory Board in the 2025 financial year.

### **6.4. Austrian Code of Corporate Governance**

Addiko Bank AG is committed to adhering to the Austrian Code of Corporate Governance in its applicable version (<https://www.corporate-governance.at>). The Code contains rules based on compulsory legal requirements (L rules), rules that should be complied with, rules where deviations must be explained and justified in order for the company's conduct to conform with the Code (C rules, comply or explain) and rules that are recommendations, where noncompliance is not required to be disclosed or justified (R rules). The Consolidated Corporate Governance Report of Addiko Bank AG for the financial year 2025 will be published on the Addiko Group website under <https://www.addiko.com/corporate-governance-reports>.

## 7. Capital-, share-, voting and control rights

The following information complies with the regulations of Section 243a para. 1 UGB.

### Capital Structure and Share Classes (no. 1)

As of 31 December 2025, the company's share capital amounted to EUR 195,000,000.00 and was divided into 19,500,000 voting common bearer shares. As at 31 December 2025, 212,858 (YE24: 212,858) of those were own shares, and consequently 19,287,142 (31 December 2024: 19,287,142 shares) shares were outstanding at the reporting date.

### Restrictions on Voting Rights and Share Transfers (no. 2)

The Company's statutes do not contain any restrictions relating to voting rights or the transfer of shares, and neither is the Management Board aware of any other such provisions.

### Direct or Indirect Shareholdings of at Least 10% (no. 3)

Based on the major holdings notifications available to the Company, no shareholder held a direct or indirect interest exceeding 9.99% of the share capital.

In the 2024 financial year, Alta Group d.o.o. (formerly Alta Pay Group d.o.o.) notified that, in addition to its direct shareholding in Addiko Bank AG - which amounted to 9.63% as of 31 December 2025 - it had acquired a further 19.96% in financial and other instruments. According to the notification of 2 April 2024, the obligation to execute the sale and transfer of these instruments is "subject to regulatory approval by the authorities, merger control clearance and approval by the buyer's general meeting." In the shareholding notification published on 3 July 2025, Alta Group d.o.o. further announced that the original expiry date of 30 June 2025 for these financial and other instruments had been extended to 30 June 2026.

### Shareholders with Special Control Rights (no. 4)

The Company's statutes do not contain any particular control rights of shareholders, and neither is the Management Board aware of any other such provisions.

### Control of Voting Rights Arising from Employee Share Ownership (no. 5)

There is no control of voting rights for employees who own shares; employee participation schemes do not confer any voting rights.

### Specific Rules on the Appointment and Removal of Management Board and Supervisory Board Members / Amendments to the Articles of Association (no. 6)

Deviating from the provisions required by law, the removal of a member of the Supervisory Board only requires a simple majority. All other provisions are as stipulated by law regarding the appointment and removal of the members of the Management Board and Supervisory Board. The Supervisory Board may resolve on amendments relating only to the form of the Company's statutes. The Supervisory Board is authorised to resolve on the amendments of the Company's statutes relating to the issue of shares in the course of an authorised conditional capital increase or a conditional capital increase. There are no further provisions other than those required by law relating to the amendment of the Company's statutes.

### Special Authorisations of the Management Board to Issue or Repurchase Shares (no. 7)

Since the General Assembly dated 21 April 2023, the Management Board pursuant to Section 169 Austrian Stock Corporation Act (AktG) has been authorised to increase the share capital subject to approval of the Supervisory Board, if necessary, in several tranches, by up to EUR 78,000,000 by issuing up to 7,800,000 new voting no-par value bearer in return for contributions in cash and/or in kind (also indirectly through a credit institution pursuant to Section 153 para. 6 AktG), and to determine the issue price (which may not be below the proportionate amount per share in the company's registered share capital), the share rights and the issuing conditions in agreement with the Supervisory Board within five years after entering the corresponding amendment to the Company's statutes into the Austrian Commercial Register (Authorised Capital 2023). Subject to approval of the Supervisory Board, the Management Board is authorised (i) to exclude the shareholders' statutory subscription right if the capital increase is in return for a contribution in kind or (ii) shares are issued to employees, executives and members of the Management Board of the Company or companies affiliated with it in the context of a stock option program or employee participation program. These measures can also be combined.

Authorised capital which is used to serve stock options to employees, executives and members of the Management Board of the company or companies affiliated with it, and authorised conditional capital which is used to serve stock options to employees, executives and members of the Management Board of the Company or companies affiliated with it in total must not, together with shares from other eligible sources, exceed EUR 39,000,000 (thirty-nine million Euro).

The Supervisory Board is authorised to resolve on any amendments of the Articles of Association resulting from the issuance of new shares out of the authorised capital. In the General Assembly dated 21 April 2023 and pursuant to Section 159 para. 3 AktG, the Management Board is authorised within five years from registration of the respective amendment of the Company's Articles of Association in the commercial register, to conditionally increase the Company's registered share capital with the approval of the Supervisory Board, if necessary in several tranches, by an amount of up to EUR 19,500,000 (nineteen million five hundred thousand Euro) by issuing up to 1,950,000 (one million nine hundred fifty thousand) new ordinary voting bearer shares, and to determine the issue price (which may not be below the proportionate amount per share in the company's registered share capital), the share rights and the issuing conditions in agreement with the Supervisory Board (Authorised Conditional Capital 2023).

The authorised conditional increase of capital shall be implemented only for the purpose of granting stock options to employees, executives and members of the Management Board of the Company or companies affiliated with it. Authorised conditional capital which is used to serve stock options to employees, executives and members of the Management Board of the company or companies affiliated with it, and authorised capital which is used to serve stock options to employees, executives and members of the Management Board of the company or companies affiliated with it in total must not, together with shares from other eligible sources, exceed EUR 39,000,000 (thirty-nine million Euro).

The Supervisory Board is authorised to resolve on any amendments of the Articles of Association resulting from the issuance of new shares out of the authorised conditional capital.

Within the meaning of Section 65 AktG, the Management Board was authorised in the General Assembly on 21 April 2023 to acquire own shares of up to 10% of the share capital of the Company for no specific purpose for a period of 30 months from the day of the resolution of the AGM pursuant to Section 65 para. 1 no. 8 AktG. Trading in own shares for profit is expressly excluded as a reason for the repurchase. The equivalent value per no-par value share to be acquired may not exceed or fall below the arithmetic average of the official closing prices published by the Vienna Stock Exchange of the shares of Addiko Bank AG listed on the Vienna Stock Exchange on the 20 trading days preceding the acquisition by more than 20%.

The Management Board is authorised to sell shares acquired based on this resolution. The Management Board is obliged to publish the respective buyback program as well

as its duration and any resale program immediately before implementation in accordance with the provisions of the AktG. Every buyback and, if applicable, resale program must comply with the principle of equal treatment of shareholders in accordance with Section 47a AktG. The share of the share capital associated with own shares acquired by the company in accordance with Section 65 para. 1 no. 1, 4, 7 and 8 AktG, together with other own shares that the company has already acquired and still owns, may not exceed 10% of the share capital. The Management Board was also authorised, for a period of 30 months from the date of the resolution by the General Assembly, to acquire own shares for the purpose of offering them to employees, executive employees and members of the Management Board of the Company or an affiliated company for purchase pursuant to Section 65 para. 1 no. 4 AktG up to 10% of the share capital.

#### **Significant agreements that become effective, change, or terminate upon a change of control in the company, as well as their effects (no. 8)**

There are significant agreements to which Addiko Bank AG is a party and which become effective, change, or terminate in the event of a change of control at Addiko Bank AG: As part of the existing bancassurance cooperation with a major insurance group - which is based on a Memorandum of Understanding and local distribution agreements - contractual provisions apply in the event of a change of control at Addiko Bank AG. Such a change of control does not automatically lead to a termination of the cooperation; only if no agreement can be reached following a mandatory coordination process does a termination right arise. In such a case, a contractually defined, annually decreasing exit fee would apply exclusively to the affected subsidiaries and would therefore indirectly burden Addiko Bank AG through reduced earnings capacity. In addition, there is an agreement with a consulting firm that contains contractual provisions for the event of a change of control at Addiko Bank AG. While the contract itself continues unchanged in such a case, the amount of the fee may depend on the structure of the respective transaction.

#### **Compensation Agreements (no. 9)**

There are no explicit compensation agreements between Addiko Bank AG and its Management Board members, Supervisory Board members or employees in the event of a public takeover offer.

However, the Group-wide remuneration policy includes change-of-control provisions concerning the treatment of existing variable remuneration systems (annual bonus and LTIP):

## Anticipated change of control (signing):

The Remuneration Committee, together with the Supervisory Board, may adjust the targets (including knock-out criteria, multipliers and individual goals) to the changed conditions.

## Completed change of control (closing):

- all provisions of the bonus plan remain binding for the Bank and its legal successors; if the plan is amended, suspended or discontinued under a new owner, there is a right to payment of the amount that would have been due for the relevant performance period;

- performance targets that can no longer be assessed due to the change of control are deemed to be achieved on a pro-rata basis up to the date of the change of control or, in the event of a material change in conditions, deemed fully achieved; and
- for the LTIP, the target values for all remaining years of the performance period (including the year of the change of control) are deemed achieved; payout dates and mechanisms remain unchanged.

For the Supervisory Board members, no special arrangements exist.

## 8. Internal Control System for accounting procedures

Addiko Bank has an internal control system (ICS) for accounting procedures, in which suitable structures and processes are defined and implemented throughout the organisation.

The aim of the ICS of the Addiko Group is to ensure effective and efficient operations, adequate identification, measurement and mitigation of risks, prudent conduct of business, reliability of financial and non-financial information reported, both internally and externally, and compliance with laws, regulations, supervisory requirements and the institution's internal rules and decisions.

The ICS consists of a set of rules, procedures and organisational structures which aim to:

- ensure that corporate strategy is implemented,
- achieve effective and efficient corporate processes,
- safeguard the value of corporate assets,
- ensure the reliability and integrity of accounting and management data,
- ensure that operations comply with all relevant rules and regulations.

The particular objectives with regard to Addiko Group accounting procedures are that the ICS ensures that all business transactions are recorded immediately, accurately and in a uniform way for accounting purposes. The implementation of the ICS in relation to the financial reporting process is also set out in the internal rules and regulations.

The ICS of the Addiko Group is built on a process-oriented approach. Addiko Group deploys control activities through process documentation, which incorporates the tracking and documentation of each process, including the information about process flow according to the internally set up guidelines for process management.

The overall effectiveness of the internal controls is monitored on an ongoing basis. The monitoring of key risks is

part of the daily activities of the Group as well as periodic evaluations by the business lines, internal control functions, risk management, compliance and internal audit.

Regular ICS monitoring and promptly reporting on internal control deficiency and escalation to relevant stakeholders (e.g. committees) is established. Internal control deficiencies, whether identified by business line, internal audit, or other control functions are reported in a timely manner to the appropriate management level for further decision and addressed promptly.

Internal Audit performs independent and regular reviews in compliance with legal provisions and internal rules.

The ICS itself is not a static system but is continuously adapted to the changing environment. The implementation of the ICS is fundamentally based on the integrity and ethical behaviour of the employees. The Management Board and the leadership team actively and consciously embrace their role of leading by example by promoting high ethical and integrity standards and establishing a risk and control culture within the organisation that emphasises and demonstrates to all levels the importance of internal controls.

## 9. Other disclosures in the notes

The following information is disclosed in the notes to the consolidated financial statements:

- explanations on substantial financial and non-financial risk as well as the goals and methods of risk; management to achieve effective and efficient corporate processes see note (57) Risk control and monitoring, (58) Risk strategy & Risk Appetite Statement, (59) Risk organisation and (60) Internal risk management guidelines;
- information on financial instruments see note (74) Fair value disclosures;
- information on events after the reporting date see note (90) Events after the reporting date.

# Sustainability Statement 2025

|   |            |
|---|------------|
| <b>10. General Information</b>  | <b>35</b>  |
| 10.1. ESRs 2 - Governance   | 37         |
| 10.2. ESRs 2 - Strategy   | 43         |
| 10.2.1. ESRs 2 SBM-1 - Market position, strategy, business model  | 43         |
| 10.2.2. ESRs 2 SBM-1 - Value Chain  | 47         |
| 10.2.3. ESRs 2 SBM-2 - Interests and views of stakeholders  | 49         |
| 10.2.4. ESRs 2 SBM-3 - Sustainability-related IROs and their interaction with strategy and business model | 51         |
| 10.3. ESRs 2 - Impact, Risk and Opportunity Management  | 55         |
| 10.3.1. ESRs 2 IRO-1 - Identifying and assessing sustainability-related impacts, risks and opportunities  | 55         |
| 10.3.2. IRO1- Description of the processes to identify and assess material impacts                        | 57         |
| 10.3.3. Description of the processes to identify and assess climate-related physical and transition risks | 58         |
| <b>11. Environmental Information</b>  | <b>69</b>  |
| 11.1. Disclosure in accordance with Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)           | 69         |
| 11.2. ESRs E1 - Climate Change  | 69         |
| 11.2.1. ESRs E1-1 Transition plan   | 69         |
| 11.2.2. ESRs2 SBM-3 - Sustainability-related IROs and their interaction with strategy and business model  | 71         |
| 11.2.3. ESRs E1-2 - Policies to manage material IROs related to climate change mitigation and adaptation  | 71         |
| 11.2.4. ESRs E1-3 - Actions to manage material IROs related to climate change mitigation and adaptation   | 75         |
| 11.2.5. ESRs E1-4 - Climate related targets   | 80         |
| 11.2.6. ESRs E1-5 - Energy consumption and mix  | 83         |
| 11.2.7. ESRs E1-6 - Gross scope 1,2,3 and total GHG emissions   | 85         |
| <b>12. Social Information</b>   | <b>89</b>  |
| 12.1. ESRs S1 - Own Workforce   | 89         |
| 12.1.1. ESRs 2 SBM-3 - Impact, Risk and Opportunity Management  | 89         |
| 12.1.2. ESRs S1-1 - Policies related to own workforce   | 91         |
| 12.1.3. ESRs S1-2 Engagement with own workforce   | 92         |
| 12.1.4. ESRs S1-3 - Processes to remediate negative impacts and channels                                  | 93         |
| 12.1.5. ESRs S1-4/5 - Actions and Targets to address material IROs related to its own workforce           | 93         |
| 12.1.6. ESRs S1-6 - Characteristics of Addiko's employees - metrics                                       | 101        |
| 12.1.7. ESRs S1-7 - Characteristics of non-employees in the company's own workforce                       | 1033       |
| 12.1.8. ESRs S1-8 - Collective bargaining coverage and social dialogue                                    | 103        |
| 12.1.9. ESRs S1-9 - Diversity metrics   | 104        |
| 12.1.10. ESRs S1-12 - Persons with disabilities   | 105        |
| 12.1.11. ESRs S1-13 - Training and skills development metrics   | 106        |
| 12.1.12. ESRs S1-14, S1-17 - Health and safety metrics, Incidents, complaints and severe human rights     | 107        |
| 12.1.13. ESRs S1-15 - Work-life balance metrics   | 108        |
| 12.1.14. ESRs S1-10, S1-16 - Adequate wages and remuneration metrics                                      | 109        |
| 12.2. ESRs S4 - Consumers and End-Users   | 111        |
| 12.2.1. ESRs2 - SBM-3 - Impact, Risk and Opportunity Management   | 111        |
| 12.2.2. ESRs S4-1 - Policies related to consumers and end-users   | 112        |
| 12.2.3. ESRs S4-2 - Processes for engaging with consumers about impacts                                   | 113        |
| 12.2.4. ESRs S4-3 - Processes to remediate negative impacts and channels for consumers to raise concerns  | 115        |
| 12.2.5. ESRs S4-4 Taking action on material impacts   | 114        |
| <b>13. Governance Information</b>   | <b>120</b> |
| 13.1. Governance  | 120        |
| 13.1.1. ESRs 2 SBM-3 - Impact, Risk and Opportunity Management  | 120        |
| 13.1.2. ESRs G1-1- Business Conduct Policies and Corporate Culture  | 121        |
| 13.1.3. ESRs G1-2 - Management of relationship with suppliers   | 122        |
| 13.1.4. ESRs G1-3-4 - Bribery and corruption - Prevention and incidents                                   | 123        |

The present sustainability report for financial year 2025 outlines Addiko's responsibilities regarding Environmental, Social and Governance (ESG) matters and complies with the requirements for consolidated non-financial reporting under § 267a of the Austrian Commercial Code ("UGB"). It also meets the provisions of the Austrian Sustainability and Diversity Improvement Act ("NaDiVeG"), which implements the EU Non-Financial Reporting Directive (Directive 2014/95/EU) into national law. Under this legislation, large, listed companies in Austria have to disclose material sustainability and diversity topics in their management report, including related policies, risks and performance indicators. In addition, the report fulfils the requirements for the parent company, Addiko Bank AG, under § 243 (5) UGB. Accordingly, the non-financial performance indicators material to the parent company are highlighted separately in the report, in line with NaDiVeG provisions for reporting-relevant ESG metrics and diversity concepts.

Since the Corporate Sustainability Reporting Directive ("CSRD") - Directive (EU) 2022/2464 - and related EU directives (2013/34/EU and 2006/43/EC) were not transposed into Austrian law by 31 December 2025, their national implementation through the Nachhaltigkeitsberichtsgesetz (NaBeG) remains pending. Notwithstanding the absence of a binding national regime, Addiko Bank AG voluntarily applies the European Sustainability Reporting Standards (ESRS) as set out in Delegated Regulation (EU) 2023/2772 and integrate its Sustainability Statement into the consolidated management report. In addition, the ESRS "Quick Fix" amendments adopted by the European Commission (Delegated Act of 11 July 2025) are taken into account.

With consolidated revenues below the CSRD Omnibus thresholds of EUR 450 million in 2025 and considering the pending final implementation of NaBeG, it is expected that specific rules applicable to Addiko Bank AG (particularly regarding scope, assurance requirements and potential reliefs) will only be finalised during 2026. Until then by voluntarily applying the ESRS, Addiko ensures that CSRD requirements are fully anticipated and NaDiVeG requirements are met.

In line with CSRD provisions, sustainability reporting has to be prepared in a machine-readable format ("XHTML") going forward and tagged using XBRL ("ESEF tagging"). For the reporting date of 31 December 2025, mandatory tagging of non-financial information is not yet required.

Delegated Regulation (EU) 2026/73 of 4 July 2025 - published on 8 January 2026 - introduced significant reliefs under the EU Taxonomy Regulation (2021/2178), applicable already for the reporting date 31 December 2025: Financial institutions are only required to capture activities representing more than 10% of their loans and investments with a known use-of-proceeds context. Furthermore, an opt-out provision was introduced for credit institutions, allowing them - under certain conditions - to opt out of disclosure for two years. Due to its specific business model (no new mortgage business; existing loans are non-purpose financings not relevant under the taxonomy), Addiko Bank AG exercises the opt-out option and therefore provides the required standard statement in the report and does not disclose respective templates according to (EU) 2021/2178.

The 2025 sustainability statement was prepared by the Management Board and will be reviewed by the Supervisory Board prior to publication. KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft ("KPMG"), as statutory auditor of Addiko Bank AG, has performed an independent limited assurance engagement in accordance with the International Standard on Assurance Engagements ("ISAE 3000"). The assurance opinion issued by KPMG is presented at the end of the report.

By adhering to the Corporate Sustainability Reporting Directive (CSRD) at the consolidated group level, Addiko Bank AG ensures that the necessary conditions are met for its EU subsidiaries to benefit from the exemption provided under Article 19a (9) and Article 29a (3) of Directive 2013/34/EU. Specifically, Addiko Bank d.d. Croatia utilises this exemption, in accordance with the national implementation pursuant to Zakon o reviziji (NN127/17) and Zakon o računovodstvu (NN85/24). This exempts the bank from sustainability reporting obligations at the individual entity level, provided that all local transposition requirements are met. Meanwhile, Addiko Bank d.d. Slovenia is categorised under wave 2 of CSRD implementation, and its reporting requirement has been deferred until 2027 in accordance with Directive (EU) 2025/794 effective since April 2025 and related national transposition (ZGD-1N) published in October 2025.

## 10. General Information

### ESRS 2 BP-1 - General basis for preparation of the Sustainability Statement

#### 5. Scope of Consolidation

Addiko Group's Sustainability Statement is prepared on a consolidated level, reflecting the operations of Addiko Bank AG (ABH) as the parent entity, along with its six subsidiary banks operating across Central and South-Eastern European (CSEE) countries: Addiko Bank d.d. in Slovenia, Addiko Bank d.d. in Croatia, Addiko Bank d.d. in Sarajevo/BiH, Addiko Bank a.d. in Banja Luka/BiH, Addiko Bank a.d. in Serbia and Addiko Bank AD in Montenegro. The Addiko Group (ABG) holds no other participations exceeding 50% and the scope of consolidation corresponds to that of the IFRS consolidated financial statements.

In line with Article 19a (9) and Article 29a (3) of Directive 2013/34/EU, the subsidiaries Addiko Bank d.d. Slovenia and Addiko Bank d.d. Croatia are exempt from sustainability reporting obligations on single entity level, provided that they meet all additional conditions, as stipulated within the local transposition of the CSRD.

#### 5. c) Incorporation of the upstream and downstream value chain

This report considers impacts, risks and opportunities ("IROs") resulting within Addiko's own operations, as well as impacts caused through direct relationships within the upstream and downstream value chain (as outlined under ESRS 2 - SBM1) for Addiko Bank AG and its subsidiaries. The assessment was based on primary data, available in-house through supplier ESG assessments and risk assessments, conducted through Addiko directly, as well as on secondary data, such as publicly available reports and sector proxies (GHG emissions), where this represented realistic information.

In 2025, Addiko further improved the collection of GHG emissions data across its upstream and downstream value chain. The Bank implemented a new carbon accounting tool to extend coverage of additional Scope 3 categories and incorporated sovereign exposures into its financed-emissions inventory.

#### 5. d) Omission of material information

Addiko has not exercised the option to omit specific information related to intellectual property, know-how or the results of innovations.

### ESRS 2 BP-2 - Disclosures in relation to specific circumstances

#### 9. Time horizons

The reporting period of the presented Sustainability Statement (and the annual report) includes the period between 1 January and 31 December 2025 (financial year 2025). Addiko uses the following time interval definitions, for the preparation of this sustainability statement:

- short-term (up to 1-year, financial year);
- medium-term (from the end of the short-term period up to 5 years);
- long-term (more than 5 years).

These time intervals are harmonised with the time intervals used for the risk inventory assessment.

#### 10. Value chain estimates

The GHG emission calculation method that is currently applied for emissions within Addiko's up- and downstream value chain applies industry estimates and conversion factors for monetary amounts. This is due to the limited availability of primary data from business partners, which remains a challenge throughout the industry. However, Addiko is committed to further improve its data collection methods within the upcoming periods.

#### 11. Sources of estimation and uncertainties

Addiko relies on estimated data from indirect sources for certain calculations in the Sustainability Statement. When such estimates are utilised, the employed methodologies are thoroughly detailed within the relevant sections of the report. A categorised overview of the data estimates is provided below, classified by their respective levels of uncertainty.

#### 11.a) Quantitative parameters and monetary amounts subject to high degree of measurement uncertainty

- Financed Emissions within Addiko's Credit Loan Portfolio

Since Addiko focuses on financing private individuals as well as small and medium-sized enterprises ("SME") for which the data on actual GHG emissions is not available (and will most probably not be available in the upcoming years, the financed emissions are determined as follows: Emission factors, measured in tCO<sub>2</sub> per million of company total assets are gathered from PCAF ("Partnership for Carbon Accounting Financials") for each sector. These factors are then applied to Addiko's portfolio to estimate the financed GHG emissions (in tCO<sub>2</sub>) for each customer that Addiko is financing. The described approach is subject to a high degree of uncertainty since the main data source is external and is based on the external methodology and inputs.

The uncertainty of the proxies used from PCAF can therefore be transferred to the estimates for financed emissions for Addiko's credit loan portfolio. Nevertheless, PCAF has been assessed as a reliable and transparent source of data, which is providing estimates on GHG emissions to a broad range of banks and other financial institutions.

Over time, the degree of measurement uncertainty related to financed emissions is expected to gradually decrease. Addiko is in the process of enhancing its data collection practices by progressively obtaining more granular ESG and GHG-related information directly from clients, supported by the implementation of a dedicated ESG questionnaire. As the availability, coverage, and quality of client-reported data improve, Addiko intends to increasingly rely on primary data rather than sector-level proxies, which is expected to reduce reliance on external estimation factors and improve the robustness and accuracy of financed emissions calculations in the coming years.

In 2025, Addiko has also included the relevant categories of Scope 3 emissions (business travel, commuting, and purchased goods and services) in its emissions calculation by using the Carbon Tool. The tool relies on credible and widely recognised sources of emission factors, such as EPA, Eurostat, DEFRA, and CarbonSaver, which are publicly available and easily verifiable. Therefore, the uncertainty associated with the calculation can be considered negligible.

#### 11.b) Assumptions, approximations and judgements underlying the measurement of quantitative parameters:

- Financed Emissions within Addiko's Credit Loan Portfolio

When applying the sectoral averages (emission factors by sector) onto individual clients, we are assuming that the client behaves like the entire sector. In reality, individual clients can produce substantially different amounts of emissions regardless of them being included in the same sector. Similar argumentation is applicable for sovereign debt for which the PCAF database is also used.

#### 14. Changes in preparation and presentation of comparative information

The metric data disclosed in the 2024 Sustainability Statement, which was subject to a limited assurance review by the statutory auditor, is used in this report as comparative information.

Apart from the limited assurance review, no external body, other than the assurance provider has validated the metric data disclosed.

#### 15. Disclosures based on other EU laws or reporting frameworks

The fulfilment of the requirements of the Austrian Sustainability and Diversity Improvement Act ("NaDiVeG") is ensured through reporting in accordance with the ESRS. The relevant disclosures are covered in the following sections:

- Environmental Matters → ESRS E1 (Climate Change)
- Employee Matters → ESRS S1 (Own Workforce)
- Respect for Human Rights → ESRS S1 (Own Workforce), ESRS S4 (Consumers and End-Users)
- All Non-Financial Matters → ESRS G1 (Governance)

#### 16. Incorporation by reference

Within this Sustainability Statement, Addiko has not incorporated information by reference from other company reports. However, the following documents might be used as complementary insights:

- Corporate Governance Report, published on Addiko's website  
<https://www.addiko.com/corporate-governance-reports/>;
- Remuneration Report, published on  
<https://www.addiko.com/corporate-governance-reports/>;
- Financial Statements.

#### 17. Transitional provisions

Addiko Bank made use of the following phase-in provisions as allowed under the "quick fix" delegated act of 11<sup>th</sup> July 2025:

- Anticipated financial effects
- Value chain information: when disclosing information on policies, actions and targets in accordance with ESRS 2, Addiko limited upstream and downstream value chain information to direct information available in-house and publicly available information.

## 10.1. ESRS 2 - Governance

### ESRS 2 GOV-1 - The role of administrative, management and supervisory bodies

#### 20) Number of executive and non-executive members

| TOTAL NUMBER                                 | EXECUTIVE MEMBERS | NON-EXECUTIVE MEMBERS                       |
|--|-------------------|---|
| Management Board<br>(ABH - Holding Austria)  | 4                 | 0   |
| Management Bodies<br>(ABG - Group)           | 22                | 0   |
| Supervisory Board<br>(ABH - Holding Austria) | 0                 | 5<br>(plus two members from works council)  |
| Supervisory Bodies<br>(ABG - Group)          | 0                 | 37<br>(plus two members from works council) |

#### 21.b) Representation of employees and other workers

In accordance with § 110 of the Austrian Labor Constitution Law (“Arbeitsverfassungsgesetz”) representatives of Addiko Bank AG works council have seats and voting rights on the Supervisory Board of Addiko Bank AG and its committees. In addition, trade union representatives are entrusted to express the concerns of the workforce (GPA trade union, Sindikat bankarskih djelatnika (SBF-SP), Sindikat Slavonske banke (SBO), Sindikat bančništva Slovenije) in Slovenia.

#### 21.c) Experience of the administrative, management and supervisory bodies responsible for the sectors, products and geographical locations

The Supervisory Board of Addiko Bank AG formed among its members the Nomination Committee, which evaluates and ensures that the appointed members of the Manage-

ment Board and Supervisory Board of Addiko Bank AG possess the necessary knowledge and expertise to carry out their duties.

The Management Board and Supervisory Board of Addiko Bank AG conduct a comprehensive Fit & Proper assessment on an annual basis. This process includes individual self-assessments and collective evaluations of their effectiveness. Within these assessments the Management and Supervisory Board also evaluate, whether they have sufficient knowledge, skills and experience to perform their duties and take remedial actions if necessary.

#### 21.d) Gender diversity

The following ratios exclude the Works Council representatives on the Supervisory Board of Addiko AG, as their selection lies outside the influence of the Addiko Group. These members are directly elected by employees and are already included in the reporting in their primary roles as employees.

| GENDER DIVERSITY                             | % OF MEN | % OF WOMEN | % OF DIVERSE |
|--|----------|------------|--------------|
| Management Board<br>(ABH - Holding Austria)  | 100%     | 0%         | 0%           |
| Management Bodies<br>(ABG - Group)           | 77%      | 23%        | 0%           |
| Supervisory Board<br>(ABH - Holding Austria) | 80%      | 20%        | 0%           |
| Supervisory Bodies<br>(ABG - Group)          | 57%      | 43%        | 0%           |

## 22. Name of the administrative, management and supervisory bodies responsible for the oversight of impacts, risks and opportunities

### Supervisory Board members of Addiko Bank AG on 31 December 2025

By year end 2025, the Supervisory Board comprised five shareholder representatives and two members delegated by the works council:

| NAME                 | POSITION               | INITIAL APPOINTMENT |
|----------------------|------------------------|---------------------|
| Kurt Pribil          | Chair                  | 10.07.2020          |
| Johannes Proksch     | Deputy                 | 14.04.2022          |
| Sava Ivanov Dalbokov | Member                 | 14.04.2022          |
| Monika Wildner       | Member                 | 10.07.2020          |
| Frank Schwab         | Member                 | 27.11.2020          |
| Christian Lobner     | Member / works council | 22.09.2015          |
| Thomas Wieser        | Member / works council | 29.07.2019          |

According to the independence criteria in Addiko's consolidated Corporate Governance Report (available at <https://addiko.com/corporate-governance-reports>), within the reporting period 80% of shareholder-delegated Supervisory Board members (excluding works council delegates) are considered independent, as detailed in the list below:

| NAME                 | POSITION | INITIAL APPOINTMENT |
|----------------------|----------|---------------------|
| Kurt Pribil          | Chair    | 10.07.2020          |
| Sava Ivanov Dalbokov | Member   | 14.04.2022          |
| Monika Wildner       | Member   | 10.07.2020          |
| Frank Schwab         | Member   | 27.11.2020          |

### Management Board members of Addiko Bank AG on 31 December 2025

By year end 2025, the following members formed the Management Board of Addiko Bank AG:

| NAME                  | POSITION  | INITIAL APPOINTMENT |
|-----------------------|-----------|---------------------|
| Herbert Juranek       | CEO       | 01.05.2021          |
| Tadej Krašovec        | CRO       | 01.06.2021          |
| Ganesh Krishnamoorthi | CMO & CIO | 01.08.2020          |
| Edgar Flaggel         | CFO       | 01.06.2022          |

## 22.b-d) Responsibilities of each body with regards to impacts, risks and opportunities in the mandates of the company, the management body or other related policies

Addiko Bank AG has established a comprehensive ESG governance framework, as outlined in the Rules of Procedure for the Management Board and Supervisory Board and the Group ESG Governance Policy. These frameworks ensure clear roles and responsibilities for managing sustainability IROs.

Addiko Bank AG defines its most significant environmental, social and governance impacts, risks and opportunities through ESG Risk Materiality and Double Materiality Assessments. These assessments are steered by Addiko Bank. The centralised management of ESG factors for all Addiko entities is overseen by Addiko Bank AG, which is responsible for formulating principles, processes and frameworks. Local entities take an active role in executing ESG initiatives and closely monitor their progress, ensuring that ESG methodologies and priorities are effectively implemented at the local level. Additionally, local entities track and evaluate local regulatory developments and provide updates to their respective management boards and to the Group (within monthly ESG SPOC meetings). At group level, the Group Credit Risk Management unit has been appointed to form an ESG Office to drive and oversee the implementation of ESG-related matters. At subsidiary level, each Addiko entity has appointed ESG representatives, the ESG SPOCs (Single Point Of Contact).

Based on the assessments, Addiko establishes ESG priority initiatives consolidated within the ESG Strategy. Each initiative is supported by measurable key performance indicators (KPIs) and time-bound targets. The ESG Strategy is approved by the Management Board and overseen by the Supervisory Board. Local entities adopt their ESG strategies in alignment with Group targets. At group level, the Management Board is tasked to regularly monitor ESG-related impacts and risks and maintain alignment with the bank's sustainability goals. On a biannual basis, the Management Board evaluates the progress made within Addiko's ESG strategy initiatives, reviews the development of ESG risks, evaluates compliance with established thresholds and discusses the potential impact of evolving regulatory requirements on Addiko's operations and sustainability strategy.

The Supervisory Board and its committees oversee the Management Board's execution of ESG strategies and ensure alignment with the bank's broader governance objectives. The Supervisory Board provides strategic direction and supervises the Management Board when determining the ESG Strategy and related priority initiatives. The Supervisory Board approves the annual ESG strategy in alignment with the company's risk and business strategy. Its

committees address sustainability topics in detail: the Nomination Committee considers ESG expertise in Management Board appointments; the Remuneration Committee integrates sustainability-related performance indicators into incentive schemes. The Audit, Compliance and AML Committee supervises and monitors the assurance process for sustainability reporting, ensuring independence and transparency in coordination with the statutory auditor.

## 23. Sustainability-related expertise of the administrative, management and supervisory bodies

As part of the annual Fit & Proper assessment, the Management Board and Supervisory Board, must ensure that each member individually -and the boards collectively- possess the necessary qualifications, experience, integrity, independence, and sufficient time commitment to make informed and effective decisions, in accordance with Article 91 of the Capital Requirements Directive (CRD VI) and the ECB Guide to Fit & Proper assessments under the Single Supervisory Mechanism (SSM). According to Addiko's Fit & Proper Policy, the Nomination Committee of the Supervisory Board conducts these evaluations in line with EBA/ESMA Guidelines on the assessment of the suitability of members of the management body and key function holders. The results are presented to the Supervisory Board for review and, where necessary, for appropriate action to ensure ongoing compliance and effectiveness of Addiko's leadership. In addition, a comprehensive Fit & Proper training program is maintained to regularly update the leadership team on evolving regulatory requirements and supervisory expectations. Any member of the Supervisory or Management Board may request additional training or propose relevant external development programs.

In the reporting year 2025 the Supervisory and Management Board received comprehensive professional training from external experts in the following ESG and regulatory areas:

- ECB and FMA strategic priorities for 2025
- EU Pay Transparency Directive and corporate law on gender balance
- EBA Guidelines on ESG Risk Management and Stress-Testing, FMA Guidelines and the EU Omnibus Directive
- AML-Regulation and updates
- EU Digital Operational Resilience Act (DORA) and RDAAR

These initiatives support the Boards' ability to meet supervisory expectations, strengthen governance and ensure compliance with EU and national regulatory frameworks.

## 30. Comparable position in public administration (ESRS G1-5)

Mr Kurt Pribil (Chairman of the Supervisory Board of Addiko Bank AG) was member of the Governing Board with Oesterreichische Nationalbank (“OeNB”) until 2019 before being elected to the Supervisory Board of Addiko Bank AG in 3/2020. All other members of the Management Board or Supervisory Board of Addiko Bank AG appointed during the reporting period did not hold a comparable role in public administration, including regulatory bodies, within two years prior to their appointment with the Addiko Group.

## **ESRS 2 GOV-2 - Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies**

According to enforced Rules of Procedures reporting to the Management and Supervisory Board occurs at least twice a year or more frequently if required. These reports include an assessment of Addiko’s exposure to climate change risks, focusing on adaptation measures as well as the monitoring and management of exposure limits in industries with high greenhouse gas (GHG) intensity or significant physical risk. Additionally, the Supervisory Board is updated on the progress of ESG priority initiatives. These initiatives are designed to address all impacts, risks and opportunities that are designated as material for Addiko and are supported by key performance indicators (KPIs) defined in the bank’s ESG strategy, ensuring measurable and strategic progress towards sustainability goals. In addition, the Management Board and Supervisory Board of Addiko Bank AG are informed on an annual basis on the results of the ESG Risk Materiality Assessment and the Double Materiality Assessment, including the identified material IROs. To address the material IROs, ESG priority initiatives are defined, which are consolidated within Addiko’s ESG strategy. The ESG strategy is reviewed annually to ensure it remains aligned with evolving regulatory and business needs. It is approved by the Management Board and subsequently presented to the Supervisory Board. Furthermore, the Management Board of Addiko Bank AG prepares the consolidated Sustainability Statement as an integral part of the Group Management Report. The Audit, Compliance and AML Committee monitors the independence of the statutory auditors and informs the Supervisory Board of the outcome of the statutory audit and of the outcome of the assurance of the consolidated Sustainability Statement. The responsibilities of the Management Board and Supervisory Board in sustainability governance are clearly outlined in the Rules of Procedures of the Management and Supervisory Board. These documents, particularly Attachment 2 - “Transactions Requiring Approval”, establish the framework for their structured involvement.

## **ESRS 2 GOV-3 - Integration of sustainability-related performance in incentive schemes**

The principles of remuneration for Addiko Bank AG’s Management and Supervisory Board are regulated in accordance with §78a of the Austrian Stock Corporation Act (“AktG”) within the Remuneration Policy of Addiko Bank AG’s Management and Supervisory Board accordingly. Addiko has integrated sustainability considerations into its incentive schemes and remuneration policies for senior management, which include members of the Management Board and identified staff, who are relevant for fulfilment of the ESG strategy (employees at the B-1 level and certain key employees). This structure ensures that leadership remains accountable for advancing the bank’s ESG priorities and embedding sustainability into its strategic and operational decision-making.

As part of the remuneration model, ESG related KPI’s are defined for all of the abovementioned managers (e.g., achieving the ESG targets set out in the ESG strategy or implementing regulatory requirements). As explained in more detail later, IROs from the materiality assessment are translated into specific measures and ESG targets which, taken together, constitute Addiko’s ESG Strategy. Thus, there is a direct connection between addressing the IROs, meeting ESG KPI’s and achieving the ESG strategy targets.

As part of the annual performance evaluation, overarching ESG strategy targets are used to define individual KPI’s between employees and their supervisors. These are also subject to a second line review. Target achievement is reviewed and monitored biannually through internal reports. The weighting of these ESG-related KPI’s constitutes at least 5% of the total performance assessment or each eligible individual, with higher weightings assigned depending on their role and responsibility within the organisation. This would result in 5% of variable remuneration being paid out when an individual achieves 100% of their performance KPI’s. As the Transition Plan had not yet been approved at the time of the annual performance target setting process, variable remuneration is currently not linked to GHG emission reduction targets. Upon adoption of the Transition Plan in 2026, the variable remuneration framework will be reviewed and further developed to incorporate relevant transition related performance metrics.

The key features of these incentive schemes are outlined in Addiko’s Group Remuneration Policy, which is updated at least on an annual basis and approved by the Supervisory Board. The members of the Supervisory Board receive a fixed remuneration, which does not contain any sustainability-related parameters. For additional details, please refer to Addiko’s Remuneration Report, published on Addiko’s website <https://addiko.com/>.

**ESRS 2 GOV-4 - Due diligence process for sustainability matters**

32. Application of key aspects and steps of the due diligence process in Addiko’s Sustainability Statement

The following mapping describes in which paragraphs of Addiko’s sustainability statement the core elements of its due diligence process can be found:

| CORE ELEMENTS OF DUE DILIGENCE  | PARAGRAPHS IN THE SUSTAINABILITY STATEMENT   |
|---|--|
| a. Embedding due diligence in governance, strategy and business model       | This is addressed under<br>ESRS 2-GOV1,<br>ESRS 2-GOV2,<br>ESRS 2-GOV3,<br>ESRS 2-SBM3     |
| b. Engaging with affected stakeholders                                      | This is addressed under<br>ESRS 2 GOV-2,<br>ESRS 2 SBM-2,<br>ESRS IRO-1<br>S1-3 and S4-3   |
| c. Identifying and assessing negative impacts on people and the environment | This is addressed under<br>ESRS 2 IRO-1,<br>ESRS 2 SBM-2<br>ESRS 2 SBM-3<br>and S1-3, S4-3 |
| d. Taking action to address negative impacts on people and the environment  | This is addressed under<br>ESRS 2 IRO-1,<br>ESRS 2 SBM-3<br>and S1-3, S4-4,                |
| e. Tracking the effectiveness of these efforts                              | This is addressed under<br>ESRS 2 MDR-M<br>ESRS 2 MDR-T                                    |

## ESRS 2 GOV-5 - Risk Management process and internal controls over sustainability reporting

Addiko ensures that all risks that may arise during the process of preparing the Sustainability Statement are properly monitored and mitigated. A key component is the internal manual titled “Preparation Process for the Sustainability Statement”, which is an integral part of the ESG Governance Policy. The manual clearly defines the roles of the involved departments, outlines control actions to verify data accuracy and establishes clear timelines for preparation and review.

### 36.a) Scope, key features and components of the risk management and internal control processes for sustainability reporting

The sustainability reporting process is embedded within the Bank’s ESG governance structure and follows the Three Lines of Defence model. As defined within ESG Governance Policy, data for non-financial reporting disclosures is collected through standardised templates and subject to defined validation procedures, including departmental reviews and the four-eyes principle. The ESG Office coordinates the reporting process, oversees the Double Materiality Assessment and ensures that sustainability risks, impacts and opportunities are appropriately identified and reflected in the disclosures. ESG risks are integrated into the broader risk management framework, including credit processes, scenario analyses and the annual ESG Risk Materiality assessment. Internal Audit independently verifies the effectiveness of controls as part of its risk-based audit plan, while the statutory auditor performs external assurance on the Sustainability Statement in line with CSRD requirements.

### 36.b) Risk assessment approach and risk prioritisation

As part of the annual planning and preparation process, potential risks that may affect the data quality, accuracy and completeness of the Sustainability Statement are assessed and identified. The ESG Office coordinates this process in collaboration with the Sustainability Reporting Task Force, established at group level. Together, the teams review potential vulnerabilities that could impact data collection, consistency across entities and compliance with evolving regulatory requirements. Particular attention is given to areas involving complex quantitative data and multi-departmental dependencies.

Based on this assessment, appropriate control activities may be defined to mitigate identified risks and ensure the robustness of the reporting process. The ESG Governance Policy also sets out escalation mechanisms to address significant issues that may arise during the preparation cycle.

### 36.c) Main risks identified and mitigation of these risks

Addiko has prioritised the following key sustainability reporting risks:

- **Data Completeness and Integrity:** Individual Departments supporting the data collection process as defined within the ESG Governance Policy are responsible for data accuracy, with internal control steps (e.g. four-eyes principle, reviews) detailed for each metric data set within the process documentation.
- **Alignment with Financial Reporting:** Consistency between sustainability and financial reporting is maintained through cross-departmental collaboration and control checks.
- **Risk of Non-Compliance:** Reporting gaps are identified and remediated, with ongoing monitoring of regulatory developments by the Group Compliance function to ensure timely and full compliance.
- **Key Personnel Departure:** To safeguard expertise, Addiko promotes knowledge-sharing, robust documentation and cross-training within teams.

### 36.d) Incorporation of main risks into internal processes and functions

If risks such as data gaps or compliance challenges are identified, they are steered by the ESG Office, discussed with the Sustainability Reporting Task Force and escalated according to the defined process. These risks are integrated into the Bank’s internal governance and reporting processes.

Furthermore, to assess if all procedures are followed correctly, Internal Audit includes these processes into its audit universe as part of the regular audit activities based on the risk-based Audit Plan.

### 36.e) Description of periodic reporting of findings

Following the limited assurance review, any recommendations issued by the auditor regarding improvement measures are evaluated by the ESG Office and discussed among all stakeholders involved in the reporting process. Improvement measures are aligned collaboratively and incorporated into an annual action plan. The consolidated findings and the status of related action items are reported to the Management Board within the regular, biannual reporting.

## 10.2. ESRS 2 - Strategy

### 10.2.1. ESRS 2 SBM-1 - Market position, strategy, business model

#### 40.a) Significant markets and customer groups served

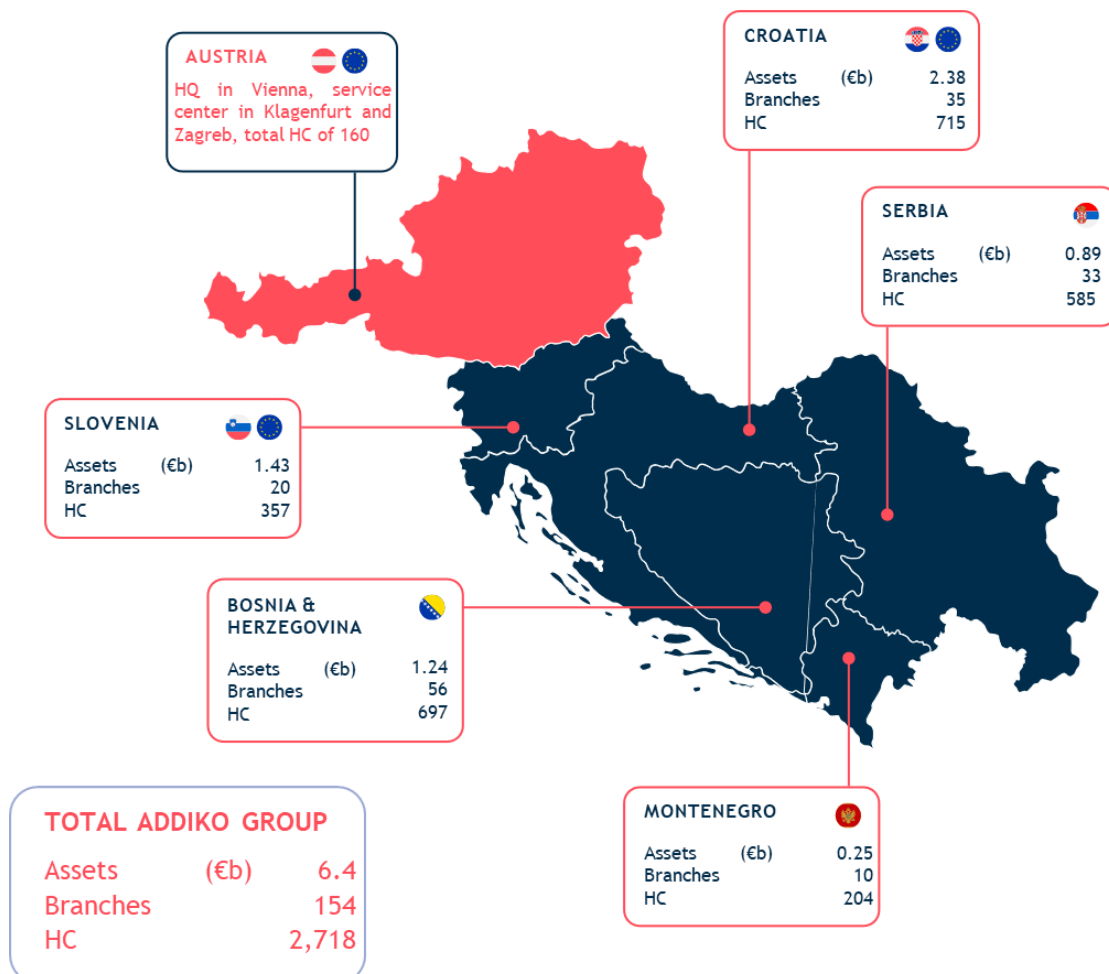
Addiko Group is a specialist banking group focusing on providing banking products and services to consumers, as well as Small and Medium-sized Enterprises (SME) in Central and South-Eastern Europe (CSEE). The Group consists of Addiko Bank AG, the fully-licensed Austrian parent bank registered in Vienna, Austria, listed on the Vienna Stock Exchange and supervised by the Austrian Financial Market Authority and the European Central Bank, as well as six subsidiary banks, registered, licensed and operating in five CSEE countries: Croatia, Slovenia, Bosnia & Herzegovina (where it operates via two banks), Serbia and Montenegro. Through its six subsidiary banks, Addiko Group services approximately 0.9 million customers per 31 December 2025 in CSEE using a well-dispersed network of 154 branches and modern digital banking channels.

Based on its strategy, Addiko Group has positioned itself as a specialist Consumer and SME banking group with a focus on growing its Consumer and SME lending activities, as well as payment services. It offers and is largely funded by retail deposits.

Addiko's strategic objective is to provide unsecured loan products to consumers and working capital loans for its SME customers through modern banking services that address essential customer needs, primarily through unsecured loans and payment solutions. This approach is communicated in a simple and transparent manner and delivered efficiently via a hybrid distribution model that combines physical branches with modern digital channels.

As of 31 December 2025, Addiko employs a total of 2,718 individuals (headcount), distributed across the following significant markets, as illustrated below:

FIGURE 1



## Key Activities and Strategic Focus

Addiko Group's business is conducted through its five business segments: the Retail Segment, the SME Business Segment, the Large Corporates Segment, the Public Finance

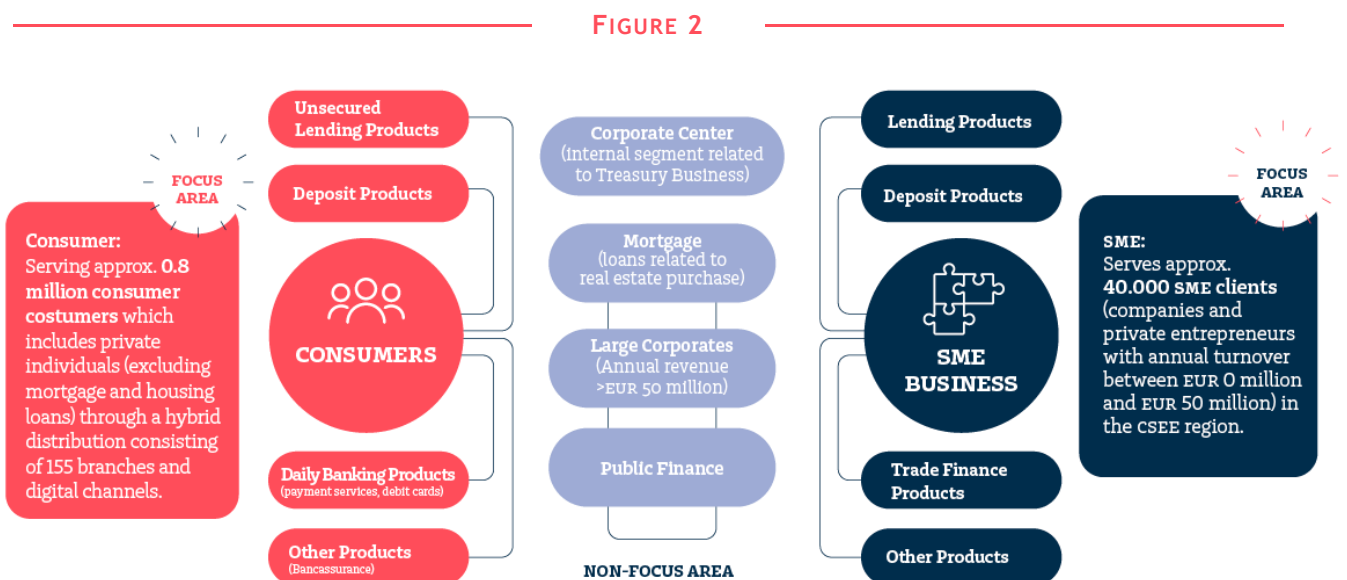
Segment and the Corporate Centre Segment, which are steered within a unified, group-wide governance structure that ensures efficient coordination and strategic alignment.

## 40.e) Income by segment

| 31.12.2025                            | Focus segments |              |            |                                   | Non-focus segments | Corporate Centre | Total |
|---------------------------------------|----------------|--------------|------------|-----------------------------------|--------------------|------------------|-------|
|                                       | Consumer       | SME Business | Mortgage   | Large Corporates & Public Finance |                    |                  |       |
|                                       |                |              |            |                                   | Net banking income | 181.9            | 84.4  |
| Net interest income                   | 133.3          | 57.7         | 1.8        | 7.4                               | 38.2               | 238.4            |       |
| o/w regular interest income           | 141.7          | 66.8         | 11.3       | 2.6                               | 62.0               | 284.4            |       |
| Net fee and commission income         | 48.6           | 26.7         | 0.0        | 2.9                               | 0.2                | 78.5             |       |
| Net result from financial instruments | 0.0            | 0.0          | 0.0        | 0.0                               | 1.8                | 1.8              |       |
| Other operating result                | 0.0            | 0.0          | 0.0        | 0.0                               | -13.5              | -13.5            |       |
| <b>Operating income</b>               | <b>181.9</b>   | <b>84.4</b>  | <b>1.8</b> | <b>10.3</b>                       | <b>26.8</b>        | <b>305.2</b>     |       |

The graphic provides an overview of Addiko Bank's strategic approach to its operations, distinguishing between its focus segments—Consumers and SMEs—and its non-focus

segments, which include Large Corporates, Mortgages and Public Finance.



## Focus Segments:

### 1. Consumer Segment:

- Serves approximately 0.8 million consumer customers, primarily private individuals (excluding mortgage and housing loans).
- Key products include unsecured lending (e.g. personal loans), daily banking services such as payment accounts and cards as well as deposit products.
- Distribution is carried out through a hybrid model, consisting of 154 branches and digital channels, enabling broader customer reach and convenience.

### 2. SME Business:

- Focuses on approximately 40,000 SME clients, including companies and entrepreneurs with annual turnover between EUR 2 million and EUR 50 million in the CSEE region.
- Offers working capital and investment loans, trade finance products, deposit products and other tailored financial solutions to support business growth.

These focus segments represent the core of Addiko's business, accounting for nearly 90% of the total gross performing loan book. They align with the bank's mission of providing accessible financial products and services to underserved markets.

## Non-Focus Segment:

The non-focus segments represent lower-margin areas. Addiko is actively reducing its exposure in these categories.

### Large Corporates:

- Includes companies with a gross annual turnover exceeding EUR 50 million.
- Financing in this segment is conducted selectively and opportunistically.

### Mortgages:

- Refers to loans for real estate purchases.
- Addiko has ceased offering new business in this segment as part of its run-down.

### Public Finance:

- Includes financing for public entities.
- Engagement is limited and opportunistic, focusing only on specific opportunities that align with the bank's risk and return criteria.

## Corporate Centre:

The Corporate Centre segment is primarily an internal segment without direct product offerings to customers and comprises the results from Addiko's liquidity and capital management activities.

By prioritising its focus segments—Consumers and SMEs—and actively managing the run-down of non-focus segments, Addiko ensures a strategic alignment with its core strengths and long-term profitability goals.

Comprehensive information regarding Addiko's operational segments can be found in *chapter 3.4 Segment information*, which contains the detailed segment report. Furthermore, notable developments and key highlights of business year 2025 are presented in *chapter 2 Key Highlights 2025*. This section summarises the most significant activities and achievements during 2025, offering valuable insight into Addiko's ongoing progress and strategic direction.

### 40.a) Products and services subject to bans on certain markets

There are no prohibitions for Addiko's products and services.

### 40.d) Business activities for specific sectors

Addiko is not actively involved in financing fossil fuel sectors (coal, oil and gas), chemical production, controversial weapons or cultivation and production of tobacco.

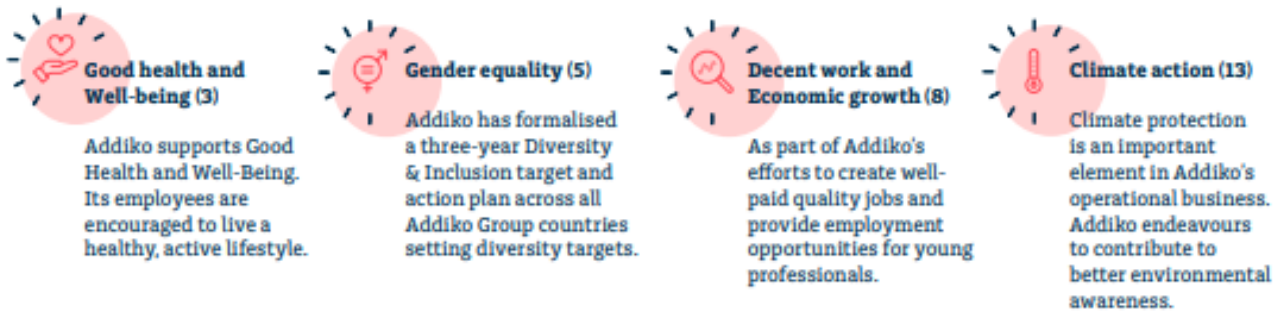
### 40.e) Sustainability-related goals

As part of its commitment to sustainability, Addiko Bank has integrated sustainability goals into its business strategy, prioritising areas with the greatest impact on Addiko's business operations and where it can create the most meaningful impact. This approach aligns with the United Nations' "Agenda 2030" and its 17 Sustainable Development Goals (SDGs). By conducting a systematic analysis of the global goals, Addiko has identified four SDGs as being most relevant to its operations: "Good Health and Well-Being" (3), "Gender Equality" (5), "Decent Work and Economic Growth" (8) and "Climate Action" (13).

FIGURE 3

## ADDIKO'S SUSTAINABLE DEVELOPMENT GOALS

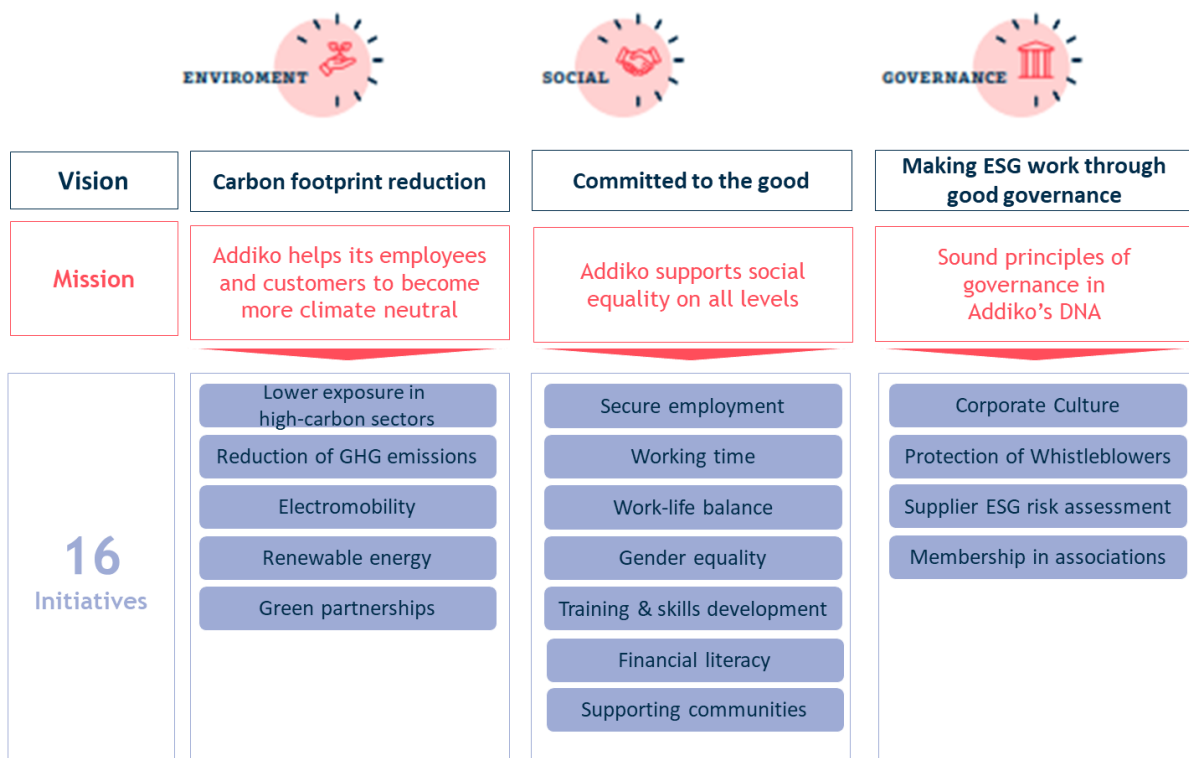
### INSIDE-OUT PERSPECTIVE



#### 40.g) Elements of the company's strategy

Addiko acknowledges the importance of contributing to these SDGs. Therefore, Addiko's ESG Strategy is setting out 16 strategic initiatives that aim to contribute to the achievement of these goals

FIGURE 4



#### 40.f) Sustainability goals connected with significant customer group

For its Consumer segment, Addiko has focused on sustainable banking practices and initiatives that directly address ESG matters.

#### Key Consumer-Focused Sustainability Initiatives

##### 1. Financial Literacy and Education:

Promoting financial literacy is a cornerstone of Addiko's consumer-focused sustainability strategy. Through initiatives such as educational programmes and workshops, Addiko equips its customers with the knowledge and tools to make informed financial decisions while reducing adverse ESG impacts.

##### 2. Green Products and Services:

Addiko supports consumer efforts to reduce their environmental impact by fostering partnerships with providers of green products and services. These partnerships enable consumers to access financing for sustainable projects, such as energy-efficient home upgrades, while also steering lending activities toward lower carbon emissions.

These consumer-focused sustainability goals are part of Addiko's broader ESG Strategy, which is reviewed annually and approved by the Management Board and Supervisory Board aligned with Addiko's Business and Risk Strategy.

#### 10.2.2. ESRS 2 SBM-1 - Value Chain

##### 42. a-c) Business Model and Value Chain

Addiko Bank operates as a financial service provider with a business model centred on retail and SME banking across multiple countries (Austria, Slovenia, Serbia Croatia, Bosnia and Herzegovina and Montenegro). The value chain for the Group for ESRS reporting covers the upstream and downstream activities, as well as own operations of the parent company Addiko Bank AG and its subsidiaries - the same method of consolidation as for the financial reporting applies.

##### Upstream Value Chain

Addiko's upstream value chain includes providers of products and services via indirect and direct business relationships.

##### **Direct Relationships (May influence):**

Addiko engages directly with two key groups:

##### 1. Funding sources:

As a financial institution Addiko Bank receives funding in the form of deposits or investors buying shares. The main sources as of 31 December 2025 were:

- Deposits and borrowings from credit institutions
- Deposits and borrowings from customers
- Equity

##### *Potential impacts:*

Climate and environmental risks could affect liquidity and funding costs, creating solvency risks.

Addiko addresses these risks through its ESG Risk Assessment, which is conducted on an annual basis, further described in *chapter 10.3.3 "Description of the processes to identify and assess climate-related physical and transition risks"*.

##### 2. Suppliers and Service Providers:

In addition, Addiko has contractual relationships with a network of suppliers and service providers to support its operations and deliver high-quality services to customers.

- **Facilities and Operations:** Landlords, energy suppliers, cleaning and security services, office equipment providers.
- **IT and Infrastructure:** large parts of the bank's IT services have been outsourced to leading providers such as DXC Technology, Accenture, Endava, Comtrade and Asseco. These partners enable the bank to maintain robust digital infrastructure and operational stability.
- **Market Support:** Specialised providers for payment processing and market follow-up service

##### *Potential impact:*

Addiko has contractual leverage over these key suppliers. This allows for integration of ESG criteria into Addiko's procurement processes, continuous ESG assessments for suppliers above 500TEUR and inclusion of anti-bribery, respect for human-rights and other ESG clauses in standard contracts.

##### **Indirect Relationships (Limited influence):**

The wider economy, regulators and financial market participants indirectly affect Addiko's operations. These actors are beyond contractual control and Addiko can only monitor systemic risk, through the annual ESG Risk Assessment.

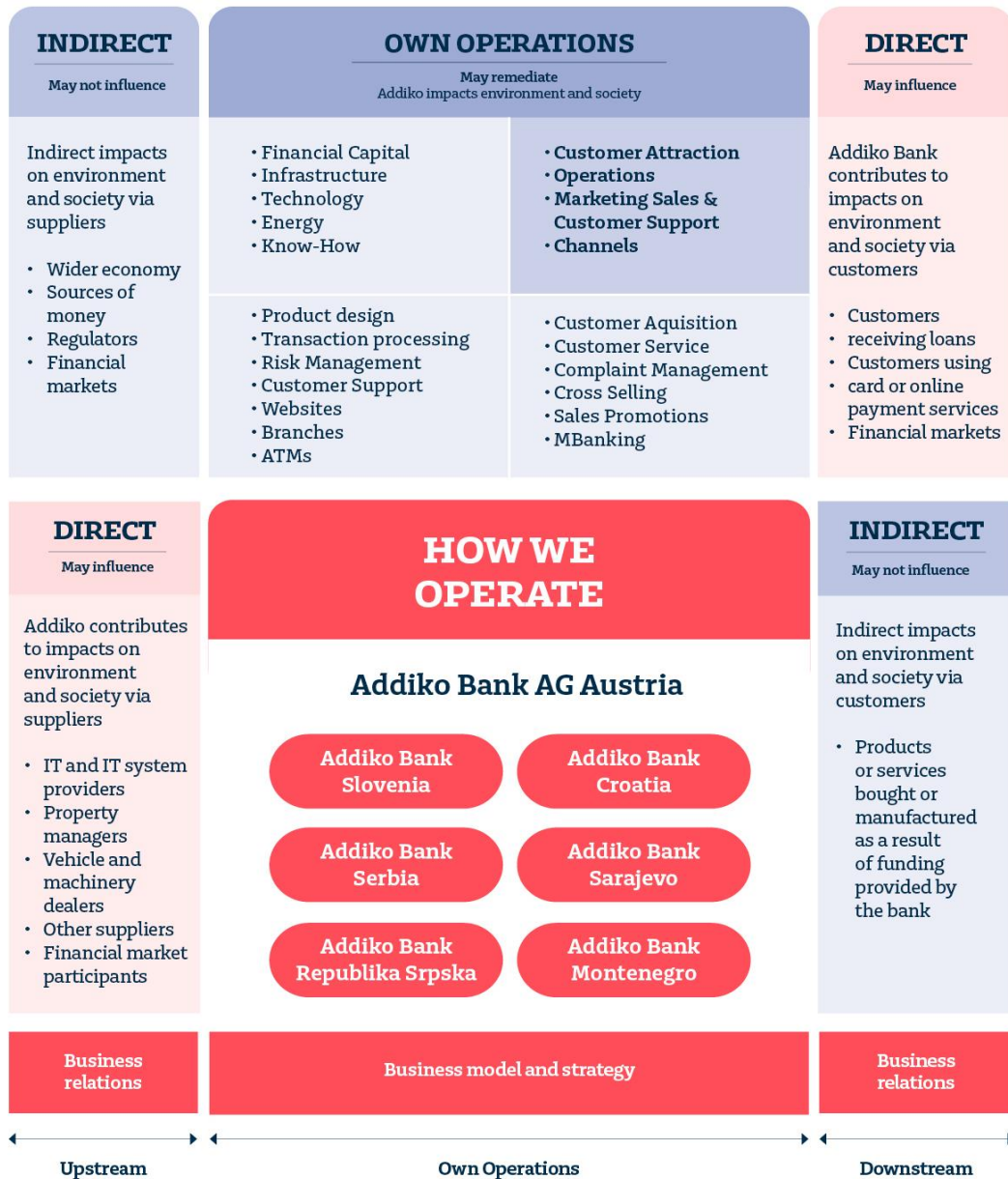
##### Downstream value chain

Addiko's downstream value chain includes customers receiving products and services from Addiko Group, especially focusing on the Consumer and SME segments of clients and is described in *chapter 10.2.1. - ESRS 2 SBM-1 - Market position, strategy, business model*.

**Direct Relationships (May Influence):** Addiko can influence customers through its lending policies, credit risk assessments and responsible finance principles.

**Indirect Relationships (Limited Influence):** Customers' subsequent activities (e.g. how they use funds or products) and broader financial market behaviours are outside Addiko's direct control.

FIGURE 5



10.2.3. ESRS 2 SBM-2 - Interests and views of stakeholders

Understanding and addressing the interests and views of stakeholders is essential to Addiko’s sustainability approach. This section outlines Addiko’s key stakeholder groups and their roles in shaping Addiko’s business model, strategic priorities and sustainable development initiatives.

Addiko integrates stakeholder engagement into its regular business processes, and the management of sustainability matters to address key priorities and align with stakeholder expectations.

FIGURE 6



These engagements are also leveraged as part of Addiko’s Double Materiality Assessment, ensuring that stakeholder insights are reflected in identifying material topics and shaping the bank’s ESG strategy.

Within this assessment, topics identified as material to Addiko’s ‘closest stakeholders’ are considered. This term includes stakeholder groups that have a tangible and direct relationship with Addiko. This also include stakeholders with the highest level of involvement in Addiko’s business activities and strategies and whose interests are, or could be, affected the most by its business activities in the short, medium or long term. The three ‘closest stakeholder’ categories (customers, employees and shareholders) have played a vital role in Addiko’s Materiality Assessment, though Addiko realises that additional stakeholder

groups could be affected by Addiko’s business activities. The engagement process with additional stakeholders is not yet as standardised and structured as the processes related to its closest stakeholders, as outlined below, and will be formalised in the following period.

The table below outlines the engagement activities conducted by Addiko in 2025 as well as potential ESG issues of relevance to these stakeholder groups.

The process on how the administrative, management and supervisory bodies of Addiko are informed about the views and interests of affected stakeholders may vary, depending on the stakeholder. Therefore, detailed information on the activities is specified within the table below.

| Stakeholders                           | Engagement activities  | Sustainability matters of interest   |
|--|--|--|
| CUSTOMERS                              | <ul style="list-style-type: none"> <li>• Market research - customer satisfaction and experience surveys and focus groups</li> <li>• Net promoter score as key performance indicator</li> <li>• Electronic and direct mail</li> <li>• Complaint management processes</li> </ul>   | <ul style="list-style-type: none"> <li>• Affordability of banking, fees and interest</li> <li>• Ethical decision making</li> <li>• Role of banks in protecting a strong economy</li> <li>• Climate change, including lending to fossil fuel and resource companies</li> <li>• Reduction of Carbon Footprint</li> <li>• Data Privacy and Information Security</li> <li>• Complaint Management Processes</li> <li>• Financial Literacy</li> <li>• Access to information</li> <li>• Personal safety</li> <li>• Human rights</li> <li>• Social inclusion (non-discrimination, access to products and services)</li> <li>• Responsible marketing</li> </ul> |
| EMPLOYEES                              | <ul style="list-style-type: none"> <li>• Regular employee engagement surveys</li> <li>• Regular events, e.g. Townhall meetings, Breakfast with the Management Board, special events</li> <li>• Intranet articles and commentary</li> <li>• Whistleblower programs</li> <li>• Work council represents interests of Addiko Bank AG employees within the Group Supervisory Board</li> </ul> | <ul style="list-style-type: none"> <li>• Corporate culture and business conduct</li> <li>• Diversity and inclusion</li> <li>• Health, safety and wellbeing</li> <li>• Capability and personal development</li> <li>• Fair and equal remuneration</li> <li>• Addressing climate change and environmental sustainability</li> </ul>  |
| SHAREHOLDERS                           | <ul style="list-style-type: none"> <li>• Annual General Meeting</li> <li>• Investor presentations events</li> <li>• Road shows</li> </ul>  | <ul style="list-style-type: none"> <li>• Governance, conduct and culture</li> <li>• Transparency and disclosure</li> <li>• Exposure to companies with a negative environmental and social impact</li> <li>• Responsible lending practices</li> <li>• Natural disaster response</li> <li>• Employee engagement and well-being</li> <li>• Executive remuneration</li> <li>• Driving greater adoption of sustainable finance</li> <li>• Climate change adaptation</li> <li>• Information management and data security</li> </ul>  |
| SUPERVISORY AUTHORITIES AND REGULATORS | <ul style="list-style-type: none"> <li>• Regular meetings and briefings</li> <li>• Participation in consultation processes</li> </ul>  | <ul style="list-style-type: none"> <li>• Industry regulation</li> <li>• Governance processes</li> <li>• Disclosure of climate risk</li> <li>• Driving greater adoption of sustainable finance</li> <li>• Information management and data security</li> <li>• Climate change and environmental risk</li> </ul>  |
| PARTNERS AND SERVICE PROVIDERS         | <ul style="list-style-type: none"> <li>• Ongoing relationship management</li> </ul>  | <ul style="list-style-type: none"> <li>• Information management and data security</li> <li>• Resource efficiency</li> </ul>  |
| COMMUNITIES                            | <ul style="list-style-type: none"> <li>• Events and workshops</li> <li>• Employee volunteering, donations and fundraising</li> <li>• Grants and sponsorships</li> </ul>  | <ul style="list-style-type: none"> <li>• Climate change and sustainable landscapes</li> <li>• Natural disasters, preparedness and resilience</li> <li>• Personal safety and security</li> <li>• Sustainability and impact investment</li> </ul>  |

Further detailed descriptions on the engagement with Addiko's own workforce and its' consumers about actual and potential impacts can be found under

*12.1.3 ESRS S1-2 Engagement with own workforce and 12.2.3 ESRS S4-2 - Processes for engaging with consumers about impacts.*

## 10.2.4. ESRS 2 SBM-3 - Sustainability-related impacts, risks and opportunities and their interaction with strategy and business model

The table below shows an overview of material IROs for Addiko. Each of the material IROs includes a description as well as the information on where in the value chain it originates. It also provides information on the time horizon and type of the IRO (differentiating between actual or potential and direct or indirect impact).

The IROs that are presented here for each topic are covered in more detail in each of the respective chapters, together with the policies, actions and targets that address them.

### 46.) Alignment with Strategy

Addiko's ESG Strategy is embedded into the Group's overall Business Strategy and Risk Strategy, ensuring that sustainability-related IROs, identified through the Materiality Assessment, are systematically integrated into strategic planning and execution.

The ESG Strategy translates the material IROs into a structured set of strategic ESG initiatives, supported by defined targets, KPIs and performance indicators that allow to monitor implementation progress and strategic effectiveness. These targets serve as the operational link between material sustainability matters and Addiko's business priorities, to ensure that sustainability considerations are embedded into strategic decision-making and operational planning. The ESG Strategy is reviewed on an annual basis within the Group's established governance framework.

### 48. c) Impacts on People and the Environment

Addiko's material impacts include both positive and negative effects on people and the environment. The reasonably expected time horizons for these impacts range from short-term operational adjustments to long-term strategic transformation and no detailed statement on their materialisation can be made.

### 48. e) Financial Effects

In preparing the financial report, Addiko considered potential financial implications of material impacts and risks identified through the Double Materiality Assessment:

- **Credit Risk and ECL:** Climate-related risks were assessed for their effect on credit risk. Transition risks were reflected in macroeconomic scenarios for ECL calculations. Furthermore, the assessment of physical and transition risk is integrated in SME loan origination through questionnaire-based data collection, potentially influencing credit ratings and provisioning. In the consumer origination process, the climate-related risks are considered within affordability assessment as part of sensitivity analysis.

- **Asset Valuation:** Property, plant and equipment were reviewed against ESG strategy and planned upgrades; no impairments or changes to useful lives were identified.
- **Legal Risks:** No provisions were recognised, as risks such as working time compliance are mid- to long-term exposures without current financial impact.
- **Revenue and Costs:** Operational costs for climate adaptation are included in regular business forecasts; no carbon credit purchases are planned.

### 48.f) Resilience Assessment

Addiko Bank regularly assesses the resilience of its business strategy through established strategic and risk management processes. Time intervals for risk inventory assessment are harmonised, therefore, the outlined intervals within ESRS 1 - 9. apply. Further details with regards to the frequency and scope of assessment are provided in chapter 10.3.3 *Description of the processes to identify and assess climate-related physical and transition risks et. seq.*

### 48. g) Changes Compared to Previous Period

In 2025, Addiko updated its double-materiality approach in line with updated regulatory requirements. As a result, the set of material IROs was streamlined.

The final 2025 IRO set therefore reflects:

- Removal of items that previously classified as material due to compliance with legal requirements, mere fulfilment of regulatory obligations is no longer considered "a positive impact".
- consolidation of overlapping IROs, and
- results of the annual reassessment, including regulatory and market benchmarking insights.

Compared with the previous reporting period, several granular or overlapping IROs—particularly within the social (S1) and governance (G1) areas—were consolidated into broader sustainability matters. In addition, positive impacts from 2024 that represent standard working practices rather than material impacts (e.g. work-life balance initiatives, social dialogue activities) were not carried forward.

Climate-related IROs have been further refined to minimize redundancy and to more clearly differentiate between mitigation, adaptation and financed-emissions impacts. Governance-related IROs were merged and updated to reflect clearer impact pathways and regulatory expectations on corruption and supplier management.

The following IROs did not result as material in 2025

## E1 - Climate

- E1-IRO-3 (Positive impact: financing transition activities)
- E1-IRO-5 (Positive impact: financed emissions)

## S1 - Own Workforce

IROs that were not carried forward individually include positive impacts related to:

- work-life balance,
- flexible working time,
- adequate wages,
- social dialogue mechanisms,
- training and skills development as routine HR practice,
- diversity initiatives,
- anti-violence and anti-harassment measures,
- general workforce well-being activities.

These topics are still covered, but they are now grouped under broader workforce IROs (e.g. secure employment, adequate working conditions, adequate wages, equal treatment).

## S4 - Consumers and End Users

The following 2024 IROs were not retained as stand-alone items:

- S4-IRO-3 (Negative impact: inadequate access to product information)
- S4-IRO-4 (Positive impact: accessibility for people with disabilities)
- S4-IRO-5 (Negative impact: responsible marketing practices)
- S4-IRO-6 (Positive impact: responsible marketing practices)
- S4-IRO-7 (Positive impact: financial literacy)

They were consolidated into broader 2025 IROs on:

- S4-IRO-1 (Negative impact: privacy and data security)
- S4-IRO-2 (Positive impact: access to products and services)
- S4-IRO-3 (Positive impact: financial inclusion and capacity building)

## G1 - Governance

The following 2024 IROs were not continued:

- G1-IRO-1 (Negative impact: weak corporate culture)
- G1-IRO-3 (Negative impact: inappropriate reporting mechanisms)
- G1-IRO-4 (Positive impact: protection of whistleblowers)
- G1-IRO-5 (Negative impact: supplier payment practices)
- G1-IRO-6 (Positive impact: supplier payment practices)
- G1-IRO-7/8 (Corruption incidents and prevention)

These were merged into streamlined governance IROs on:

- G1-IRO-1 (Positive impact: corporate culture)
- G1-IRO-2 (Negative impact: protection of whistleblowers)
- G1-IRO-3 (Positive impact: management of relationships with suppliers)
- G1-IRO-4 (Negative impact: corruption and bribery: incidents)

## 48. h) Coverage of ESRS Disclosure Requirements

All identified material IROs are addressed in accordance with ESRS disclosure requirements. With the absence of industry standards, Addiko further included industry specific sustainability matters (SASB standards) within the assessment. In case any of these matters resulted as “material” the same methodology and disclosure requirements as for ESRS sustainability matters were applied to ensure transparency and completeness.

The following graph presents the identified IROs across Addiko’s value chain. The location graphic indicates, where each IRO occurs: upstream, within Addiko’s operations or downstream.

- - Upstream
- - Own operations:
- - Downstream
- / ○●● - Multiple areas

| Sustainability matter   | Iro No.    | Type of IRO     | Location graphic | Time Span                 | Type      |          | IRO Description  |
|---|------------|-----------------|------------------|---------------------------|-----------|----------|--|
| E1 – Climate change adaptation  | E1 - IRO-1 | Risk            |                  | Long-term                 | Potential | Indirect | Climate-related <b>physical</b> risks may weaken borrowers' debt service capacity, potentially impacting Addiko's long-term profitability. Acute events such as floods, landslides and wildfires can damage clients' assets and disrupt their business operations, while chronic risks like rising temperatures and water scarcity can negatively affect collateral value and productivity. Both, acute and chronic physical risks can therefore affect the credit risk, particularly in sectors and regions with higher exposure towards these risks. |
| E1 – Climate change mitigation  | E1 - IRO-2 | Risk            |                  | Short - mid and long-term | Potential | Indirect | Climate-related <b>transition</b> risks may weaken borrowers' debt service capacity, potentially impacting Addiko's long-term profitability. Stricter regulations and shifts toward low-carbon technologies can negatively impact certain industries, especially those reliant on fossil fuels, potentially reducing their profitability and increasing default risks for loans within these sectors.  |
| E1 – Climate change mitigation  | E1 - IRO-3 | Negative impact |                  | Long-term                 | Potential | Indirect | Financing emissions-intensive industries negatively impacts the environment. Addiko's lending activities towards these clients increase scope 3 emissions which increases the carbon footprint and negatively affects the climate transition.  |
| E1 – Climate change mitigation  | E1 - IRO-4 | Negative Impact |                  | Long-term                 | actual    | Direct   | Emissions arise from the use of fossil fuels in the operation of our company car fleet and the energy consumption in office buildings and branches. These activities increase greenhouse gas emissions, contributing to an increased carbon footprint.   |
| S1 – Own workforce – Working conditions: Secure employment                                    | S1 - IRO-1 | Positive impact |                  | Short - mid and long-term | Actual    | Direct   | By ensuring stable and secure employment, we contribute to long-term workforce wellbeing and organizational continuity. Employees within Addiko shall feel secure, valued and empowered. By providing a strong foundation of stability and trust, Addiko ensures that employees can confidently plan their professional future, grow within the organization and build long-term careers within Addiko.  |
| S1 – Own workforce – Working conditions: Working time   | S1 - IRO-2 | Risk            |                  | Mid-term and long-term    | Potential | Direct   | Non-compliance with national labor laws regarding working hours, rest periods and overtime regulations might pose a potential financial risk to the company. Failure to adhere to these legal requirements may result in fines, penalties and legal proceedings, as well as increased costs related to employee compensation claims and reputational damage.   |
| S1 – Own workforce – Working conditions: Working time   | S1 - IRO-3 | Negative impact |                  | Mid-term and long-term    | Potential | Direct   | Poorly managed working time, including excessive overtime can significantly impair employee well-being. This may result in physical and mental exhaustion, increased risk of burnout and reduced productivity.   |
| S1 – Own workforce – Working conditions: Adequate wages                                       | S1 - IRO-4 | Negative impact |                  | Mid-term and long-term    | Potential | Direct   | Intransparent remuneration practices can lead to perceptions of unfairness and inequality among employees, resulting in dissatisfaction, reduced motivation and increased turnover.  |
| S1 – Own workforce – Equal treatment and opportunities for all: Gender equality and equal pay | S1 - IRO-5 | Negative impact |                  | Short-term                | Actual    | Direct   | Lack of gender equality and unequal pay for work of equal value can lead to an unfair and non-inclusive workplace. Insufficient transparency in remuneration and limited gender diversity in succession planning may reduce employee satisfaction, hinder retention and restrict leadership diversity.   |

| Sustainability matter  | Iro No.    | Type of IRO     | Location graphic | Time Span                 | Type      |                     | IRO Description   |
|--|------------|-----------------|------------------|---------------------------|-----------|---------------------|---|
| S1 – Own workforce – Equal treatment and opportunities for all: Training and skills development  | S1 - IRO-6 | Positive impact |                  | Short - mid and long-term | Actual    | Direct              | By investing in structured training and continuous skills development initiatives, Addiko strengthens employee expertise, accelerates their career progression and ensures long-term employability. Through this our employees can adapt to evolving business needs and enhance their professional capabilities.                |
| S4 – Consumers and end-users – Information-related impacts: Privacy/ Data Security               | S4 - IRO-1 | Negative impact |                  | Short - mid and long-term | Potential | Direct and indirect | Inadequate data protection measures may expose consumer information to breaches, leading to loss of trust and reputational damage.  |
| S4 – Consumers and end-users: Social inclusion: Access to products and services                  | S4 - IRO-2 | Positive impact |                  | Mid and long-term         | Actual    | Direct              | By ensuring that all banking products and services are accessible to financially vulnerable groups, including people with disabilities and elderly customers, Addiko Bank promotes financial inclusion.   |
| S4 – Consumers and end-users: Financial inclusion and capacity building (SASB -company specific) | S4 - IRO-3 | Positive Impact |                  | Mid-term                  | Actual    | Direct              | By promoting financial literacy and offering tailored educational programs, Addiko Bank empowers to make informed financial decisions, contributing to long-term economic resilience and inclusion.   |
| G1 – Business conduct – Corporate culture  | G1 - IRO-1 | Positive impact |                  | Mid-term                  | Actual    | Direct              | A strong corporate culture, consistently reinforced through open communication, shared values and regular feedback, creates an environment where employees feel valued and supported. When individuals identify with this culture, they gain confidence, embrace learning opportunities and gain confidence in decision-making. |
| G1 – Business conduct – Protection of whistleblowers   | G1 - IRO-2 | Negative impact |                  | Mid-term                  | Potential | Direct and indirect | Fear of retaliation or career disadvantages may discourage individual employees from reporting concerns. This can cause stress and ethical dilemmas, weaken early detection of misconduct and allow harmful practices to persist, which ultimately undermines fairness and accountability.                                      |
| G1 – Business conduct – Management of relationships with suppliers including payment practices"  | G1 - IRO-3 | Positive impact |                  | Short-term                | Actual    | Direct              | Responsible sourcing across Addiko Bank's value chain enhances sustainability performance and promotes ethical business conduct by ensuring supplier compliance with environmental, social and governance standards   |
| G1 – Business conduct – Corruption and bribery: Incidents"                                       | G1 - IRO-4 | Negative Impact |                  | Short - mid and long-term | Potential | Direct              | Corruption and bribery compromise ethical standards. These practices not only lead to unfair business conduct and damaged relationships with customers and partners but also expose employees to moral conflicts, pressure and loss of trust in leadership - creating a stressful and unsafe work environment.                  |

## 10.3. ESRS 2 - Impact, Risk and Opportunity Management

### 10.3.1. ESRS 2 IRO-1 - Identifying and assessing sustainability-related impacts, risks and opportunities

#### 53.a, b) Description of the methodologies and assumptions applied in the process of IRO and overview of the process

During the preparatory phase of this report, Addiko has undertaken a comprehensive impact assessment with the intention to identify, evaluate and prioritise essential sustainability matters, as well as to transparently report Addiko's impact on individuals and the environment.

In line with the methodology described in the ESRS and implementation guidance published by EFRAG, Addiko's assessment adheres to the principle of double materiality (impact materiality and financial materiality) and evaluates a set of standardised environmental, social and governance issues (outlined within ESRS1 - Appendix A) to determine the sustainable matters to be disclosed within Addiko's Sustainability Statement.

The assessment was carried out as described below:



#### • Understanding the business context and stakeholder relationships

A detailed analysis on Addiko's business activities and its activities along the upstream and downstream value chain was performed to understand its business relationships and affected stakeholders, as well as to define the limitations of the assessment, as described in detail in *chapter 10.2.2 ESRS 2 SBM-1 - Value Chain*.



#### • Identifying actual and potential impacts, risks and opportunities

Addiko prepared a long list of sustainability matters, which was used for the assessment of impacts, risk and opportunities. The sustainability matters within ESRS 1 - Appendix A were used as a reference. However, due to the absence of sector-specific standards, Addiko further considered industry-specific sustainability matters, from SASB standards for Commercial Banks and Consumer Finance within its Double Materiality Assessment, according to the recommendations within Application requirement 16 of ESRS 1.

The following sustainability matters were considered in the assessment:

- SASB Standard for Commercial Banks, Table 1 Sustainability Disclosure Topics: Financed Emissions, Systemic Risk Management, Data Security, Financial Inclusion & Capacity Building
- SASB Standard for Consumer Finance, Table 1 Sustainability Disclosure Topics: Customer Privacy, Selling Practices

In addition, reports of peers working in the same geographical and cultural areas were reviewed to validate industry considerations. This review process was used to derive a list consisting of 97 general sustainability matters.

#### • Evaluation and results

This longlist of sustainable matters was used for consultation with internal stakeholders. Internal stakeholders consisting of senior management Group departments, having an interest in ESG management e.g. People and Culture, Group Operations, Group Consumer and Group SME together with the ESG SPOCs (from all Addiko entities) conducted an ESG strategy summit in September 2025 to comprehensively assess IROs within Addiko. These internal stakeholders analysed the applicable sustainable matters. For each matter, participants determined:

- (a) whether it entails positive and/or negative impacts;
- (b) whether it creates a financial risk and/or opportunity;
- (c) whether the IRO is actual or potential;
- (d) where it is located in the value chain.

The assessment covered own operations, as well as the upstream and downstream value chain. The participants also leveraged information from stakeholder activities, as listed within *10.2.3 ESRS 2 SBM-2 - Interests and views of stakeholders* within this assessment.

Furthermore, reliance on relationships with key stakeholders within the upstream value chain and reusability of resources was evaluated. Based on this first evaluation, a shortlist of 33 sustainability matters was defined, specific to Addiko's business operations, outlining positive and negative impacts, as well as risks.

In a second step, the impacts of this short list thoroughly assessed and prioritised. In line with the double materiality concept, the impact materiality was assessed by severity (scale, scope, irremediability) and likelihood across short-, medium- and long-term horizons. Financial materiality considered potential effects on financial position, performance, cash flows and cost of capital. The results of this assessment were then assessed in relation to a pre-defined threshold. The value defines whether an issue is material and it is sufficient if the topic is categorised as material due to impact or financial materiality. To set the



thresholds, also information from benchmarking and relevance assessment was considered, as well as single factors that might trigger materiality (severity, human rights impacts, etc.). In general, Addiko aims to decrease the threshold over time and thereby enhance the scope of disclosures continuously. For the reporting period 2025, the threshold was set at 0.61.

Any impact that resulted in a severe rating by scoring above this threshold was determined as “material”. In addition, the severity and interdependencies of the sustainability matters identified as “material” were carefully evaluated. Participants also considered that actions taken to address certain impacts or risks—or to benefit from opportunities—could simultaneously create new negative impacts or risks in relation to other sustainability matters. Within the assessment, none of these sustainability matters showed any interdependency, in addition no negative impact was identified, that requested, immediate remediation before it became acute. The potential risk of “working time” was prioritised through timely and effective mitigation measures, ensuring that this risk is addressed proactively.

• **Credit portfolio impact**

Addiko also conducted a detailed ESG Risk Materiality Assessment. This assessment focused on evaluating the risks and opportunities within Addiko’s credit portfolio that could have a financial effect or impact the existing risk types deemed material to the bank, as described in detail in *chapter 10.3.3 Description of the processes to identify and assess climate-related physical and transition risks 10.3.3*. The results of this annually conducted assessment are integrated into the Double Materiality Assessment, and conversely, the insights from the Double Materiality

Assessment are incorporated back into the ESG risk assessment.

• **Reporting on material impacts**

The material sustainability matters are then linked to the respective disclosure requirements, which in turn forms the backbone of Addiko’s Sustainability Statement disclosures.

• **Defining internal control steps**

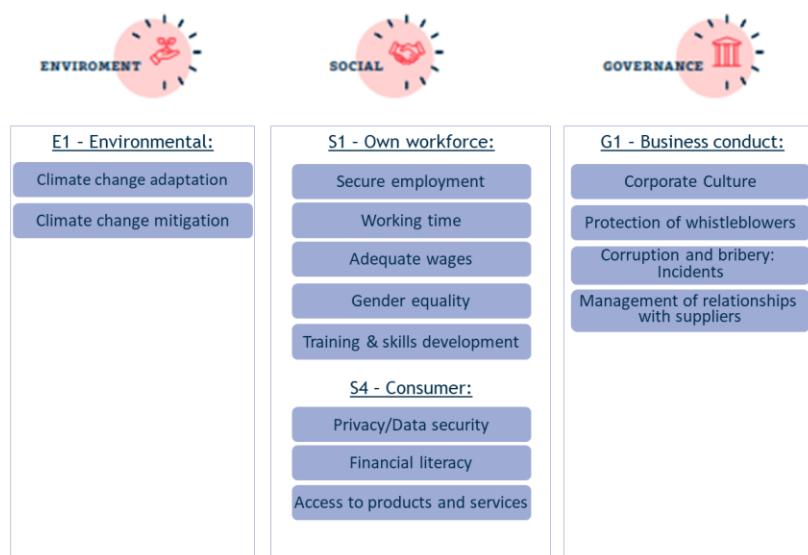
In a subsequent step, group representatives (Environmental, Social - Own Workforce, Social - Consumers & End-users, Governance) are requested to confirm that the results reflect a relevant and realistic picture, that is consistent and plausible with against internally and externally available information. In addition, in alignment with the ESG Office internal control steps for the short-listed IROs and associated metrical data are established, defining responsibilities, key control steps and frequencies.

The disclosure requirements, which result from this detailed Double Materiality Assessment of Addiko’s business operations are thoroughly discussed with the Management and Supervisory Board and build the foundation on which Addiko’s ESG initiatives are established.

The following sustainable matters were ranked as material for Addiko based on the Double Materiality Assessment conducted in 2025.

A detailed list on sustainability-related impacts, risks and opportunities is available within *chapter 10.2.4 ESRS 2 SBM-3 - Sustainability-related impacts, risks and opportunities and their interaction with strategy and business model*.

FIGURE 7



## 53 b) iv, c) iii Prioritisation of impacts, risks and opportunities

The results of Addiko's comprehensive DMA assessment have enabled a clear prioritisation of IROs and opportunities based on their severity and likelihood. Whereas, remediation of negative impacts (immediately before there are acute) should be prioritised through timely and effective mitigation measures, aiming to address identified risks proactively and prevent escalation into more serious or widespread issues. This prioritisation forms the foundation for determining which sustainability matters should be considered material for disclosure in line with ESRS.

## 53 c) Interdependencies of impacts and risks

The Double Materiality Assessment analysed how severity, scope and irremediability may interact to influence the overall impact rating. This ensured that the assessment reflects a comprehensive understanding of the material risks and their potential consequences for the bank's operations and stakeholders.

For example, climate-related physical risks (E1-IRO-1) and transition risks (E1-IRO-2) may weaken borrowers' debt service capacity, which is linked to negative impacts such as financing emissions-intensive industries (E1-IRO-3). By reducing exposure to high-emission sectors and integrating ESG criteria into credit assessments, Addiko aims to mitigate environmental impacts and lower long-term credit risk. Similarly, in the social domain, working time demonstrates a clear interdependency: poorly managed working time over longer periods (S1-IRO-3) can result in non-compliance with labour laws (S1-IRO-2). Measures such as flexible work arrangements and well-being programs aim to prevent these negative impacts, thereby reducing the likelihood of financial risks. The relationship between climate change adaptation and Addiko's own workforce was also considered during the assessment. Internal stakeholders acknowledged this as a potential future impact; however, it was not assessed as material for Addiko's workforce at present.

## 53 g) Input Parameters

The analysis applied input parameters as defined within chapter 10 ESRS 1 10. *General Information* to ensure consistency and alignment with the standard.

Within the assessment it was ensured that each factor—severity, scope, or irremediability— was evaluated separately, with the understanding that any one of these can independently result in a severe rating, especially for potential negative human rights impacts. Therefore, severity was used as the primary criterion when determining materiality.

## 53 h) Changes within process and review date

Addiko conducts its Double Materiality Assessment on an annual basis, and the current reporting year represents the third cycle of this process. The methodology has been further refined to incorporate feedback from the statutory auditor and align with evolving guidance from the standard setter, the European Financial Reporting Advisory Group (EFRAG). Additionally, stakeholder engagement activities have been strengthened to ensure a more comprehensive and robust assessment. Addiko is planning to conduct the Double Materiality Assessment annually unless refinements in the methodology require an earlier review.

## **10.3.2. IRO1- Description of the processes to identify and assess material impacts**

### Topic-specific disclosures

#### G1 - Assessment of risks resulting from geographical locations

Addiko, as a financial institution, did not identify any increased risks resulting from the geographical location of the business relationships within its value chain, nor increased risks regarding the respect of fundamental human rights. In addition, none of Addiko Group's countries of operations is considered at high risk of bribery, corruption and related crime, according to the FATF lists, EU High-Risk Third Country List and Transparency International's Corruption Perception Index.

#### E1 - Assessment of material climate related impacts

Addiko Bank recognises that its negative environmental impacts primarily arise from direct and indirect greenhouse gas (GHG) emissions. To identify actual and potential future sources of GHG emissions across its own operations and along the value chain, Addiko first screened its business activities and plans. This assessment considered plausible portfolio developments, including potential changes in sectoral exposures, consistent with risk appetite and supervisory expectations. Potential changes related to its own operations were also taken into account to ensure a forward-looking view of emerging emission sources. The Bank subsequently assessed its actual and potential impacts on climate change, as reflected in its total GHG emissions. To support this process, Addiko has implemented a comprehensive approach to assessing and monitoring its carbon footprint, covering Scope 1 and Scope 2 emissions, as well as selected Scope 3 categories. These include financed emissions and emissions related to employee commuting, business travel, and purchased goods and services. This helps provide insights into the bank's carbon footprint and its contribution to climate change. During the process Addiko did not conduct any consultations with affected communities.

### 20.a) GHG emissions from own operations

Scope 1 and Scope 2 GHG emissions have been evaluated and determined to have an immaterial direct impact on the bank’s overall environmental footprint due to its small operational scale and the nature of its financial services, which are not classified as part of a pollution-intensive industry. Nevertheless, the Bank will continue to pursue initiatives aimed at minimising its Scope 1 and Scope 2 emissions, ensuring alignment with its Materiality Assessment and sustainability objectives.

### 20.a) Financed GHG emissions

In 2025, all applicable categories of Scope 3 have been calculated. The bank has identified financed emissions (Category 15: Investments) as the most material source of GHG emissions across its operational and investment activities. These emissions, which arise from the Bank’s lending and investment decisions, represent the primary driver of the Bank’s overall climate impact and are therefore considered a material category in its sustainability reporting.

The detailed data on the GHG emissions at Addiko Group level for 2024 and 2025 are reported in *chapter 11.2.7 - ESRS E1-6 - Gross scope 1,2,3 and total GHG emissions*.

### 10.3.3. Description of the processes to identify and assess climate-related physical and transition risks

Addiko conducts detailed ESG risk assessment in the following consecutive steps:

1. In the **first step**, the impact of climate and environmental change in the countries of operation is assessed, considering various scenarios for short-, medium- and long-term intervals. As a result, the C&E risk drivers are identified.

2. The **second step** analyses how C&E risk drivers can impact the Addiko business model and how transmission channels are defined.
3. In the **third step**, the results of the ESG Risks Materiality Assessment are reviewed and incorporated within Addiko’s Double Materiality Assessment.

### First step - Assessing the impact of climate and environmental change and defining risk factors

Addiko is expected to assess materiality of C&E risks under various scenarios in order to generate an overview of relevant risk drivers. In this regard, Addiko selected a set of climate scenarios to assess and quantify potential vulnerabilities. This involved conducting analyses under stressed conditions for short-, medium- and long-term intervals.

The proposed climate scenarios are based on NGFS (“Network for Greening the Financial System”) and RCP (“Representative Concentration Pathways”) assumptions to ensure consistency with scientific climate change pathways to properly assess the impact of physical and transition risk drivers. These scenarios ensure consistency with widely accepted climate science and transition narratives. They reflect different temperature outcomes and transition dynamics, including more orderly developments as well as adverse conditions characterised by delayed or insufficient climate action, and higher levels of physical risk.

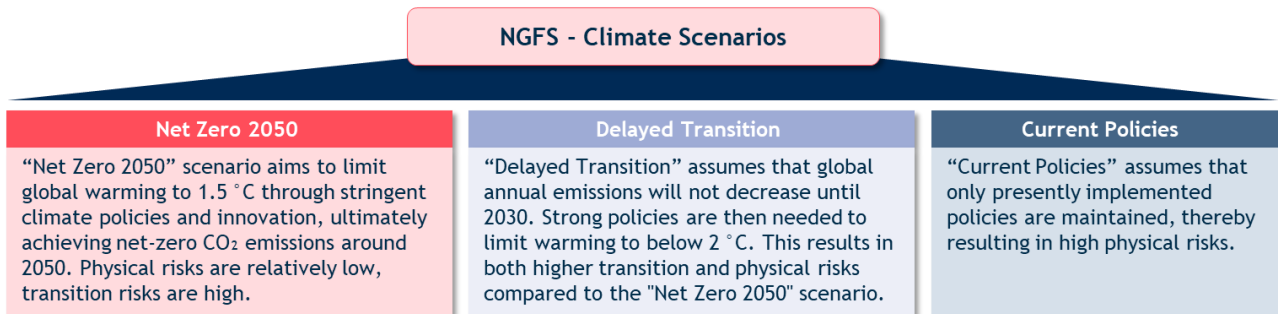
1. **RCP climate scenarios** developed by the Intergovernmental Panel on Climate Change (“IPCC”): The RCP pathways describe different climate outcomes, all of which are considered possible depending on GHG emitted in the years to come.

### Representative Concentration Pathway

| RCP 2.6  | RCP 4.5  | RCP 6   | RCP 8.5   |
|--|--|---|---|
| RCP 2.6 necessitates a reduction in carbon dioxide (CO <sub>2</sub> ) emissions, starting a decline by 2020 and reaching zero by 2100. This scenario is projected to limit the global temperature rise to below 2 °C by 2100 | Under RCP 4.5, it is mandated that carbon dioxide (CO <sub>2</sub> ) emissions commence a decline around 2045, aiming to achieve roughly half of the 2050 levels by 2100. The scenario suggests a probability of global temperature rising between 2 °C and 3 °C by 2100, accompanied by a mean sea level rise 35% higher than that projected under RCP 2.6. | RCP6 aims to stabilize greenhouse gas emissions, reaching a peak around 2060, followed by a gradual decline thereafter. | In the RCP 8.5 scenario, emissions continue to rise throughout the 21st century, and this scenario is commonly used as the basis for worst-case climate change scenarios. |

2. **NGFS climate scenarios** developed by the “Network of Central Banks and Supervisors for Greening the Financial System”:

The NGFS climate scenarios explore the transition and physical impacts of climate change over a long-term horizon under varying assumptions.



For the purpose of its risk assessment, Addiko applied NGFS climate scenarios, specifically the Current Policies and Delayed Transition scenarios, to each climate-related risk. These scenarios cover both physical and transition risk dimensions and are consistent with IPCC-aligned climate science. They were used to evaluate how identified risk drivers may evolve under moderate and adverse conditions.

The analysis incorporated assumptions regarding the evolution of climate policies, macroeconomic conditions, and the intensity of physical climate hazards over time. Due to limited availability of granular, forward-looking data and projections, the assessment is subject to methodological constraints; in particular, it was not feasible to apply a fully uniform scenario set to every individual C&E risk driver. Nevertheless, for each material climate-related risk, Addiko assessed at least two NGFS climate scenarios, namely the Current Policies and Delayed Transition scenarios, calibrated to the relevant risk driver and geographic exposure. These limitations were explicitly considered when interpreting the results.

The outcomes of the scenario analysis are used to inform Addiko’s ESG Risks Materiality Assessment, support the identification of priority climate-related risk drivers, and contribute to the ongoing enhancement of climate risk management practices and the development of the transition plan. The approach will be further refined as data quality improves and more detailed scenario inputs become available.

20.b), c) Climate-related physical and transition risks in own operations and along the upstream and downstream value chain

Addiko has identified the C&E-related risks over the short- (up to 1 year), medium- (1-5 years) and long-term (longer than 5 years) and has screened whether its assets and business activities are exposed to these risks. The following paragraphs describe these C&E risks that are treated as risk drivers in the subsequent sections of this chapter.

**Physical risks:**

Physical risks refer to the risks related to the physical impact of climate change. These risks can manifest as either event-driven (acute) occurrences or as long-term shifts (chronic) in climate patterns. Consequently, their impacts could be expected in short-, medium- and long-term time horizons.

- Acute physical risks are event-driven, including increased severity of extreme weather events (e.g. droughts, floods, etc.).
- Chronic physical risks refer to longer-term shifts in climate patterns (e.g. increasingly higher temperatures, rising sea-level, water stress).

After identifying physical risks Addiko classifies them into two categories: climate-related risk factors and other environmental risk factors.

In the Climate Change 2023 Synthesis Report, the Intergovernmental Panel on Climate Change (IPCC) identified the following key risk factors related to climate change for the European area:

- Increased damage caused by river and coastal floods, increased water restrictions, increased damage from extreme heat events and
- ecosystem disruptions leading to losses in crop production.

These climate-related risks factors were taken into account in the Double Materiality Assessment process.

In selecting the most important environmental risk factors, Addiko followed the ECB’s “Guide on climate-related and environmental risks”, which focuses on water stress, resource scarcity, biodiversity loss and pollution. These are the most dominant risk factors for the Eurozone and therefore also for the countries in which Addiko operates. The selection of environmental factors also coincides with the perceived key environmental risks as assessed by the World Economic Forum (World Economic Forum - The Global Risks Report 2022). For more information on these topics please refer to paragraph *Description of the processes for identification of topics that resulted as non-material*.

### Transition risks:

Transition risks arise from the shift toward a lower-carbon and more environmentally sustainable economy, involving significant policy, legal, technology and market changes to address climate change mitigation requirements. Depending on the nature, pace and emphasis of these changes, organisations may face varying degrees of financial and reputational risk. Addiko considers climate policy

changes as well as technological and behavioural changes as important risk factors derived from transition risks.

### Second step - Analyses how C&E risk drivers can impact Addiko’s business model and defines transmission channels

In the second step, Addiko assessed the extent to which its assets and business activities may be exposed and sensitive to the identified climate and environmental (C&E) risk drivers. This assessment considered the likelihood, magnitude and duration of the risks, as well as geographical factors, including the location of branches and headquarters across the countries of operation. In addition, business activities that are incompatible with, or would require significant adjustments to align with, a transition to a climate-neutral economy were taken into account. This exposure and sensitivity assessment provided the basis for analysing the transmission channels through which C&E risk drivers could affect Addiko’s risk profile. Understanding these transmission channels is essential for integrating C&E risks into Addiko’s risk management framework and for assessing their potential effects over the short-, medium- and long-term. Given the generally shorter asset tenors in Addiko’s portfolio, direct impacts of C&E risk drivers on Addiko’s existing material risk types are not expected to be significant in the short to medium term. However, they can have a material impact in the long-term.

The figure below illustrates the risk drivers, relevant transmission channels and existing risk types that may be affected. Overview of physical risk drivers and their transmission channels:

| C&E RISK DRIVERS  | TRANSMISSION CHANNELS  | TIME FRAME                | HOW THEY COULD BE TRANSMITTED  | RISK TYPE POTENTIALLY IMPACTED   |
|---|--|---------------------------|--|--|
| <p><b><u>Climate-related risks</u></b></p> <ol style="list-style-type: none"> <li>1. Heatwaves, heat events</li> <li>2. River floods</li> <li>3. Coastal floods</li> <li>4. Droughts and changing rainfall patterns</li> </ol> <p><b><u>Other environmental risks</u></b></p> <ol style="list-style-type: none"> <li>1. Water stress</li> <li>2. Resource scarcity</li> <li>3. Biodiversity loss</li> <li>4. Pollution</li> </ol> | <p>The inability of borrowers (affected by natural events) to repay their debts.</p> <p>Depending on the performed assessment, relevant transmission channels for other environmental risks refer to the impact on highly affected industries, such as agriculture (via physical risk) and the plastic production industry (via transition risks).</p> | <p>Short to long term</p> | <p><b><u>Microeconomic channels</u></b><br/>The impact of C&amp;E risks may, in particular, transmit to Addiko via their influence on financial or tangible assets. For example, the risk factors may be transmitted through debtors in the agriculture industry or impacting collateral value by causing damage through severe weather events or chronic flooding.</p> <p><b><u>Macroeconomic channels</u></b><br/>The impact of C&amp;E risks on the macroeconomic environment (e.g. lower GDP or increased unemployment) will indirectly impact Addiko. This could lead to elevated risk costs impact the business model.</p> | <p>Credit risk<br/>Market risk<br/>Liquidity risk<br/>Operational risk<br/>Reputational risk<br/>Business risk</p> |

Overview of transition risks drivers and their transmission channels:

| C&E Risk DRIVERS         | TRANSMISSION CHANNELS                                  | TIME FRAME              | HOW THEY COULD BE TRANSMITTED  | RISK TYPE POTENTIALLY IMPACTED   |
|--------------------------|--|-------------------------|--|--|
| <u>Climate policy</u>    | Cost of CO <sub>2</sub> emissions                      | Short term              | <u>Microeconomic channels</u><br>The impact of C&E transition risks will especially transmit via credit risk by inducing higher risk costs linked to specific counterparties not aligning with evolving policies or experiencing income loss. Furthermore, the transition to green financing, while beneficial, introduces complexity and concentration challenges that may impact the volume of loan origination. | Credit risk<br>Market risk<br>Liquidity risk<br>Operational risk<br>Reputational risk<br>Business risk |
|                          | Environmental law-suits                                |                         |  |  |
|                          | Regulations of product and services                    | Medium term             |  |  |
| <u>Technology</u>        | Failed investments                                     | Medium term             | <u>Macroeconomic channels</u><br>Considering the world economy's reliance on fossil fuels, it is reasonable to expect that the influence of C&E risks on the macroeconomic environment (e.g. lower GDP, increased unemployment) will indirectly affect Addiko. This could lead to elevated risk costs and, subsequently, impact the profitability of the business model.   |  |
|                          | Costs of transitioning                                 |                         |  |  |
| <u>Market sentiments</u> | Behavioural changes of consumers, suppliers, employees | Short term to long term |  |  |
|                          | Funding costs  |                         |  |  |

Risk factors associated with C&E risks could significantly influence Addiko’s business model, impacting both income and costs.

**From the income perspective:**

In the Consumer segment, Addiko’s business model benefits from a flexible product structure, as Consumer loans are not tied to specific purposes. This flexibility allows for substitution effects, enabling financing to shift from less climate-friendly goods to more sustainable and climate-friendly consumer goods as customer sentiment evolves. For example, if consumer preferences increasingly favour environmentally sustainable products, Addiko Consumer loans can adapt quickly to support such transitions.

In the SME segment, Addiko does not concentrate its portfolio in specific industries but emphasises high granularity and diversification across multiple sectors. This approach reduces income sensitivity to C&E risks, as substitution effects across industries are likely to mitigate potential negative impacts on income streams.

**From the cost perspective:**

The granularity of Addiko’s loan portfolio, particularly in the Consumer segment, provides substantial diversification against microeconomic risks. However, the cost-of-risk remains exposed to macroeconomic transmission channels, such as GDP fluctuations, which could be adversely affected by C&E risks. Based on the NGFS (Network for Greening the Financial System) severe ‘Current Policies’ scenario, macroeconomic impacts resulting from C&E risks could cause GDP fluctuations of up to 1% over the long term, indirectly influencing the portfolio’s cost-of-risk. Similarly, in the SME segment, the portfolio’s granularity and diversification across industries provide protection against microeconomic risks. However, macroeconomic deterioration, such as a decline in GDP or rising costs from climate transition measures, may lead to increased costs.

Overall, given the high granularity and diversification of Addiko’s loan portfolio, it is anticipated that the primary impact of C&E risks will manifest through macroeconomic channels. Negative effects on macroeconomic indicators, such as GDP, will likely drive medium to long-term consequences for both income and cost. The severity of these impacts will depend on the effectiveness and timeliness of measures implemented to mitigate climate change.

### Third step - Results of ESG Risks Materiality Assessment

The C&E assessment concluded that the C&E risk drivers could materially impact Addiko's portfolio through credit risk, as well as Addiko's own operational assets through operational risk.

Thus, the upcoming section provides a detailed overview of the results regarding credit and operational risk. The outcome focuses specifically on both, transition and physical risks, highlighting their association with credit and operational risk.

#### Transition risk, results of ESG Risks Materiality Assessment in relation to credit risk

The analysis assesses vulnerability from two perspectives:

- Industry quantification, identifying concentration risk.
- Macroeconomic quantification using stress tests to identify elevated sensitivity to systemic risk factors.

#### Industry quantification:

This perspective relies on quantifying criteria related to affected industries and analyse how they could influence diversification. Based on the analyses of physical and transition risks, which was part of the ESG risk assessment, as well as publicly available studies and benchmark analyses, Addiko identified seven industries that are specifically prone to the effects of climate and environmental change (i.e. highly-affected industries):

- Mining and quarrying
- Automotive
- Extraction of crude petroleum and natural gas
- Manufacture of coke and refined petroleum products
- Energy
- Chemical industry
- Manufacture of rubber and plastic products

To better mitigate the transition risks Addiko is exposed to, six additional highly-affected industries have been identified in 2025:

- Manufacture of cement
- Aluminium production
- Lead, zinc and tin production
- Casting of iron
- Manufacture of starches
- Water transport

In addition to highly-affected industries, Addiko identified industries that are expected to be influenced by C&E risks to a lesser extent (i.e. affected industries). These are industries that are less prone to the C&E risk. However, there is still a certain probability in the long term that their business mode will be affected. The classification of these industries was based on the average financed GHG emissions, as well as benchmark analyses. The result of the analysis showed the exposure in highly-affected and

affected industries is relatively low (approximately 2% and 23%, respectively). It also demonstrated that Addiko, with its highly diversified portfolio, is only subject to a minimal idiosyncratic impact resulting from transition risks.

#### Macroeconomic quantification:

This perspective relies on climate stress tests conducted to identify heightened sensitivity to systemic risk factors. A simulation of disorderly transition risk indicates the impact that could amount to roughly EUR 7 million over three years or 0.06% annually in terms of capital depletion for the Addiko Group, stemming mainly from the sensitivity of the unsecured Private Individuals segment. When zooming in on the corporate sector, the most sensitive activities within the bank's portfolio, however marginal in terms of relative loss, are wholesale trade, followed by construction activities (including civil engineering). Although this test uncovers the sensitivity of the current portfolio structure to such risk, it demonstrates effective resilience to the exposures bearing this specific risk (it is considered non-material).

However, transition risks are already visible in the short term due to the EU's determination to reduce carbon emissions in accordance with its ambitious net-zero targets for 2050. Given the fundamental change required to mitigate transition risk drivers over the medium to long term, it is highly unlikely that transition risks will materially decrease in the future, as indicated by the ESG Risks Materiality Assessment process, despite Addiko's robust portfolio diversification and proactive measures to limit exposure to emission-intensive sectors. Consequently, the E1 - Climate change is deemed material in the context of transition risk across short-, medium- and long-term intervals.

#### Transition risk, results of ESG Risks Materiality Assessment in relation to operational risk

Addiko assessed the impact of transition risks on its own assets in terms of operational risks. The assessment indicated that regulatory changes might result in additional costs to adapt existing property to new industry standards. For example, existing property can become non-compliant with new energy efficiency regulations, which can result in fines. Insurance premiums can also be increased for assets that are not aligned with regulation. Given the limited portfolio of property (as of 31 December the market value amounted to 26.8 million EUR), as well as Addiko's strong commitment to comply with the regulatory requirements, it is to be expected that this risk driver will not materially impact Addiko Group.

The potential impact of transition risks on the loan portfolio was also assessed. From an operational risk standpoint, exposure to sectors subject to heightened societal or regulatory scrutiny could give rise to legal risks. However, given Addiko's negligible exposure in stigmatised industries, it is to be expected that this risk driver will not materially impact Addiko.

### Physical risk, results of ESG Risks Materiality Assessment in relation to credit risk

The analysis assesses vulnerability through geographical quantifications and by identifying concentration risks in areas highly affected by climate-related physical risks.

#### **Geographical quantification:**

According to the IPCC' Climate Change 2023 Synthesis Report, the primary natural disasters in the regions where Addiko operates include droughts, river floods and coastal floods. Wildfires and windstorms are also frequent but have less material impact. Other events are not considered material in these regions. Climate-related physical risks are the most relevant in those regions, while other environmental physical risks are of lesser concern. The residential real estate pledged to Addiko is mainly situated in metropolitan areas of capital cities and is not concentrated in areas with high exposure to climate-related physical risks. In 2023, Slovenia experienced devastating and widespread floods. In 2024, severe floods occurred in Bosnia & Herzegovina as well. None of these events had a material impact on Addiko's portfolio in terms of exposure and risk costs. This indicates that the Addiko credit portfolio is well-diversified from a geographical perspective, reducing the impact of such events in the context of physical risks.

Nevertheless, the assessment reveals that the impact of climate scenarios may result in a high physical risk over longer-term intervals starting in 2040 if adequate policy changes are not implemented promptly. Hence, the impact on credit risk is assessed as material in the long term. This indicates that *E1 - Climate change* is deemed material in the context of physical risk in the long term.

### Physical risk, results of ESG Risks Materiality Assessment in relation to operational risk

The impact of physical risk on operational risk was also assessed. It showed that *acute physical climate risks* can potentially drive operational risk via damage of properties (damage to physical infrastructure, IT disruptions, etc.), but also by forced office closure, which might even raise "Business Continuity" issues. A more thorough analysis of the impact of physical risk on business continuity was conducted in 2025 which included the data on flooding risk for all Addiko branches and headquarters. The data was

provided by an external provider and was based on specific geographic location. The assessment results indicate that 4% of owned branches are exposed to high risk and 17% to medium risk. However, business continuity is ensured through alternative channels (mbanking, ebanking, ATMs). The risk of loss is considered immaterial, which is also due to proper mitigation measures in place.

Overall, the assessment showed that operational risk will not be materially impacted by physical risk. This conclusion is further supported by the quantitative estimation, which demonstrated that the unexpected loss related to tangible assets attributable to climate and environmental risks is significantly below the defined materiality threshold in the short-, medium- and long-term. The impact of C&E factors on operational risk is therefore assessed as immaterial.

### Description of the processes to identify and assess material climate-related opportunities

Recognising climate-related changes not just as risks but as business opportunities, Addiko acknowledges its responsibility to support clients in their green transition journeys. In 2023, Addiko introduced green partnerships tailored to enable the purchase of green products and services. Although none of the opportunities concerning the 97 sustainability matters resulted as material, Addiko still recognises an opportunity to enhance its risk identification process by integrating C&E risks into non-retail lending and investment decisions. To achieve this, Addiko has developed processes to detect C&E risks and opportunities, which are regularly adjusted. This assessment is integrated into the regular credit approval process, including an ESG-related questionnaire and an evaluation of the client's approach to ESG topics as part of the credit application exercise. Moreover, this evaluation is reinforced through ongoing review and monitoring processes. These comprehensive undertakings not only help identify risks but also uncover potential opportunities to support more sustainable businesses ventures. They empower Addiko to respond promptly and make necessary calibrations, such as enhancing policies to address credit risk issues or by imposing restrictions in case of any noticeable deterioration.

### 21) Scenario analysis related to physical and transition risks

The use of climate-related scenarios is explained in *section 10.3.3 - Description of the processes to identify and assess climate-related physical and transition risks*.

## Description of the processes for identification of topics that resulted as non-material

### ESRS E2 - Pollution

Addiko has assessed its potential impacts on pollution, as well as risks and opportunities that could arise. During the screening process, the following topics have been considered: pollution of air, water and soil, microplastics, and substances of concern and dependencies on ecosystem services that help to mitigate pollution-related impacts. The assessment did not include physical visits of Addiko's locations.

### **Operational Impact**

As a financial institution, Addiko Bank's operations have negligible contributions to pollution. Our activities are confined to office spaces and administrative functions, and we take measures to minimise environmental impact through energy-efficient buildings, waste management practices and adherence to local environmental regulations.

### **Credit Portfolio Impact**

While financed activities could theoretically contribute to pollution, Addiko's diversified portfolio focuses on smaller loans and clients, reducing concentrated exposure to high-pollution industries such as manufacturing, mining and energy. Any such exposure is systematically screened during loan origination and client review processes, as outlined in Addiko's Group Credit Policy. The screening does not include physical visits and site inspections of Addiko's clients.

### **Conclusion**

While pollution is a global concern, Addiko's limited operational footprint and prudent lending policies ensure that pollution-related risks remain immaterial to its business. Nevertheless, the Bank continues to encourage cleaner practices among its clients to align with broader sustainability goals.

### ESRS E3 - Water and marine resources

Addiko has also assessed potential impacts, risks and opportunities related to water and marine resources. During the screening process, water and marine resources were assessed. This included the consumption of surface and groundwater, as well as water withdrawals and discharges and use of marine resources, which encompasses the extraction and use of such resources and associated economic activities.

In the screening process for water and marine resources Addiko did not consider the criteria for defining the status of water bodies according to the relevant Annexes of Directive 2000/60/EC (Water Framework Directive) as well as the guidance documents provided for implementation of the Water Framework Directive.

### **Operational Impact**

Addiko's direct water usage is minimal, primarily limited to office consumption, with no impact on marine resources. The bank operates entirely within urban areas, further minimising its dependency on water-intensive processes.

### **Credit Portfolio Impact**

Although some industries in our portfolio, such as agriculture, manufacturing, energy and construction, have significant water dependencies, their contribution to Addiko's total interest income is relatively small, at approximately 13%. Moreover, our lending strategy, which prioritises smaller loans and a diversified client base, significantly reduces the concentration of risks related to water and marine resources. Each credit request is systematically screened during the loan origination and client review processes, as outlined in Addiko's Group Credit Policy. In 2025, Addiko conducted a detailed assessment of water-related risks and dependencies within its credit portfolio using the WWF Water Risk Filter. The analysis focused on water stress, water quality, reputational exposure, as well as institutional and governance factors in the regions where Addiko operates. Water stress and water quality risks were assessed as low to medium across most areas. While elevated enabling environmental risk<sup>1</sup> was identified in parts of Bosnia and Herzegovina and Serbia, reputational risk is considered limited due to Addiko's diversified business model and broad portfolio. Institutional and governance risks<sup>2</sup> were assessed as low, reflecting Addiko's focus on consumer and SME clients and limited exposure to large-scale water-dependent sectors.

### **Conclusion**

Water and marine resource impacts are not material for Addiko's operations or credit portfolio. However, the bank recognises the long-term importance of this topic and remains committed to financing clients that adhere to responsible water management practices.

<sup>1</sup> Enabling environment refers to the existing policies, laws, and plans that facilitate the implementation of Integrated Water Resources Management (IWRM). An unstable or poorly enforced enabling environment can threaten the sustainability of business operations.

<sup>2</sup> This category measures the range and roles of political, social, economic and administrative institutions, and the ability to convene and engage other stakeholder groups that help to support IWRM implementation.

## **ESRS E4 - Biodiversity and Ecosystems**

Addiko has also analysed the potential impacts, risks and opportunities arising from biodiversity and ecosystems. During the screening process, the following topics were considered as impact drivers of biodiversity loss: climate change, land-use change, direct exploitation, invasive alien species and pollution, impacts on the state of the species, impacts on the extent and condition of ecosystems including through land degradation, desertification and soil sealing, as well as impacts and dependencies on ecosystem services. Systemic risks, such as the collapse of ecosystem services or economy-wide or financial-system-wide disruptions, were not considered further, given that the Double Materiality Assessment did not identify any material biodiversity-related dependencies, impacts, or financially relevant risks.

### **Operational Impact**

Addiko's office-based operations have minimal direct effects on biodiversity or ecosystems. There are no activities involving land use changes or natural resource extraction within the bank's operational scope. Addiko also does not have any branches or headquarters located in or near biodiversity-sensitive areas.

### **Credit Portfolio Impact**

Within the biodiversity domain, Addiko identified two potentially relevant sub-topics—climate change as an impact driver of biodiversity loss and impacts and dependencies on ecosystem services—as potentially relevant. These sub-topics are inherently linked to climate change and pertain to industries such as agriculture, mining, manufacturing, energy, construction and wholesale trade. These industries collectively contribute up to 20% of the bank's interest income. However, after a detailed assessment, these sub-topics were deemed non-material under the double materiality framework due to their indirect and mitigated impact on biodiversity.

Potential risks may emerge in the long term, particularly if corporate debtors in high-impact sectors fail to comply with environmental regulations. Such non-compliance could elevate Addiko's reputational risks. To manage this risk, the bank incorporates ESG risk assessments into its loan origination and client review processes, requiring clients to demonstrate alignment with environmental standards and proactive biodiversity management.

Other sub-topics within the biodiversity standard, which account for a negligible share of the bank's portfolio, are even less significant in terms of potential impacts or dependencies. In 2025, additional assessment of biodiversity risk has been performed using the WWF Biodiversity Risk Filter<sup>3</sup>. According to aggregated biodiversity risk scores,

Addiko's operational countries generally face low physical and reputational risks. However, a more detailed assessment has shown that a region in Serbia is subject to high physical risk, which is mainly due to land use change and wildfire hazard. In addition, part of Montenegro is associated with elevated reputational risk which is mainly due to sites of international interest (designated protected areas, such as national parks or nature reserves). Operating in or near these zones increases reputational risk due to stricter conservation expectations and potential legal or public backlash. This can especially affect the mining industry located near these natural sites and, consequently, can affect Addiko's business. An additional estimation was conducted considering the regions, as well as the industries that are most prone to biodiversity risks (i.e. agriculture, tourism and mining industry). Even though the analysis has shown elevated risk in some regions and industries, it has to be noted that Addiko's dependence on these industries is very low. The exposure in these industries in all Addiko's countries of operation is less than 2% of total exposure on Group level and as such it represents an insignificant part of Addiko's business.

### **Conclusion**

While biodiversity is a critical global issue, Addiko's operations and diversified lending strategy result in immaterial impacts or dependencies on ecosystems. The Bank does not operate in sectors with significant land use, resource extraction, or activities that directly affect habitats or species. Its business model is focused on retail and SME lending, with a relatively small exposure to industries such as agriculture, mining, manufacturing, energy, construction, or large-scale infrastructure that typically drive biodiversity loss. Furthermore, the Bank's physical footprint is limited to office buildings in urban areas, which do not intersect with biodiversity-sensitive zones. Given these factors, biodiversity-related risks are assessed as low and not financially material. Nevertheless, the Bank continues to monitor these risks and remains committed to promoting responsible environmental practices among its clients.

## **ESRS E5 - Circular Economy**

Addiko has also conducted an assessment of potential impacts, risks and opportunities related to circular economy. During the screening process, the following topics were considered: resource inflows including resource use, resource outflows related to products and services, and waste. No specific tool has been used in the assessment.

### **Operational Impact**

As a service-based institution, Addiko generates minimal waste and has no direct interaction with material cycles.

<sup>3</sup> The WWF Biodiversity Risk Filter focuses on direct dependencies and impacts on biodiversity from corporate operations and value chains,

based on sector and location data, and does not explicitly address systemic risks.

Our procurement practices align with responsible consumption and focus on efficiency and sustainability.

### **Credit Portfolio Impact**

The circular economy does not play a central role in Addiko's lending activities. Our exposure to industries that are heavily involved in resource use and waste generation is limited. Also, these types of industries are subject to ESG assessments to ensure alignment with sustainable practices.

### **Conclusion**

Circular economy considerations are not material to Addiko's operations or credit portfolio. However, the Bank sees value in supporting innovative, circular economy-focused projects in the future.

For more information on the assessment of the above mentioned topics, please refer to chapter *10.3.2 - IRO1-Description of the processes to identify and assess material impacts* and *10.3.3 - Description of the processes to identify and assess climate-related physical and transition risks*.

## ESRS 2 IRO-2 - Disclosure requirements in ESRS contained in the sustainability statement

Following the completion of the Double Materiality Assessment, all material sustainability matters identified during the process were systematically mapped to the relevant ESRS disclosure requirements, utilising the Group's standardised reporting tools. The outcomes of this mapping formed the basis for determining the comprehensive set of ESRS datapoints included in the 2025 Sustainability Statement.

### 56) List of datapoints in universally applicable and topical standards that derive from other EU legislation

The appendix below forms an integral part of this report and illustrates the datapoints in ESRS2 and topical ESRS that derive from other EU legislation,

| Disclosure requirement and related datapoints:  |                             |
|---|-----------------------------|
| ESRS 2 GOV-1 Board's gender diversity para. 21 (d)  | Chapter 10.1                |
| ESRS 2 GOV-1 Percentage of board members who are independent para. 21 (e)   | Chapter 10.1                |
| ESRS 2 GOV-4 - Statement on due diligence para. 30  | Chapter 10.1                |
| ESRS 2 SBM-1 - Involvement in activities related to fossil fuel activities para. 40 (d) i   |                             |
| ESRS 2 SBM-1 - Involvement in activities related to chemical production para. 40 (d) ii   | Chapter 10.2.1              |
| ESRS 2 SBM-1 - Involvement in activities related to controversial weapons para. 40 (d) iii  |                             |
| ESRS 2 SBM-1 - Involvement in activities related to cultivation and production of tobacco para. 40 (d) iv   |                             |
| ESRS E1-1 - Transition plan to reach climate neutrality by 2050 para. 14  | Chapter 11.2.1              |
| ESRS E1-1 - Undertakings excluded from Paris-aligned Benchmarks para. 16 (g)  | Chapter 11.2.1              |
| ESRS E1-4 - GHG emission reduction targets para. 34   | Chapter 11.2.5              |
| ESRS E1-5 - Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) para. 38   | Chapter 11.2.6              |
| ESRS E1-5 - Energy consumption and mix para. 37   | Chapter 11.2.6              |
| ESRS E1-5 - Energy intensity associated with activities in high climate impact sectors para. 40-43  | Not applicable for Addiko   |
| ESRS E1-6 - Gross Scope 1,2,3, and Total GHG emissions para. 44   | Chapter 11.2.7              |
| ESRS E1-6 - Gross GHG emissions intensity para. 53 - 55   | Chapter 11.2.7              |
| ESRS E1-7 - GHG removals and carbon credits para. 56  | Not material for Addiko     |
| ESRS E1-9 - Exposure of the benchmark portfolio to climate-related physical risks para. 66  | Quick fix transition-relief |
| ESRS E1-9 - Disaggregation of monetary amounts by acute and chronic physical risk para. 66 (a)  |                             |
| ESRS E1-9 - Location of significant assets at material physical risk para. 66 (c)   | Quick fix transition-relief |
| ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes para. 67 (c)   | Quick fix transition-relief |
| ESRS E1-9 -Degree of exposure of the portfolio to climate-related opportunities para. 69  | Quick fix transition-relief |
| ESRS E2-4 - Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water, soil, para. 28 | Not applicable for Addiko   |
| ESRS E3-1 - Water and marine resources para. 9  |                             |
| ESRS E3-1 - Dedicated policy para. 13   |                             |
| ESRS E3-1 - Sustainable oceans and seas para. 14  |                             |
| ESRS E3-4 - Total water recycled and reused para. 28 (c)  | Not material for Addiko     |
| ESRS E3-4 - Total water consumption in m <sup>3</sup> per net revenue on own operations para. 29  |                             |

|   |                         |
|---|-------------------------|
| ESRS 2-SBM3 - E4 para 16 (a) i  | Not material for Addiko |
| ESRS 2-SBM3 - E4 para 16 (b)  | Not material for Addiko |
| ESRS 2-SBM3 - E4 para 16 (c)  | Not material for Addiko |
| ESRS E4-2 Sustainable land /agriculture practices or policies para 22 (c)   | Not material for Addiko |
| ESRS E4-2 Sustainable Ocean/seas practices or policies para. 24 (c)   | Not material for Addiko |
| ESRS E4-2 Policies to address deforestation para 24 (d)   | Not material for Addiko |
| ESRS E5-5 non-recycled waste paragraph 37 (d)   | Not material for Addiko |
| ESRS E5-5 Hazardous waste and radioactive waste para. 39  | Not material for Addiko |
| ESRS 2-SBM3 - S1 Risk of incidents of forced labour para. 14 (f)  | Chapter 12.1.1          |
| ESRS 2-SBM3 - S1 Risk of incidents of child labour para. 14 (g)   | Chapter 12.1.1          |
| ESRS S1-1 Human rights policy commitments para. 20  | Chapter 12.1.2/12.2.2   |
| ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, para. 21 | Chapter 12.1.2          |
| ESRS S1-1 processes and measures for preventing trafficking in human beings' para. 22   | Chapter 12.1.2          |
| ESRS S1-1 workplace accident prevention policy or management system para. 23  | Chapter 12.1.11         |
| ESRS S1-3 grievance/complaints handling mechanisms para. 32 (c)   | Chapter 12.1.4          |
| ESRS S1-14 Number of fatalities and number and rate of work-related accidents para. 88 (b) and (c)                                    | Chapter 12.1.11         |
| ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness para. 88 (e)   | Chapter 12.1.11         |
| ESRS S1-16 Unadjusted gender pay gap para. 97 (a)   | Chapter 12.1.13         |
| ESRS S1-16 Excessive CEO pay ratio para. 97 (b)   | Chapter 12.1.13         |
| ESRS S1-17 Incidents of discrimination para. 103 (a)  | Chapter 12.1.11         |
| ESRS S1-17 non-respect of UNGPs on Business and Human Rights and OECD para. 104 (a)   | Chapter 12.1.11         |
| ESRS 2 - SBM3 - S2 Significant risk of child labour or forced labour in the value chain para. 11 (b)                                  | Chapter 10.3.2          |
| ESRS S2-1 Human rights policy commitments para. 17  | Chapter 12.1.2/12.2.2   |
| ESRS S2-1 Policies related to value chain workers para. 18  | Not material for Addiko |
| ESRS S2-1 non-respect of UNGPs on Business and Human Rights principles and OECD guidelines para. 19                                   | Not material for Addiko |
| ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, para. 19 | Not material for Addiko |
| ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain para. 36                             | Not material for Addiko |
| ESRS S3-1 Human rights policy commitments para. 16  | Not material for Addiko |
| ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines para. 17                               | Not material for Addiko |
| ESRS S3-4 Human rights issues and incidents para. 36  | Not material for Addiko |
| ESRS S4-1 Policies related to consumers and end-user's para. 16   | Chapter 12.2.2          |
| ESRS S4-1 non-respect of UNGPs on Business and Human-rights and OECD guidelines para. 17  | Chapter 12.2.2          |
| ESRS S4-4 Human rights issues and incidents para. 35  | Chapter 12.1.11         |
| ESRS G1-1 United Nations Convention against corruption para. 10   | Chapter 13.1.2          |
| ESRS G1-1 Protection of whistleblowers para. 10 (d)   | Chapter 13.1.2          |
| ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws para. 24 (a)   | Chapter 12.1.11         |
| ESRS G1-4 Standards of anti-corruption and anti-bribery para. 24 (b)  | Chapter 13.1.2          |

## 11. Environmental Information

### 11.1. Disclosure in accordance with Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)

Pursuant to the Delegated Regulation (EU) 2026/73 of 4 July 2025 - published on 8 January 2026, which introduced simplification measures under Regulation (EU) 2021/2178 (EU Taxonomy Regulation), effective for the reporting date 31 December 2025, credit institutions may, under certain conditions, refrain from disclosing the reporting templates and the qualitative explanations for a transitional period of two years.

Given its business model (no new mortgage business and existing loans are non-purpose financings not qualifying as taxonomy-relevant),

Addiko Bank AG confirms the following:

No activities are claimed as being associated with economic activities that qualify as environmentally sustainable under Articles 3 and 9 of Regulation (EU) 2020/852 (Taxonomy Regulation).

### 11.2. ESRS E1 - Climate Change

Addiko is committed to actively addressing all IROs that have been assessed as material in the Double Materiality Assessment (see chapter 10.2.4 - ESRS 2 SBM-3 - Sustainability-related impacts, risks and opportunities and their interaction with strategy and business model). The main purpose of this chapter is to give the reader an understanding of the ways, in which Addiko is dealing with its material IROs, as it presents the policies, actions and targets that have been designed to address them. In other words, it describes how the Bank plans to mitigate the negative impacts and risks, as well as enhance its positive impacts on the environment. The chapter is structured as follows:

First the E1-1 disclosure requirement is presented, followed by an overview of the material IROs and a structured view of the policies, actions and targets that are in place to address the material IROs. The last part of the chapter covers the sustainability-related metrics, including energy consumption and GHG emissions.

#### 11.2.1. ESRS E1-1 Transition plan

In 2025, Addiko developed a first version of a transition plan for climate change mitigation, setting out its strategic ambition to contribute to the objectives of the Paris Agreement, including the goal of limiting global warming to 1.5°C. The transition plan establishes objectives and indicative targets across short-, medium-, and long-term time horizons, aimed at progressively aligning both

Addiko's own operations and its credit portfolio, including financed emissions, with the Paris Agreement goals. While the transition plan represents an initial step towards alignment with a 1.5°C pathway, it is not yet fully aligned with the International Energy Agency (IEA) Net Zero Emissions by 2050 scenario. Addiko plans to further enhance and refine the transition plan in 2026, with the objective of strengthening pathway alignment, target coverage, and methodological consistency.

#### 16.a) GHG emission reduction targets

As part of the transition planning process three KPIs have been established related to Addiko's portfolio, as well as two KPIs related to own operations. The tables below summarize these KPIs, while more details regarding the targets can be found in chapter 11.2.5. - ESRS E1-4 - Climate related targets.

#### Targets related to the portfolio

| KPI  | Location in value chain | 1-5 years | 5-10 years | >10 years |
|--|-------------------------|-----------|------------|-----------|
| Portfolio concentration in highly-affected industries                | portfolio               | 3.47%     | 3.30%      | 3.12%     |
| Reduction of GHG intensity in loan portfolio (gCO <sub>2</sub> /EUR) | portfolio               | 332       | 265        | 133       |
| Collection of primary data on physical and transition risks          | portfolio               | 40%       | >50%       | >50%      |

#### Targets related to own operations

| KPI                                   | Location in value chain | 2026 | 2027 |
|---------------------------------------|-------------------------|------|------|
| Share of electric and hybrid vehicles | own operations          | >50% | >60% |
| Purchasing renewable energy           | own operations          | >25% | >25% |

#### 16.b) Decarbonisation levers identified and key actions planned

Addiko has identified several key levers to support the decarbonisation of its credit portfolio. These include:

- **Defining C&E-related KPIs**, such as reducing exposure to polluting industries and lowering the GHG intensity of the portfolio.
- **Client engagement**, including the implementation of policies for engaging with clients and systematically collecting and assessing information related to their exposure to ESG risks.
- **Risk management mechanisms**, through the integration of climate and environmental factors into credit

risk assessments, scenario analysis, and stress testing.

- **Improved data collection**, with a focus on increasing the availability and reliability of primary data on clients' physical and transition climate risks.

The decarbonisation of Addiko's own operations is supported by measures including the increased use of electric and hybrid vehicles within the car fleet and the procurement of energy from renewable sources.

Key actions that are connected to the decarbonisation levers include regular monitoring and reporting of exposure and concentration in "highly affected" industries, as well as workshops and trainings for business units and credit analysts related to data collection (new ESG questionnaire), etc. More information on Addiko's actions for climate change mitigation and adaptation can be found in *chapter 11.2.4 - ESRS E1-3 - Actions to manage material IROs related to climate change mitigation and adaptation*.

Addiko will actively work on including additional decarbonisation levers in the upcoming years in order to facilitate the decarbonisation of its own operations and the portfolio.

#### 16.c) Investments and funding supporting the implementation of transition plan

There were no significant Capex or OpEx amounts related to the preparation and implementation of the transition plan in 2025. Significant opportunity costs related to the portfolio changes are also not expected. The KPIs have been considered in the budgeting process.

#### 16.d) Qualitative assessment of the potential locked-in GHG emissions from key assets and products

Since the main emissions category for Addiko are financed emissions, the potential locked-in emissions are related to the sectors in Addiko's portfolio that are "hard to abate". These are the sectors are significant greenhouse gas emitters and are harder to decarbonise, due to their physical, technological or market-specific circumstances. According to the IEA, these include heavy-duty trucking, shipping, aviation and production of iron and steel, cement and chemicals.

Addiko's exposure towards most of these sectors is low and represents a minor part of the overall exposure. The exception is the transport sector where the exposure at default as of YE25 amounted to 158.7 million EUR, representing 4.0% of the loan portfolio (excluding financial institutions).

#### **Forward looking assessment and next steps:**

Addiko plans to conduct a portfolio-level, sectoral pathway assessment to evaluate indicative decarbonisation trajectories and the degree of alignment relative to recognised 1.5°C-consistent reference pathways (e.g., the IEA Net Zero Emissions scenario), subject to data availability, methodological choices, and sectoral guidance. Based on the outcome of this assessment, Addiko intends to consider setting a Group-level indicative targets for exposure towards specific sectors, designed to support the Bank's transition planning. Any such target would be calibrated prudently, take account of risk appetite, and be reviewed periodically.

#### 16.g) Disclosure on whether or not the undertaking is excluded from the EU Paris-aligned Benchmarks

As of 31 December 2025, Addiko is not excluded from the EU Paris-aligned Benchmarks.

#### 16.h) Explanation of how the transition plan is embedded in and aligned with the undertaking's overall business strategy and financial planning

The transition plan has been aligned with Addiko's ESG strategy, business strategy and the targets have been taken into account in the budgeting process for the upcoming years. The transition plan has also been localized in all EU-based entities, however the targets described under *16a) GHG emission reduction targets* have been localized also in non-EU based entities.

#### 16.i) Whether the transition plan is approved by the administrative, management and supervisory bodies

- The transition plan is prepared by Group Credit Risk Management in collaboration with other departments and
- approved by the Group Management Board. It is reviewed and updated on an annual basis, together with Addiko's ESG Strategy. The progress that refers to specific actions and targets is evaluated at least on an annual basis or more often if necessary. As part of the regular reporting, the Group Management Board is informed of progress against key milestones, including explanations for any deviations from planned actions or targets.

#### 16.j) Explanation of the progress in implementing the transition plan

The transition plan has been prepared for the first time in 2025. The progress on the established KPIs will be regularly monitored and reported at least biannually to the Group Management Board.

**11.2.2.ESRS2 SBM-3 - Sustainability-related impacts, risks and opportunities and their interaction with strategy and business model**

ESRS 2 requires that the IROs identified in the DMA process are disclosed. The table below shows the material environmental IROs, where they originate and how they affect the bank`s strategy and business model.

As outlined by the ESRS, an entity is expected to disclose for each material climate-related risk whether it considers it to be a climate-related physical or transition risk. The paragraph below shows this categorisation. Additional disclosure refers to the description of ESG risk assessment.

| Sustainability matter          | Iro No.    | Type of IRO     | Location graphic | Time Span                 | Type      |          | IRO Description  |
|--------------------------------|------------|-----------------|------------------|---------------------------|-----------|----------|--|
| E1 - Climate change adaptation | E1 - IRO-1 | Risk            | ●●●              | Long-term                 | Potential | Indirect | Climate-related <b>physical</b> risks may weaken borrowers' debt service capacity, potentially impacting Addiko's long-term profitability. Acute events such as floods, landslides and wildfires can damage clients' assets and disrupt their business operations, while chronic risks like rising temperatures and water scarcity can negatively affect collateral value and productivity. Both, acute and chronic physical risks can therefore affect the credit risk, particularly in sectors and regions with higher exposure towards these risks. |
| E1 - Climate change mitigation | E1 - IRO-2 | Risk            | ●●●              | Short - mid and long-term | Potential | Indirect | Climate-related <b>transition</b> risks may weaken borrowers' debt service capacity, potentially impacting Addiko's long-term profitability. Stricter regulations and shifts toward low-carbon technologies can negatively impact certain industries, especially those reliant on fossil fuels, potentially reducing their profitability and increasing default risks for loans within these sectors.  |
| E1 - Climate change mitigation | E1 - IRO-3 | Negative impact | ●●●              | Long-term                 | Potential | Indirect | Financing emissions-intensive industries negatively impacts the environment. Addiko's lending activities towards these clients increase scope 3 emissions which increases the carbon footprint and negatively affects the climate transition.  |
| E1 - Climate change mitigation | E1 - IRO-4 | Negative Impact | ●●●              | Long-term                 | actual    | Direct   | Emissions arise from the use of fossil fuels in the operation of our company car fleet and the energy consumption in office buildings and branches. These activities increase greenhouse gas emissions, contributing to an increased carbon footprint.   |

**18. Categorisation of climate-related risks**

The categorisation of climate-related risks shows which of the identified risks is a physical risk or a transition risk. Within the process of the ESG Risks Materiality Assessment the main identified physical risks refer to:

- Heatwaves, heat events
- River floods
- Coastal floods
- Droughts and changing rainfall patterns
- Other environmental risks (water stress, resource scarcity, biodiversity loss, pollution)

The main identified transition risks refer to:

- Climate policy
- Technology
- Market sentiments

**19. Resilience of strategy and business model in relation to climate change**

Addiko is preparing a climate-related resilience analysis on a yearly basis as part of the ESG risks assessment process. It outlines scenarios illustrating how future developments may affect Addiko's business, strategy, and financial results. The results of the ESG Risk Assessment are disclosed in *chapter 10.3.3.*

**11.2.3. ESRS E1-2 - Policies to manage material IROs related to climate change mitigation and adaptation**

As can be seen from above table, there are four material IROs connected to environmental topics.

**25.a) Policies related to climate change mitigation**

This section describes the policies in place to address the IROs related to climate change mitigation. For each policy we first briefly describe its content and objectives and then discuss which impacts or risks it is addressing and in what way.

**Group Travel, Car and Hospitality Policy**

The primary objective of the Group Travel, Car and Hospitality Policy is to establish clear and coherent guidelines for corporate business travel and expenses, as well as to ensure a standardised utilisation of company vehicles within the Addiko Bank Group. Additionally, this policy encompasses the establishment of guidelines and standards with regard to hospitality and business events. The Group People & Culture department is responsible for the implementation of the policy. The policy is reviewed at least on

an annual basis and is available to all employees via the internal Policy app.

The policy is addressing the negative impact that Addiko has on the environment which arises from the use of fossil fuels in the car fleet (**E1-IRO-4 - Negative impact**) by regulating the acquisition of company cars and promoting the transition to electric vehicles within the company fleet. The purpose of this transition is the reduction of CO2 emissions that arise from business trips. While each Addiko entity is responsible for the procurement of their car fleet, the Group Management Board has approved an ESG strategic priority to transition to more environmentally friendly transportation methods. Implementation of this initiative is managed locally by Real Estate Management (REM) and Procurement units, considering specific conditions in each location.

### Group Credit Policy

The Group Credit Policy outlines rules and limits for engaging in new business or managing existing ones, ensuring qualitative credit risk management at both the customer and portfolio levels. It ensures disciplined risk management by setting clear criteria for lending, reducing the likelihood of bad loans and financial losses. It promotes consistency in credit decisions, aligning them with the bank's risk appetite, regulatory requirements and long-term profitability goals. The Managing Director of Group Credit Risk Management and local risk management functions are responsible for its implementation. The policy is reviewed at least on an annual basis and is available to all employees via the internal Policy app.

The policy is addressing the transmission of transition risks to the credit risk associated with Addiko's loan portfolio (**E1-IRO-2 - Risk**). With the aim of properly assessing and mitigating transition risk, a dedicated ESG questionnaire has been implemented and is already part of regular approval and monitoring process for corporate clients.

In 2025, the bank developed a new ESG questionnaire designed to collect detailed data on transition risks directly from clients. This enhanced data collection will also enable the bank to assess and verify clients' alignment with the Net Zero 2050 pathway (see *chapter 11.2.1 - ESRS E1-1: Transition Plan*).

The policy is addressing also the negative impact that Addiko has on the environment by financing emission-intensive industries (**E1-IRO-3 - Negative impact**). Addiko's lending activities towards these clients increase Scope 3 emissions, which increases the carbon footprint and negatively affects the climate transition. In order to reduce

this negative impact, Addiko is monitoring its exposure towards high emitting sectors and annually reviewing and updating (if necessary) the list of sectors, which are classified as highly-affected and no-go industries. In 2025, six additional industries<sup>4</sup> have been marked as being highly-affected.

These are:

- Manufacture of cement
- Aluminium production
- Lead, zinc and tin production
- Casting of iron
- Manufacture of starches
- Water transport

For these industries, limits on exposure are already part of Addiko's Risk Appetite Statement, while additional targets on concentration have been established as part of the transition planning process (see *Chapter 11.2.1 - ESRS E1-1 Transition plan*).

### ICAAP Policy and Risk Inventory and Assessment Process manual

The Group ICAAP Policy sets up the general framework for the overall internal capital adequacy process within Addiko. The ICAAP constitutes the process through which Addiko ensures the risks undertaken are sufficiently covered by available capital. The Risk Inventory and Assessment manual (appendix of the ICAAP Policy) outlines the methodology for identifying all material risks, which Addiko is exposed to and defines the key elements of the risk inventory and assessment process. The Managing Director of Group Integrated Risk Management is responsible for the implementation of the policy and its appendix. The policy is subject to annual review or on ad-hoc basis if needed and is available to all employees via the internal Policy app.

The ICAAP Policy and Risk Inventory and Assessment Process manual are addressing the transmission of transition risks to the credit risk associated with Addiko's loan portfolio (**E1-IRO-2 - Risk**) by incorporating C&E risks into the bank's overall risk management framework. This integration ensures that the impact of C&E risk drivers is considered when assessing material risks. For more details see *chapter 10.3.3. - Description of the processes to identify and assess climate-related physical and transition risks*.

### Purchasing renewable energy (part of ESG Strategy)

While Addiko does not have a specific policy addressing the negative impact arising from the energy consumption in office buildings and branches (**E1-IRO-4 - Negative impact**), purchasing of clean energy is part of Addiko's ESG

<sup>4</sup> The industries in this section are reported based on NACE level 4, while the industries reported in Chapter 10.3.3 - *Description of the* Group Annual Report 2025

*processes to identify and assess climate-related physical and transition risks*. are reported based on NACE level 1.

Strategy, which is defined on group level - in alignment with Addiko's Business and Risk Strategy and incorporation of each local entity. Addiko's ESG Strategy is defined on a consolidated level within Addiko Group and approved by the Management Board of each entity in alignment with the Business and Risk Strategy. The Supervisory Boards are acknowledging the strategies and supervising their implementation. Addiko's ESG Strategy available to all employees via the internal Policy app.

The ESG Strategy is reviewed and updated annually, drawing on insights from stakeholder engagement activities and the findings of the Double Materiality Assessment. The Group Credit Risk Management (ESG Office) leads the update process on group level and works closely with local ESG SPOCs to ensure alignment and integration across all business areas. Based on this evaluation, Addiko establishes a set of ESG priority initiatives, which include active involvement from business lines to ensure practical integration. The process is initiated by the ESG Office in strong alignment with the local ESG SPOCs and business departments. Each initiative is supported by clearly defined, measurable KPIs and time-bound targets to track progress effectively. The Group Credit Risk Management (ESG Office), in collaboration with ESG SPOCs, monitors implementation and regularly reports progress to the respective Management Board twice annually.

Each Addiko entity is responsible for implementing and steering local actions on electricity procurement. The execution is managed locally by Real Estate Management (REM) and Procurement units, considering the specific market and vendor conditions, including availability of renewable energy. In more details, local REM units prepare the proposals and local MB makes decisions on energy purchases based on the provided assessment. Local Procurement is then following with vendor necessary contractual actions and purchase. In order to track effectiveness, regular steering of OPEX related to energy purchases is taking place as following:

- a) monthly reporting to the MB (local and Group) and
- b) quarterly reporting to the SB (local and Group). Additionally, there is annual detailed monitoring of energy consumption (e.g. energy sources, power consumed, etc.).

#### 25.b) Policies related to climate change adaptation

This section describes the policies in place that address climate change adaptation and it is structured the same way as the previous section. Climate change adaptation is only material in terms of risk, which stems from Addiko's portfolio (E1-IRO-1 - Risk). All the policies in this section are therefore addressing this risk.

## Group Credit Policy

As the key content, main objectives, monitoring and review process, accountability of implementation and availability for Addiko employees are already described in section 25.a) *Policies related to climate change mitigation*, this section focuses only on addressing the risk from climate change adaptation.

The Group Credit Policy addresses climate change adaptation risks, specifically the transmission of physical risks to credit risk within Addiko's loan portfolio. To assess, monitor and mitigate these risks, the bank collects data on the most relevant physical climate risks through an ESG questionnaire, which is already integrated into both the loan origination and monitoring processes. An enhanced ESG questionnaire, developed in 2025 and scheduled for rollout in early 2026, will improve the coverage and quality of data on physical hazards, namely, water-related hazards (e.g., flooding), mass-movement hazards (e.g., landslides), and wildfire risk.

In 2025, Addiko purchased third-party physical climate hazard data for six priority risks (coastal and river flood, wildfire, landslide, drought and heat wave) from clients with the largest exposure (covering 8.5% of credit portfolio). The analysis has shown that the majority of exposure is associated with medium risk. The highest risk levels are connected to the risk of landslide and drought. Overall, there is a relatively small percentage of the data in the sample that is subject to very high risk. Addiko will continue with gathering of data on physical risks with the use of ESG questionnaire. The goal is to cover 40% of the exposure towards legal entities with the ESG questionnaire in the first 5 years (see also 11.2.1 - *ESRS E1-1 Transition plan*). In addition, physical risks will be gathered also using other internal resources (i.e. internal collateral appraisers).

## Group Collateral Management Policy

The Group Collateral Management Policy provides a detailed overview of individual types of credit risk mitigation instruments acceptable within Addiko, defines the rules of identifying acceptable instruments (eligibility criteria) and their valuation for the purpose of credit approval process, distinct risk provisions, ICAAP and RWA calculation, provides requirements regarding credit risk mitigation instruments monitoring and describes overall responsibilities related to instruments management. The Managing Director of Group Credit Risk Management and local risk management functions are responsible for its implementation. The policy is reviewed at least on an annual basis and is available to all employees via the internal Policy app.

The policy is addressing the transmission of physical risks to the credit risk within Addiko's loan portfolio by taking into account flood risk, wildfire risk and solid mass-related risks during the collateral valuation process. Furthermore, the policy defines the actions to be taken when ESG factors are insufficiently addressed in valuations and specifies mandatory ESG data collection points required for reporting.

## Group Financial Institutions / Sovereigns / Sub-Sovereigns / Intra-group limits Policy

The policy defines rules and guidelines for business and limits with Financial Institutions, Sovereigns, Sub-Sovereigns customers and for Intra-group limits. The policy is addressing the ESG risks stemming from Addiko's investments into sovereigns, sub-sovereigns and financial institutions. It is reviewed annually and confirmed by the Group Management Board. The Managing Director of Group Credit Risk Management and Managing Director of Group Treasury & ALM are responsible for its implementation. The policy is available to all employees via internal Policy app. A dedicated ESG questionnaire for sovereign and financial institutions has been implemented and updated already in 2024. The questionnaire addresses the dependencies on specific sectors, such as agriculture, as well as dependencies on specific countries and their political stability. In addition, the questionnaire for sovereigns also addresses the institutional and regulatory frameworks and availability of public data, while the questionnaire for banks also includes the banking supervision, corporate governance structure and transparency & reporting. In 2025, the sources used for the questionnaire have been updated resulting in higher accuracy of the ESG scores.

## ICAAP Policy and Risk Inventory and Assessment Process manual

As the key content, main objectives, monitoring and review process, accountability of implementation and availability for Addiko employees are already described in section 25.a) *Policies related to climate change mitigation*, this section focuses only on addressing the risk from climate change adaptation.

The Risk Inventory and Assessment Process manual is addressing the risks from climate change adaptation (i.e. physical risks) by incorporating C&E risks into the bank's overall risk management framework. This integration ensures that the impact of C&E risk drivers is considered when assessing material risks. For more details see *chapter 10.3.3. - Description of the processes to identify and assess climate-related physical and transition risks*.

**11.2.4. ESRS E1-3 - Actions to manage material IROs related to climate change mitigation and adaptation**

This section covers the actions related to climate change mitigation and adaptation. Each action is presented in a separate table where connection with the material IRO and relation to the policy from the previous section is also described. As already mentioned in 11.2.1 - *ESRS E1-1 Transition plan*, Addiko plans to further enhance and refine the transition plan in 2026, with the objective of strengthening pathway alignment, target coverage, and methodological consistency.

At this stage, the targets have not been translated into GHG emission reduction indicators, as Addiko is currently developing the methodological framework and data foundations required for reliable quantification. This work is ongoing and forms part of the broader effort to ensure full alignment with ESRS requirements and future climate-related reporting expectations.

| INCREASING THE SHARE OF ELECTRIC OR HYBRID CARS WITHIN ADDIKO'S CAR FLEET |   |
|---|---|
| Material IRO addressed by the action                                      | <b>E1-IRO-4 - Negative impact (own operations):</b> Emissions arise from the use of fossil fuels in the operation of our company car fleet and the energy consumption in office buildings and branches. These activities increase greenhouse gas emissions, contributing to an increased carbon footprint.  |
| Relation to policy  | Group Travel, Car and Hospitality Policy  |
| Actions   | Addiko Bank is working on replacing its current car fleet with electric and hybrid vehicles to reduce its carbon footprint and align with sustainability goals. The goal is to achieve >50% share of hybrid or electric cars by the end of 2026 in total car fleet. In order to track effectiveness of internally set goals, regular steering of electric and hybrid car purchases is taking place: a) biannual report to the Group Management Board and Supervisory Board and b) annual detailed monitoring of carpool (including fuel consumption and energy consumption by the hybrid/electric cars). In addition, the ESG SPOCs are reporting this information at least on a quarterly basis to the Group Credit Risk Management as part of the regular ESG-reporting.<br>The key action that has been taken during 2025 regarding the car fleet included the update of Group Travel, Car and Hospitality Policy so that it allows acquiring only electric vehicles from 2026 onwards. And deviation of local entities from this rule will have to be approved by the Group Management Board. It is expected that the outcome of this action will substantially increase the share of electric vehicles (in comparison to hybrids) which will further contribute to Addiko's goal of reducing the negative impact on the environment. |
| Climate change mitigation actions by decarbonisation lever                | Electrification of the vehicle fleet is one of the most important decarbonisation levers for reducing the GHG emissions in Addiko's own operations.   |
| Scope of the concepts   | <input type="checkbox"/> Downstream                      X Own Operations                      X Upstream   |
| Time horizon to complete action   | Until YE26  |
| Progress to previous reporting period                                     | As of the end of 2025, 46.4% of the fleet has been replaced with electric or hybrid vehicles. For 2025 the goal of replacing 30% of vehicle fleet has therefore been exceeded, which shows Addiko's overall commitment to pursue its sustainability goals.  |
| Key actions as remedy (if relevant)                                       | Not relevant  |
| Financial resources allocated   | Not considered as significant OpEx, since the share of vehicle expenses in total Group OpEx is around 0,31%.  |

## ENHANCING LIMITS TOWARDS ESG RISKS

|  |   |
|--|---|
| Material IRO addressed by the action                       | <b>E1-IRO-2 - Risk (portfolio):</b> Climate-related <b>transition risks</b> may weaken borrowers' debt service capacity, potentially impacting Addiko's long-term profitability. Stricter regulations and shifts toward low-carbon technologies can negatively impact certain industries, especially those reliant on fossil fuels, potentially reducing their profitability and increasing default risks for loans within these sectors.   |
| Relation to policy   | Group ESG Governance Policy, Group Credit Policy  |
| Actions  | <p><b>N° 1:</b> Establishing exposure limits for industries classified as highly affected, and identification of no-go industries for which no additional financing is possible.</p> <p><b>N° 2:</b> Integrating C&amp;E criteria into the corporate client assessment process through a dedicated questionnaire.</p> <p><b>N° 3:</b> Identification of additional industries that are subject to higher transition risks, due to their reliance on fossil fuels.</p> <p><b>N° 4:</b> Setting targets on portfolio concentration in highly affected industries for short-, medium- and long-term, and cascading them down to local entities, as well as formalising a process for regular monitoring and reporting.</p> <p>The key actions in 2025 included identification of additional highly affected industries and setting the targets on portfolio concentration in these industries. It is expected that these actions will positively affect Addiko's goal of mitigating the transition risks to which it is indirectly exposed to.</p> |
| Climate change mitigation actions by decarbonisation lever | The main decarbonisation lever for the actions described above include portfolio steering, client engagement and improvement of data collection.  |
| Scope of the actions                                       | <input checked="" type="checkbox"/> Downstream <input checked="" type="checkbox"/> Own Operations <input type="checkbox"/> Upstream   |
| Time horizon to complete action                            | <p>Actions <b>N° 1</b> and <b>N° 2</b> have already been finalized in 2023 and are now part of regular process.</p> <p><b>N° 3:</b> Finalized in 2025. Additional industries have been identified and included in the Risk Appetite limits, as well as into regular reporting.</p> <p><b>N° 4:</b> Targets have been confirmed by the Group Management Board in 2025 and will become part of regular process in 1Q26.</p>   |
| Progress to previous reporting period                      | Activities <b>N° 3</b> and <b>N° 4</b> have been initiated and finalized during 2025.   |
| Key actions as remedy (if relevant)                        | Not relevant.   |
| Financial resources allocated                              | No material expenditure recorded.   |

## INTEGRATING ESG CRITERIA INTO THE CORPORATE CLIENT ASSESSMENT PROCESS

|                                       |  |
|---------------------------------------|--|
| Material IRO addressed by the action  | <b>E1-IRO-1 - Risk (portfolio):</b> Climate-related physical risks may weaken borrowers' debt service capacity, potentially impacting Addiko's long-term profitability. Acute events such as floods, landslides and wildfires can damage clients' assets and disrupt their business operations, while chronic risks like rising temperatures and water scarcity can negatively affect collateral value and productivity. Both, acute and chronic physical risks can therefore affect the credit risk, particularly in sectors and regions with higher exposure towards these risks.  |
| Relation to policy                    | Group Credit Policy  |
| Actions                               | <p><b>N° 1:</b> Purchasing third-party physical climate hazard data for six priority risks<br/> <b>N° 2:</b> Implementation of a new ESG questionnaire with specific data requirements on exposure towards the main physical risks (water-related hazard, solid mass-related hazard, wildfire risk, information regarding physical risks mitigation).</p> <p>The key actions in 2025 described above under N° 1 and N° 2, are expected to have a positive effect on mitigating the physical risks Addiko is indirectly exposed to. Gathering data for more and more clients each year will enable more comprehensive analyses, as well as improve the loan origination and monitoring processes.</p> |
| Scope of the actions                  | <input checked="" type="checkbox"/> Downstream <input checked="" type="checkbox"/> Own Operations <input type="checkbox"/> Upstream  |
| Time horizon to complete action       | <p><b>N° 1:</b> Finalised during 2025. The results of the analysis have been included into ESG Risks Materiality Assessment.<br/> <b>N° 2:</b> Initiated in 2025, implementation in 1Q26.</p>  |
| Progress to previous reporting period | Both actions described above have been initiated in 2025. Action N° 1 has been finalized in 2025, while action N° 2 is expected to be finalized in 1Q26.   |
| Key actions as remedy (if relevant)   | Not relevant.  |
| Financial resources allocated         | No material expenditure recorded.  |

## IMPLEMENTING ADDITIONAL ESG RISKS INTO COLLATERAL VALUATIONS

|                                       |  |
|---------------------------------------|--|
| Material IRO addressed by the action  | <b>E1-IRO-1 - Risk (portfolio):</b> Climate-related <b>physical risks</b> may weaken borrowers' debt service capacity, potentially impacting Addiko's long-term profitability. Acute events such as floods, landslides and wildfires can damage clients' assets and disrupt their business operations, while chronic risks like rising temperatures and water scarcity can negatively affect collateral value and productivity. Both, acute and chronic physical risks can therefore affect the credit risk, particularly in sectors and regions with higher exposure towards these risks.   |
| Actions                               | <p><b>N° 1:</b> Improving the collection of EPC ratings in order to gather more information regarding energy efficiency of collaterals, which can then be included in the assessment. The EPC ratings are gathered as part of loan origination process and regular monitoring of collaterals. The objective is to ensure a comprehensive and accurate assessment of collateral value, considering all significant physical and transition risks.</p> <p><b>N° 2:</b> Implementing additional C&amp;E risks into collateral valuations considering also fire hazard and solid mass movement risks. The objective is to ensure a comprehensive and accurate assessment of collateral value, considering all significant physical and transition risks.</p> <p><b>N° 3:</b> Implementation of the C&amp;E risks assessment report, which will serve as a separate document in cases where the collateral valuation is not necessary.</p> <p>The key actions described under N° 1, N° 2 and N° 3 that have been carried out during 2025 are expected to have a positive effect on mitigating the physical risks Addiko is indirectly exposed to. They will also facilitate the monitoring and reporting processes.</p> |
| Relation to policy                    | Group Collateral Management Policy   |
| Scope of the actions                  | <input checked="" type="checkbox"/> Downstream <input checked="" type="checkbox"/> Own Operations <input type="checkbox"/> Upstream  |
| Time horizon to complete action       | Actions N° 1, N° 2 and N° 3 have all been finalized in 2025 and are now part of regular process.   |
| Progress to previous reporting period | All actions have been finalized. Additional C&E risks are now considered in every collateral valuation, including both new collateral assessments and regular reviews of existing collateral, in accordance with the Group Collateral Management Policy.   |
| Key actions as remedy (if relevant)   | Not relevant.  |
| Financial resources allocated         | No material expenditure recorded.  |

## ESG-QUESTIONNAIRE FOR SOVEREIGN AND FINANCIAL INSTITUTIONS

|   |  |
|---|--|
| <p>Material IRO addressed by the action</p>                       | <p><b>E1-IRO-1 - Risk (portfolio):</b> Climate-related physical risks may weaken borrowers' debt service capacity, potentially impacting Addiko's long-term profitability. Acute events such as floods, landslides and wildfires can damage clients' assets and disrupt their business operations, while chronic risks like rising temperatures and water scarcity can negatively affect collateral value and productivity. Both, acute and chronic physical risks can therefore affect the credit risk, particularly in sectors and regions with higher exposure towards these risks.</p> <p><b>E1-IRO-2 - Risk (portfolio):</b> Climate-related transition risks may weaken borrowers' debt service capacity, potentially impacting Addiko's long-term profitability. Stricter regulations and shifts toward low-carbon technologies can negatively impact certain industries, especially those reliant on fossil fuels, potentially reducing their profitability and increasing default risks for loans within these sectors.</p> |
| <p>Actions</p>  | <p><b>N° 1:</b> Implementation of ESG questionnaire<br/> <b>N° 2:</b> Update on the ESG questionnaire &amp; assessment procedure (questions refer to dependencies on specific industries, countries, political stability, natural disasters, regulatory frameworks, etc.)<br/> <b>N° 3:</b> Improvement of the sources from which the information is obtained.</p> <p>The key action that has been taken in 2025 involves improving the sources for the ESG questionnaire which is expected to enable more precise assessment of ESG risks that Addiko is exposed to via its investment portfolio. Consequently, Addiko will be able to mitigate physical and transition risks more effectively.</p>   |
| <p>Climate change mitigation actions by decarbonisation lever</p> | <p>The main decarbonisation lever for the actions described above is improvement of data collection from publicly available sources.</p>   |
| <p>Relation to policy</p>   | <p>Group Financial institutions/sovereigns/sub-sovereigns/intra-group limits policy</p>  |
| <p>Scope of the actions</p>                                       | <p><input checked="" type="checkbox"/> Downstream      <input checked="" type="checkbox"/> Own Operations      <input type="checkbox"/> Upstream</p>   |
| <p>Time horizon to complete action</p>                            | <p><b>N° 1 &amp; N° 2:</b> ESG questionnaire was implemented in 2023 and updated in 2024.<br/> <b>N° 3:</b> Target achieved in 2025. Sources used in the questionnaire have been updated which improved the accuracy of the ESG scores.</p>  |
| <p>Progress to previous reporting period</p>                      | <p>Update of sources that are used in the ESG questionnaire.</p>   |
| <p>Key actions as remedy (if relevant)</p>                        | <p>Not relevant.</p>   |
| <p>Financial resources allocated</p>                              | <p>No material expenditure recorded.</p>   |

| LOCAL ACTIONS IN PLACE FOR THE PURCHASE OF ELECTRICITY     |  |
|--|--|
| Material IRO addressed by the action                       | <b>E1-IRO-4 - Negative impact (own operations):</b> Emissions arise from the use of fossil fuels in the operation of our company car fleet and the energy consumption in office buildings and branches. These activities increase greenhouse gas emissions, contributing to an increased carbon footprint. |
| Actions  | Key action in 2025 involved signing of a new contract in Addiko Croatia enabling increase in renewable energy purchase.  |
| Climate change mitigation actions by decarbonisation lever | Purchasing renewable energy is one of the key decarbonisation levers for decarbonising Addiko`s own operations.  |
| Relation to policy   | Purchasing renewable energy (as part of our ESG Strategy)  |
| Scope of the actions                                       | <input type="checkbox"/> Downstream                      X Own Operations                      X Upstream  |
| Time horizon to complete action                            | The share of renewable energy in 2024 was 21.8%, with the goal to maintain a minimum share of 25% until 2027. Due to key action in signing new contract in our biggest entity, Addiko Croatia, the total share of renewable energy in 2025 increased to 28.4%.   |
| Progress to previous reporting period                      | The share of renewable energy reached 28.4% in 2025  |
| Key actions as remedy (if relevant)                        | Not relevant.  |
| Financial resources allocated                              | Not considered as significant OpEx, since the share of electricity expenses in total Group OpEx is below 1%.   |

**11.2.5. ESRS E1-4 - Climate related targets**

31., 33. Targets to support climate change mitigation and adaptation policies

With the aim of keeping concentration in polluting industries low, Addiko has set short-, medium- and long-term targets (key performance indicators; KPIs) on concentration in highly-affected industries and reduction of average GHG intensity.

When establishing the targets, the characteristics of Addiko’s portfolio were taken into account (i.e. highly diversified portfolio with very low concentration in the main polluting industries), which is why the underlying assumption is that the decarbonisation of Addiko’s portfolio will follow the general transition pathway (i.e. Net zero by 2050). In order to fully validate this assumption, data on physical and transition risks has to be collected from clients, such as data on actual GHG emissions. For this reason, Addiko established as well a KPI on data collection that prioritises larger exposures first and then gradually extends to smaller clients. A new ESG questionnaire shall be introduced in 2026 covering physical and transition risks, as well as social and governance risks. The questionnaire includes a review of current and projected greenhouse gas emissions where GHG data is available. The

questionnaire will be implemented into the loan origination process and will affect clients’ rating and loan approval. ESG risk categories will be assessed and the result of the data provided by the clients will be translated into an “ESG score” reflecting the clients` ESG risk. The score will then be classified in one of three categories: low, medium or high, where high “ESG score” will lead to rejection of a loan.

80.a) Relationship of the target to the policy objectives

The portfolio related targets have not yet been established under a formal policy framework, as Addiko’s climate transition plan is currently under development. Nevertheless, the targets are fully aligned with Addiko’s environmental objectives and reflect the strategic direction outlined in the ESG Strategy. They serve as interim management targets that guide the gradual integration of climate considerations into portfolio steering and support Addiko’s ambition to reduce environmental impacts and enhance the resilience of its lending activities. Although not yet embedded in a dedicated policy, these targets contribute to the implementation of Addiko’s broader sustainability goals and provide a measurable basis for monitoring progress until the transition plan is formally adopted.

The targets for increasing the share of electric and hybrid vehicles and for purchasing renewable energy form part of the ESG Strategy. The commitment to expand the use of electric and hybrid vehicles is additionally aligned with the Group Travel Car & Hospitality Policy. These targets translate Addiko's environmental objectives into measurable outcomes by supporting low-emission mobility and accelerating the transition to renewable electricity use.

## 80.b), c) Target level to be achieved and scope of the target

The targets (KPIs) are shown in the tables below<sup>5</sup>.

### Targets related to credit loan portfolio:

- Portfolio-concentration in highly-affected industries

In the short-term, constant concentration in highly-affected industries<sup>6</sup> is foreseen, while in the mid- and long-term, the concentration should decrease by 5% and 10%, respectively.

| Concentration (% of gross exposure) | 1-5y         | 5-10y        | >10y         |
|-------------------------------------|--------------|--------------|--------------|
| B - Mining & quarrying              | 0.25%        | 0.24%        | 0.23%        |
| C- Manufacturing                    | 1.35%        | 1.28%        | 1.21%        |
| D - Electricity                     | 0.43%        | 0.41%        | 0.39%        |
| H - Transport <sup>7</sup>          | 0.00%        | 0.00%        | 0.00%        |
| A - Agriculture                     | 1.43%        | 1.36%        | 1.29%        |
| <b>Total</b>                        | <b>3.47%</b> | <b>3.30%</b> | <b>3.12%</b> |

<sup>5</sup> Targets relating to Addiko's credit portfolio exclude exposures to financial institutions, bonds, and mortgages.

<sup>6</sup> Targets are calibrated using portfolio data as of 31 October 2025. The percentages shown in the table are target levels reflecting Addiko's risk appetite towards highly affected industries

<sup>7</sup> As of 31 October 2025, Addiko's exposure to sea and coastal passenger and freight water transport (classified as a highly affected segment within the transport sector) amounted to EUR 113 thousand, representing only a negligible share of the Bank's total exposure.

- Reduction of GHG intensity in loan portfolio

The GHG intensity is expected to decrease by approximately 20% in the medium term and 60% in the long term. These percentages are used as an interim proxy, informed by the IEA Net Zero 2050 pathway, and serve to indicate the intended level of ambition rather than a fully aligned or finalised decarbonisation trajectory.

| GHG intensity (in gCO <sub>2</sub> /EUR) | 1-5y       | 5-10y      | >10y       |
|--|------------|------------|------------|
| <b>Total</b>                             | <b>332</b> | <b>265</b> | <b>133</b> |

- Collection of primary data on physical and transition risks from clients (ESG questionnaire)

The targets for the share of collected data represent Addiko's ambitious plan on data gathering. In the short-term the plan is to collect data on physical and transition risks from 40% of clients (exposure-wise), while in the mid- and long-term Addiko plans to cover more than 50% of the exposure towards legal entities.

|   | 1-5y | >5y  |
|---|------|------|
| % of gross exposure towards legal entities covered by the new ESG questionnaire | 40%  | >50% |

### Targets related to own operations:

The table below shows the two targets related to Addiko's own operations that are part of the ESG Strategy<sup>8</sup>:

| KPI                                 | 2026 | 2027 |
|-------------------------------------|------|------|
| Purchasing electric/hybrid vehicles | >50% | >60% |
| Purchasing renewable energy         | >25% | >25% |

All defined targets have been cascaded to local entities and calibrated to portfolio characteristics.

<sup>8</sup> Note that the ESG Strategy initiatives have targets for different time horizons compared to the Transition plan targets. This complies with the ESRS standards in accordance with which the transition plan should include long-term targets. Addiko's ESG Strategy, however, defines targets within a shorter timeframe.

80.d) Baseline value and base year

The baseline values refer to 2025 and are presented in the table below. The KPIs related to the loan portfolio are based on October 2025 data, while the KPIs for own operations are based on December 2025 data. The establishment of a new ESG questionnaire represents a new action; therefore, no baseline value has been defined for this target.

| KPI   | Location within the value chain | 2025              |
|---|---------------------------------|-------------------|
| Portfolio concentration in highly-affected industries (% of gross exposure)     | portfolio                       | 2.1%              |
| Reduction of GHG intensity in loan portfolio (in gCO2/EUR)                      | portfolio                       | 332               |
| % of gross exposure towards legal entities covered by the new ESG questionnaire | portfolio                       | no baseline value |
| Purchasing electric/hybrid vehicles   | own operations                  | 46.4%             |
| Purchasing renewable energy   | own operations                  | 28.4%             |

80.e) The period to which the targets apply

As can be seen from the tables, the time periods for the targets related to the portfolio are: 1-5 years, 5-10 years and more than 10 years, whereas the targets related to own operations are defined for the years 2026 and 2027.

80.f) Methodologies and significant assumptions

The methodological approach differs between portfolio level and own operations targets. The IEA Net Zero Emissions by 2050 pathway was used only for the portfolio level target relating to the reduction of GHG emission intensity in the loan portfolio, while for own operations targets, no alignment with net zero scenarios has been applied. These targets are based on internal assessments, operational considerations, and expected improvement measures. The methodologies and significant assumptions for these nonportfolio targets are still being finalised and will be further developed in line with internal planning processes and the transition plan currently under preparation.

80.g) Scientific evidence for the basis for targets

Scientific evidence was used only for the GHG intensity reduction target, which is aligned with the IEA Net Zero 2050 pathway. All other targets were set internally based on Addiko’s strategic and operational considerations.

80.h) Stakeholder engagement in the target setting process

Stakeholder involvement in the target-setting process was limited to internal stakeholders. The targets were developed through internal alignment across relevant Group functions and in consultation with the local entities to ensure feasibility and consistency with operational realities. No external stakeholders were involved in defining the targets. The internal coordination process served to incorporate Group-wide strategic priorities as well as local perspectives from individual markets.

80.i) Changes in targets, metrics, methodologies, assumptions, limitations, and data collection processes

During the reporting period, Addiko reviewed its targets and set new ones, however, there were no changes to the underlying measurement methodologies, significant assumptions, limitations, or data collection processes. The KPIs for the loan portfolio were defined for the first time and therefore do not replace or modify any previous metrics. For own operations, the targets were updated, but the methodological approach and data collection procedures remained unchanged.

80.j) Performance against targets, monitoring and review process

Performance against the disclosed targets is monitored at least on a quarterly basis, using the defined metrics for both portfolio level and own operations targets. Progress is reviewed through internal monitoring processes, which assess whether developments remain consistent with the expected trajectory toward achieving the targets. In addition, performance is reported biannually to the Management Board, ensuring senior level oversight and enabling timely discussion of any deviations or required adjustments.

For more information regarding these targets, please refer to *chapter 11.2.4 ESRS E1-3 - Actions to manage material IROs related to climate change mitigation and adaptation*.

34. GHG emission reduction targets

As of end of 2025, Addiko does not yet have formal targets in terms of GHG reduction metrics, selected targets are currently presented as exposure- and intensity-based indicators rather than absolute GHG reductions. Addiko plans to further enhance and refine the transition plan, with the objective of strengthening pathway alignment, target coverage, and methodological consistency, and increasing the share of targets reported with GHG-reduction metrics.

**11.2.6. ESRS E1-5 - Energy consumption and mix**

In order to track the effectiveness of the actions that have been implemented with the aim of mitigating Addiko’s negative impacts on the environment resulting from energy consumption, specific metrics are calculated at each reporting period. Addiko aims to provide a comprehensive disclosure of its energy consumption for the current and future reporting periods, which will ensure transparency and reliability for all its stakeholders.

77.a) Methodologies and significant assumptions behind the metrics, including applied limitations of methodologies

Addiko maintains contractual agreements with local energy providers and collects electricity bills on an annual basis from all local entities via the Real Estate Management (“REM”) departments. The data is then reported to the Group Banking Operations department using a standardised Excel template and subsequently consolidated at the Group level to calculate the bank’s total energy consumption.

The energy consumption data presented is based exclusively on actual consumption derived from energy bills. However, in certain Addiko entities, energy costs are included in an “all-in rent” model, where utility expenses are estimated per square meter rather than measured based on actual usage.

Furthermore, repossessed assets are excluded from these calculations, as Addiko does not directly incur heating or energy costs for these properties.

77.b) Validation of the metric by an external body

In 2025, the data on energy consumption was not subject to an independent review of an external validator other than the assurance provider.

39. Non-renewable and renewable energy production

A photovoltaic power plant was installed on the roof of the Headquarter of Addiko Bank Sarajevo already in 2024. The power plant now covers partial energy needs of this location. With this activity, several goals in Addiko Bank Sarajevo have been achieved: own production of electricity from renewable resources and reduction of electricity cost. The impact is assessed at approximately 3.85 thousand EUR annually. Ongoing annual renewals are done in other local entities.

36. Total energy consumption

Since Addiko launched an initiative to save energy and natural resources, the awareness of the need for responsible use and conservation of resources is high in all Addiko entities.

The last four years have seen a declining trend in total energy consumption at Addiko Group level, resulting in a reduction of 13,13% from 2022 to 2025, as shown in the table below.

| Energy consumption    | 2022          | 2023          | 2024          | 2025          |
|-----------------------|---------------|---------------|---------------|---------------|
| <b>Total (in MWh)</b> | <b>12,073</b> | <b>11,361</b> | <b>10,801</b> | <b>10,488</b> |

Addiko also promotes the reduction of energy consumption by applying energy efficient solutions in case of renovations and new investments. In the procurement of electricity, Addiko places an increasing emphasis upon cost reduction, as well as purchasing renewable energy.

In 2025, total energy consumption (in MWh) amounted to 10,488 (o/w 62.9% share of fossil sources, o/w 28.4% share of renewable sources, o/w 2.7% share of nuclear sources, o/w 6.0% unknown sources). Unknown sources of energy origin relate exclusively to heating. Most of it concerns public heating and to a lesser extent to heating whose obligation to pay is transferred to us by landlords (shopping centers, residential-commercial buildings, etc.).

In some of the Addiko entities, the share of renewable sources in total energy consumption already exceeds 50%, which includes Addiko Bank Banja Luka, Montenegro and the Holding in Austria.

### 13.) Changes in preparation or presentation of sustainability information

In 2025, energy consumption related to Addiko's vehicle fleet was included in the total energy consumption calculation. Energy use from electric and hybrid vehicles was added under "energy consumption from unknown sources," while fuel-based consumption was incorporated

under fossil energy consumption. To ensure year-on-year comparability, these methodological changes were also applied retrospectively to the 2024 data. Without incorporation of these changes, the energy consumption would have amounted to 9,987 MWh in 2024 and 9,672 MWh in 2025, reflecting a decrease of 3.2%.

### 37. Energy consumption in Addiko by source type for the years 2024 and 2025

| Energy consumption source type (in MWh)   | 2024          | 2025          |
|---|---------------|---------------|
| <b>Total fossil energy consumption</b>  | <b>7,646</b>  | <b>6,594</b>  |
| <b>Share of fossil sources in total energy consumption (%)</b>  | <b>70.8%</b>  | <b>62.9%</b>  |
| <b>Consumption from nuclear sources</b>   | <b>494</b>    | <b>280</b>    |
| <b>Share of consumption from nuclear sources in total energy consumption (%)</b>                        | <b>4.6%</b>   | <b>2.7%</b>   |
| <i>Fuel consumption for renewable sources, including biomass</i>  | -             | -             |
| <i>Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources</i> | 2,173         | 2,948         |
| <i>The consumption of self-generated non-fuel renewable energy</i>                                      | -             | 33            |
| <b>Total renewable energy consumption</b>   | <b>2,173</b>  | <b>2,981</b>  |
| <b>Share of renewable sources in total energy consumption (%)</b>                                       | <b>20.1%</b>  | <b>28.4%</b>  |
| <b>Consumption from unknown sources</b>   | <b>489</b>    | <b>633</b>    |
| <b>Share of consumption from unknown sources in total energy consumption (%)</b>                        | <b>4.5%</b>   | <b>6.0%</b>   |
| <b>Total energy consumption</b>   | <b>10,801</b> | <b>10,488</b> |

## 11.2.7. ESRs E1-6 - Gross scope 1,2,3 and total GHG emissions

To assess the effectiveness of actions taken to mitigate Addiko's negative environmental impacts and manage climate-related risks, it requires reliable data measurements and estimates of its Scope 1, 2 and 3 GHG emissions. Addiko aims to provide comprehensive disclosure of its carbon footprint for the current and future reporting periods, which will ensure transparency and reliability for all its stakeholders.

### 77.a) Methodologies and significant assumptions behind the metrics, including applied limitations of methodologies

To calculate Scope 1 and Scope 2 greenhouse gas ("GHG") emissions, Addiko Group followed the guidelines outlined in the Greenhouse Gas Protocol ("GHG Protocol") and the ESRs standards.

#### Scope 1

Scope 1 GHG emissions represent direct emissions released by the bank into the atmosphere as a result of its operational activities, including emissions from its facilities and vehicle fleet. All types of emissions were measured direct emissions from combustion of fuels for the internal heating system and direct emissions from use of fuel for the car fleet. Emission factors from UBA (Umweltbundesamt Österreich) and DEFRA (Department for Environment, Food & Rural Affairs, UK), particularly for diesel consumption (kg CO<sub>2</sub>eq/l) were utilised. Additionally, conversion factors (kg CO<sub>2</sub>eq/kWh) were applied for electricity consumption, covering sources such as natural gas, coal and other petroleum-based gases.

#### Scope 2

Scope 2 GHG emissions consist of indirect emissions associated with the generation of purchased energy used by the bank, typically sourced from utility providers. All types of relevant emissions were measured: indirect emissions due to electricity consumption and district heating consumption. When quantifying Scope 2 GHG emissions (in tCO<sub>2</sub>) from energy consumption, there are two main methods, the location-based method<sup>9</sup> and the market-based method<sup>10</sup>. For Addiko Group, the location-based method has been used to quantify Scope 2 emissions. Ecoinvent served as the primary data source, with conversion factors applied based on the specific entity and location where Addiko operates.

<sup>9</sup> Location-based method calculates Scope 2 GHG emissions by using average energy generation emissions for specific locations.

The data for market-based method was not available due to lack of regulation and reporting requirements in countries, where Addiko operates (Croatia, Serbia, Bosnia & Herzegovina, and Montenegro), which means vendors were not obligated to provide this information. Therefore, when determining emissions from fuel consumption and electricity use, the same conversion factors were applied for both, location-based and market-based calculations.

#### Scope 3

According to the GHG Protocol Scope 3 emissions are defined as indirect GHG emissions that occur in the value chain of the reporting company, including both upstream and downstream emissions, which are not included in Scope 1 or Scope 2.

For Addiko, the most important source of emissions are financed emissions (Category 15: Investments), which are linked to the bank's investments and financing activities. Other Scope 3 categories, such as business travel, employee commuting and purchased goods and services (marketing expenses, IT expenses, etc.) form a relatively low contribution to the Group's overall GHG emissions, however, Addiko has included these categories in the carbon footprint calculation for the first time in 2025. The GHG emissions were calculated with the use of Carbon Tool which enables conversion into emission metrics for all the relevant categories.

The following subsections describe the relevant Scope 3 categories in more detail, as well as the methodology for their calculation.

#### Scope 3.1 Purchased goods and services

According to the GHG Protocol this category includes all upstream emissions from the production of products purchased or acquired by the company in the reporting year excluding emissions already covered under Scope 2 or other Scope 3 categories. Products include both goods (tangible products) and services (intangible products). For Addiko the following categories have been assessed as relevant:

- Marketing expenses
- IT expenses
- Other intellectual expenses
- Telecommunication costs

The emissions have been calculated from the monetary amounts spent for the goods and services and relevance has been estimated based on emission amounts calculated. This means that the categories with negligible contribution in the entire Scope 3 emissions were excluded from reporting.

<sup>10</sup> Market-based method calculates Scope 2 GHG emissions based on the emissions generated by the electricity providers from which the organisation purchases electricity under contractual agreements.

### Scope 3.6 Business travel

Business travel includes the transportation of employees for business-related activities in vehicles owned or operated by third parties, such as commercial airlines, rental cars, rail, and other modes of transport. In addition, Addiko included also emissions from business travellers staying in hotels. GHG emissions arising from business travel have been calculated using the Carbon Tool which requires the following inputs: total mileage travelled by air, rail or car and number of nights in hotels.

### Scope 3.7 Employee commuting

Employee commuting includes the transportation of employees between their homes and their worksites. Emissions from employee commuting arise from automobile, bus, rail and air travel, as well as other modes of transportation, such as subway, etc.

For the calculation of emissions related to employee commuting, a survey has been conducted which included 20.3% of all employees of Addiko<sup>11</sup>. The survey included the following questions:

- Choosing the country
- Number of days in a month they work from home
- Estimated distance from home to work (in kilometres)

Employees identified all commuting modes used and reported the distance travelled. For each mode, they also indicated its percentage share of their total commuting distance.

### Scope 3.15 Investments (financed emissions)

For Addiko Group, Scope 3 emissions are primarily driven by the 'Investments (financed emissions)' category, which represents the most significant contributor to the Group's total GHG emissions. This category includes emissions associated with the activities of the Large Corporations, SME Business, Public Finance and Sovereigns segments financed by Addiko Group, while financing provided to households and private individuals is excluded from the estimation.

When calculating Scope 3 GHG emissions, Addiko followed the guidelines outlined in the Greenhouse Gas Protocol (GHG Protocol). Addiko is a member of PCAF association and therefore has access to their database and all the relevant documentation. All the emission data was gathered from this source and applied to Addiko's credit and investment portfolio. The approach incorporates PCAF data based on the Exiobase classification, which is then mapped to NACE codes. These NACE codes are available for all corporate clients in the bank's internal database,

ensuring accurate alignment of emissions data with the client portfolio.

The PCAF asset classes relevant for Addiko are:

**Business Loans and unlisted equity:** This asset class includes loans provided to businesses (corporate lending) and equity investments in privately held companies that are not listed on a stock exchange. Emissions are attributed to the financial institution based on the financial exposure towards the client measured by exposure at default ("EAD").

**Sovereigns:** This asset class includes loans and debt securities issued by national governments (sovereign debt). To estimate the financed GHG emissions, Addiko applies PCAF sovereign emission factors, which are based on each country's national GHG inventory and its share of global GDP. These factors are then combined with Addiko's exposure to sovereign debt to determine the Bank's proportionate share of each country's emissions.

The PCAF asset classes that are either not relevant for Addiko due to its business model or represent a marginal part of portfolio exposure include:

- listed equity and corporate bonds
- project finance
- commercial real estate
- mortgages and
- motor vehicle loans.

### Non-relevant Scope 3 categories

The Scope 3 categories that are not relevant for Addiko as a financial institution include:

#### Capital goods

- 3.3. Fuel- and energy- related activities (not included in Scope 1 or 2)
- Upstream transportation and distribution
- Waste generated in operations
- Upstream leased assets
- Downstream transportation and distribution
- Processing of sold products
- Use of sold products
- End-of-life treatment of sold products
- Downstream leased assets
- Franchises

As outlined in Section 10.3.3 *IRO1-E1 -Description of the processes to identify and assess material climate-related impacts*, financed emissions have been identified as the most material source of GHG emissions within Addiko's operational and investment activities.

<sup>11</sup> Extrapolation has been used in order to calculate the carbon footprint of the entire Group.

The next table shows the financed emissions<sup>12</sup> (Scope 3, category 15 - Investments) by segment. The Consumer, Mortgage and Financial Institutions sector are not shown in the table, as the GHG emissions for these sectors are

excluded from the calculation. Emission intensity is shown in the last column, and it is calculated from all three scopes of GHG emissions.

| SEGMENT                                   | SCOPE 1 AND SCOPE 2<br>GHG EMISSIONS<br>(tCO <sub>2</sub> EQ) | SCOPE 3<br>GHG EMISSIONS<br>(tCO <sub>2</sub> EQ) | EMISSION INTENSITY<br>(tCO <sub>2</sub> EQ/MILLION EUR) |
|---|---|---|---|
| Large Corporations                        | 6,350   | 17,320  | 151   |
| SME Business                              | 147,456   | 375,246   | 283   |
| Public Finance                            | 270   | 1,466   | 100   |
| <b>Business loans and unlisted equity</b> | <b>154,076</b>  | <b>394,032</b>                                    | <b>271</b>  |
| Sovereigns                                | 18,351  | 206,378   | 151   |
| <b>TOTAL</b>                              | <b>172,428</b>  | <b>600,410</b>                                    | <b>220</b>  |

77.b) Validation of the metric by an external body other than the assurance provider

In 2025, the data on Scope 1, Scope 2 and Scope 3 GHG emissions were not subject to an independent review of an external validator other than the assurance provider.

<sup>12</sup> The financed GHG emissions which are part of Addiko's Scope 3 emissions are here further divided into Scope 1, 2 and 3 GHG emissions.

#### 44. Gross Scopes 1,2,3 and Total GHG emissions

The table below provides detailed data on the GHG emissions at Addiko Group level for the years 2024 and 2025<sup>13</sup>. The last row shows the GHG intensity per net revenue, which has been calculated as ratio of total GHG emissions and net revenue as of December 2025 (for the

value of net revenues used in the calculation please refer to 10.2.2 - ESRS 2 SBM-1 Market position, strategy, business model). This metric has not been validated by an external body other than the assurance provider.

| Total GHG emissions (Scope 1, 2 and 3)                                 | 2024    | 2025    | Percentage change |
|--|---------|---------|-------------------|
| <b>Scope 1 GHG emissions</b>   |         |         |                   |
| Scope 1 GHG emissions (tCO <sub>2</sub> eq)                            | 755     | 727     | -4%               |
| % of Scope 1 emissions from regulated emission trading schemes         | 0%      | 0%      | /                 |
| Biogenic emissions   | 0       | 0       | /                 |
| <b>Scope 2 GHG emissions</b>   |         |         |                   |
| Location-based Scope 2 GHG emissions (tCO <sub>2</sub> eq)             | 5,656   | 5,415   | -4%               |
| Marked-based Scope 2 GHG emissions <sup>14</sup> (tCO <sub>2</sub> eq) | 5,656   | 5,415   | -4%               |
| Biogenic emissions   | 0       | 0       | /                 |
| <b>Scope 3 GHG emissions</b>   |         |         |                   |
| Total Scope 3 GHG emissions (tCO <sub>2</sub> eq)                      | 574,942 | 781,359 | 36%               |
| 1 Purchased goods and services   | /       | 8,174   | /                 |
| 1.1 Marketing expenses   | /       | 2,653   | /                 |
| 1.2 IT expenses  | /       | 4,229   | /                 |
| 1.3 Other intellectual expenses  | /       | 1,219   | /                 |
| 1.4 Telecommunication costs  | /       | 72      | /                 |
| 6 Business travel  | /       | 173     | /                 |
| 7 Employee commuting   | /       | 174     | /                 |
| 15 Investments (financed emissions)                                    | 574,942 | 772,838 | 34%               |
| Biogenic emissions   | 0       | 0       | /                 |
| <b>Total GHG emissions (Scope 1, 2 and 3)</b>                          |         |         |                   |
| Total GHG emissions (location-based) (tCO <sub>2</sub> eq)             | 581,353 | 787,501 | 35%               |
| Total GHG emissions (market-based) (tCO <sub>2</sub> eq)               | 581,353 | 787,501 | 35%               |
| GHG Intensity per net revenue (tCO <sub>2</sub> eq/million EUR)        | 1,908   | 2,580   | 35%               |

In 2025, Addiko Group's total GHG emissions (Scopes 1, 2, and 3) amounted to 787,501 tCO<sub>2</sub>eq, representing an increase compared to YE24. This increase is solely attributable to the expanded scope of the calculation, reflecting the inclusion of additional emission sources (purchased goods and services, business travel, employee commuting, and the Sovereigns asset class newly incorporated under

financed emissions) rather than changes in underlying operational or portfolio emissions. Excluding the newly added categories, total GHG emissions would have shown a decrease of 4.7% compared to YE24.

<sup>13</sup> The comparison of data is not possible for the categories that have not been calculated for the year 2024.

<sup>14</sup> Due to unavailability of the data for the marked-based method, the numbers for the location-based method are reported twice for reporting years 2024 and 2025.

## 12. Social Information

### 12.1. ESRS S1 - Own Workforce

Addiko Bank's values (Customer Focus, Accountability, Collaboration, Execution, Entrepreneurial Mindset and Leading by Example) are the main pillars of the work environment, reflecting our principles of trust, integrity and performance orientation. These principles distinctly shape Addiko Bank's corporate culture and constitute the cornerstone of how every member of Addiko Bank engages and collaborates with customers, colleagues and various stakeholders. This is why Addiko's employees have been key stakeholders in the process of defining the values, ensuring that they are authentic and truly represent what employees believe in and how they perceive Addiko.

Addiko is proud of its 'Unconventional Bankers' culture code, which has been defined and consolidated by its employees. The People & Culture team plays a crucial role in supporting people and processes. It collaborates closely with all other departments to collectively implement 5-year People & Culture Strategy, which sets out key strategic initiatives across 16 focus areas, structured under the four pillars of *People, Acceleration, Culture and Framework*.

Consideration is also given to third-party international agreements, such as the Universal Declaration of Human Rights, as outlined within Addiko's Code of Business Conduct and Ethics.

#### 12.1.1. ESRS 2 SBM-3 - Impact, Risk and Opportunity Management

In the context of the Double Materiality Assessment, Addiko evaluated its impact, risks and opportunities with respect to sustainability matters within *S1 - Own workforce* as described by the ESRS, taking into consideration possible impacts and dependencies on its own workforce as well as its strategy and business model, outlined in detail in the following chapters. The subject of IROs rated as material are Addiko's own employees (our own workforce), i.e. employees from all entities across the Group, irrelevant of their position, type of job or diversity characteristics, especially given the fact that we consider not only actual but also potential impacts that might happen.

The themes most relevant to Addiko's stakeholders are those revolving around employment conditions (secure employment, working time and adequate wages, work-life balance) and considerations within the ambit of equal treatment and opportunities for all (training and skills development, measures against violence and harassment). Working time risks resulted as material in the Double Materiality Assessment, so the table below shows the main impacts and one risk Addiko has on its own workforce. It needs to be emphasised at this point that these impacts

do not only include actual, but also potential impacts that Addiko could have on its employees. Additionally, our Double Materiality Assessment considered risk of incidents of forced labour or compulsory labour and the risk of incidents of child labour. However, due to Addiko's own operations in the banking industry and geographical coverage in Europe, it did not result as material. Negative material impacts shown below are mainly based on potential impacts, widespread and not limited to single entity or specific individual incidents. Positive material impacts are shown on existing and potential impacts, enabled with Addiko's clearly defined policies and practices, regular surveys (employees' engagement and salary benchmarks), relevant for all Addiko employees, but also through initiatives for some specific groups like the collaboration with *Women on Boards Adria* for upscaling female representation on the Management Board level or on-ramping for parents returning to work - more details can be found under *ESRS1-9 Diversity* and *ESRS1-15 Work-life balance*). Addiko allocates various resources to manage its material impacts: financial resources (e.g. for fair wages and benefits, trainings, career development, wellbeing-programmes, diversity initiatives, etc.), dedicated teams (ESG, People & Culture, Compliance and responsible managerial population), technology and tools (digital platforms such as the employee engagement tool *Luppa*, risk management and compliance tools), policies, stakeholder engagement and reporting.

Addiko does not anticipate any material impacts arising from the implementation of transition plans aimed at reducing environmental impacts and supporting the shift toward greener, climate-neutral operations. These measures are designed to align with our long-term sustainability objectives and regulatory requirements without causing disruption to our workforce in the short to medium term. Existing operational structures and processes already support these goals, and therefore, no significant changes to employment conditions, roles, or workforce allocation are expected. Furthermore, the transition is planned to be gradual and integrated into current practices, ensuring business continuity and employee stability throughout the process.

No specific groups of employees are more at risk, while evaluating whether job requirements have been defined in a way that could systematically disadvantage certain groups.

ESRS 2 requires that IROs identified in the DMA process are disclosed. The table below shows the material social IROs, where they originate and how they affect the bank’s strategy and business model.

| Sustainability matter   | Iro No.    | Type of IRO     | Location graphic | Time Span                 | Type      |        | IRO Description   |
|---|------------|-----------------|------------------|---------------------------|-----------|--------|---|
| S1 – Own workforce – Working conditions: Secure employment                                      | S1 - IRO-1 | Positive impact |                  | Short - mid and long-term | Actual    | Direct | By ensuring stable and secure employment, we contribute to long-term workforce wellbeing and organizational continuity. Employees within Addiko shall feel secure, valued and empowered. By providing a strong foundation of stability and trust, Addiko ensures that employees can confidently plan their professional future, grow within the organization and build long-term careers within Addiko. |
| S1 – Own workforce – Working conditions: Working time   | S1 - IRO-2 | Risk            |                  | Mid-term and long-term    | Potential | Direct | Non-compliance with national labor laws regarding working hours, rest periods and overtime regulations might pose a potential financial risk to the company. Failure to adhere to these legal requirements may result in fines, penalties and legal proceedings, as well as increased costs related to employee compensation claims and reputational damage.  |
| S1 – Own workforce – Working conditions: Working time   | S1 - IRO-3 | Negative impact |                  | Mid-term and long-term    | Potential | Direct | Poorly managed working time, including excessive overtime can significantly impair employee well-being. This may result in physical and mental exhaustion, increased risk of burnout and reduced productivity.  |
| S1 – Own workforce – Working conditions: Adequate wages   | S1 - IRO-4 | Negative impact |                  | Mid-term and long-term    | Potential | Direct | Intransparent remuneration practices can lead to perceptions of unfairness and inequality among employees, resulting in dissatisfaction, reduced motivation and increased turnover.   |
| S1 – Own workforce – Equal treatment and opportunities for all: Gender equality and equal pay   | S1 - IRO-5 | Negative impact |                  | Short-term                | Actual    | Direct | Lack of gender equality and unequal pay for work of equal value can lead to an unfair and non-inclusive workplace. Insufficient transparency in remuneration and limited gender diversity in succession planning may reduce employee satisfaction, hinder retention and restrict leadership diversity.  |
| S1 – Own workforce – Equal treatment and opportunities for all: Training and skills development | S1 - IRO-6 | Positive impact |                  | Short - mid and long-term | Actual    | Direct | By investing in structured training and continuous skills development initiatives, Addiko strengthens employee expertise, accelerates their career progression and ensures long-term employability. Through this our employees can adapt to evolving business needs and enhance their professional capabilities.  |

## 12.1.2. ESRS S1-1 - Policies related to own workforce

Internal policies serve as proactive measures to comply with or exceed regulatory requirements. Addiko is dedicated to eradicating discrimination and fostering an inclusive workplace culture. Its policies are designed to eliminate discrimination, prevent harassment and champion equal opportunities for all employees. Every policy always takes national specifics into consideration by adapting to local laws, regulations, cultural norms and practices, ensuring consistent standards across the organisation while respecting diversity and meeting local needs effectively. All policies within **ESRS S1** are approved by the Group Supervisory Board, while the Managing Director of the Group People & Culture department as well as the Group Management Board are the most senior bodies responsible for their implementation. They are subject of renewal on annual or ad-hoc basis, if needed. Policies are available to all employees via the internal policy app or on Addiko's intranet. Consideration of interest of stakeholders is defined in the Stakeholder paragraph.

The effectiveness of internal policies is tracked during annual reviews through a combination of KPIs, internal audit reviews and employee feedback mechanisms. The Works Council, having two seats in the Supervisory Board, has a significant role in decision making process.

### “How we work at Addiko” Handbook

The primary objective is providing a high-level guideline on Addiko's vision and strategy and explaining how the Bank operates. It also serves as a guideline on responsible business conduct within Addiko and clarifies how employees are expected to work together to create an environment for fulfilment and motivation, resulting in employee satisfaction, employee inclusion, giving everyone a voice. Furthermore, it also includes Addiko's Charter of promoting Human Rights and declares Addiko's commitment to include principles set forth by the International Labor Organisation (“ILO Principles”) and OECD Guidelines for Multinational Enterprises. It provides the necessary tools to employees towards better recognising their rights (data protection, freedom of expression, privacy, work and equal pay, safe and healthy environment, right to form associations and right to collective bargaining, exclusion of forced and child labour), improvement of working conditions through company agreements, and creation of a mediation instance in the company. **(ESRS S1-8)**

### Group Diversity & Inclusion Policy

The primary objective is the promotion of diversity, inclusion and equal opportunities, minimising possibility of discrimination on every level or form of discrimination covered by Union of regulation and national law (e.g. including factors such as disabilities, remuneration equality,

learning opportunities, succession pool, equal representation and all forms of discrimination that fall under EU legislation and national law).

The policy is addressing the negative impact of Gender equality and equal pay (**S1-IRO-5 - Negative impact**) whereas lack of gender equality and unequal pay for work of equal value can lead to an unfair and non-inclusive workplace. Limited gender diversity in succession planning may reduce employee satisfaction, hinder retention and restrict leadership diversity. The policy is designed to support equal access to employment, fair treatment across the employee lifecycle, representation of diverse groups, remuneration practices, reducing bias and supporting equal opportunities for all employees.

### Group Talent Management and Succession Policy

The policy promotes talent development, growth opportunities (both horizontally and vertically) within Addiko, and sets standards for succession planning, improving internal promotion rates and employee satisfaction (**ESRS S1-13**). It is addressing the positive impact of training and skills development (**S1-IRO-6 - positive impact**). By investing in structured training and continuous skills development initiatives, Addiko strengthens employee expertise, accelerates their career progression and ensures long-term employability.

### Group Education Policy

The policy promotes development and learning principles, education plans, and growth opportunities for Addiko employees. It also sets a platform for an increase in employee value. Education improves personal efficiency and satisfaction, boosting security to perform tasks according to regulations (**ESRS S1-13**). It also addresses the positive impact of training and skills development (**S1-IRO-6 - positive impact**), as described above.

### Group People & Culture Strategy

The strategy sets a framework for both personal development and alignment to the business strategy, with strong focus on People, Acceleration, Culture and Framework, defining 16 focus areas with specific targets and timeline. It lays the foundation for Addiko's long-term People & Culture development. The strategy considers all impacts of its workforce, including changes in personal needs driven by evolving customer demands, technological advancements, or a competitive market environment. It also defines well-being initiatives, future work possibilities and work models.

This strategy, being one of most important cornerstones of People & Culture within the Addiko Bank Group, is addressing all 6 IRO's in Addiko:

It is directed at secure employment (**S1-IRO-1- positive impact**) as well as education and skills development (**S1-IRO-6 - positive impact**), retention mitigation measures and structured orientation to the skill development of our employees.

It also remedies negative impacts of Working time (**S1-IRO-3- negative impact and S1-IRO-2 - risk**), Adequate wages (**S1-IRO-4 - negative impact**) as well as Gender equality and equal pay (**S1-IRO-5 - negative impact**) by setting strong commitment to process optimisation, adequate workforce planning and dealing with workload topics; clear remuneration practices along with proper market benchmark positioning as well as strong focus on succession planning diversity. The strategy covers the hot topic of quiet quitting as well as talent attraction and retention issues due to poor workforce practices (e.g. possible overload, exhaustion resulting in high burnout rates, no work-life balance, less motivation, reduced efficiency, tendency to switch jobs easily) (ESRS S1-15).

### Group Remuneration Policy

The primary objective is to define standards for compensation practices within Addiko, including job grade structure, fixed and variable remuneration, benefits and other rewards. It outlines principles of fairness, equity and competitiveness, aligns compensation with Addiko's strategic goals and performance under consideration of a broad range of regulatory requirements. This policy sets standards for having adequate remuneration practices (adequate wage, gender pay gap). It defines budgeting principles, strategically geared towards predominantly offering permanent employment, defining rules for handling overtime workload (limitations and budgeting rules).

It addresses the positive impact of Secure employment (**S1-IRO-1**) through compensation practices and workforce planning that directly influence job stability, fair treatment and long-term sustainability. It also addresses the risk of Working time (**S1-IRO-2**) through Addiko's approach to monitoring working times, resting times, holiday scheduling and offering remote work possibilities as key factors of work-life balance. Negative impacts of Working time (**S1-IRO-3**) and adequate wages (**S1-IRO-4**) are remedied through mitigation of proper workforce and workload planning, relieving exhaustion, overload, burn-outs, advocating work-life balance by respecting leave and rest periods as well as through regular benchmarking ensuring fair remuneration practice.

This policy also sets the framework for feedback practices and performance principles, a foundation for further promotions and development opportunities (ESRS S1-9, ESRS S1-10, ESRS S1-16).

### Group Code of Business Conduct and Ethics

It serves as a tool for defining appropriate guidelines to act as a trusted partner and promote responsible business conduct. It is a framework to guide and align employees' actions with respect to Addiko values, equal treatment, dignity, respect, ethics, human rights, anti-corruption, conflicts of interest, data protection and grievance mechanisms (**S1-17**).

The interconnection between internal policies in a Sustainability Statement demonstrates how various operational frameworks reinforce and complement each other to achieve overarching sustainability goals, where progress in one area drives improvements in another, fostering a holistic approach to sustainability. In the social dimension of ESG, internal policies collectively address various aspects of workforce well-being, growth, remuneration and equitable practices. For example, the Diversity and Inclusion Policy aligns with the Code of Conduct to foster a respectful and equitable workplace, which in return supports employee retention and satisfaction. Health and safety policies are linked to labour rights regulations, ensuring not only compliance with ethical standards but also promoting a culture of care and trust within the organisation. The Addiko Group Code of Business Conduct and Ethics - together with the handbook "How we work at Addiko" - serve as a foundational guideline that articulate the values and behaviours at Addiko, aligned with the EU Guiding principles on Business and Human Rights, ILO Declaration and OECD. These interconnected policies collectively build a cohesive social strategy, ensuring that the organisation supports its employees, contributes to societal well-being and strengthens stakeholder relationships.

Mitigating risks and taking advantage of opportunities depend on well-structured risk identification, followed by development and integration of comprehensive policies addressing key risks aimed at upskilling initiatives for future workforce needs. Proactive measures such as training programmes for skill development, enhancement of workplace safety, promotion of mental health resources and employee assistance programmes to address well-being concerns are followed by active monitoring, continuous improvement and stakeholder engagement. As a result, Addiko has reduced incidents, achieved greater employee retention, resilience and adaptability, enhanced reputation as well as strong compliance and cost avoidance. Through these targeted actions, Addiko can effectively mitigate the risks while capitalising on opportunities to drive social impact and sustainable growth.

#### **12.1.3. ESRS S1-2 Engagement with own workforce**

Addiko tracks and assesses the effectiveness of employee-related ESG actions and initiatives using a structured approach that includes data-driven monitoring, employee

feedback and continuous improvement mechanisms. To set the foundation, Addiko sets clear Key Performance Indicators (KPIs) such as:

- Employee Engagement Scores measured through surveys to assess job satisfaction, motivation and workplace experience;
- Turnover & Retention Rates tracking voluntary and involuntary attrition to evaluate talent retention efforts;
- Diversity & Inclusion Metrics monitoring gender representation, pay equity;
- Training & Development Participation measuring employee participation in upskilling and leadership programmes;
- Health & Safety Statistics tracking incident rates, lost-time injuries and workplace risk assessments to evaluate safety initiatives.

Through Addiko's Employee Engagement Surveys, which are conducted periodically, employee sentiment on workplace policies, well-being and inclusion is gauged. They go hand in hand with pulse checks and more frequent, targeted assessments to capture real-time feedback on specific initiatives as well as ESG Committees and internal managerial reports, assessing the progress of set action plans. As a result, action plans are adjustments and continuously improvement, using assessment results to refine policies, introduce new initiatives, or allocate additional resources where needed.

All abovementioned KPIs are led, initiated, and tracked by the Group People & Culture Managing Director as the most senior role, who together with his Group team launches annual Employee Engagement Surveys and coordinates action plans.

#### 12.1.4. ESRS S1-3 - Processes to remediate negative impacts and channels for own employees to raise concerns

Addiko has established processes to remediate negative impacts related to working time, adequate wages or gender equality through payroll and work-time controls, audits, gender pay gap analyses and employee grievance mechanisms. Where negative impacts are identified, Addiko implements corrective actions that may include adjustment of work schedules and workload as well as correction of pay disparities. Specially designed feedback surveys conducted at regular intervals serve as a platform for employees to voice their thoughts, concerns and suggestions. Details on how feedback is recorded and integrated into decision-making and how employees are informed about the way in which their feedback has influenced decisions - along with these engagement activities - can be found within the section 10.2.3 ESRS 2 SBM-2 - Interests and views of stakeholders.

Addiko is committed to supporting a culture where all employees are encouraged to raise concerns about unacceptable business practices and misconduct. Various channels for raising concerns in relation to each material impact are available to Addiko employees: relevant reporting paths include anonymous whistleblowing channels, trade unions (for entities where people in the workforce are unionised) or works councils, or other grievance mechanisms provided by Addiko. As part of its reporting and escalation mechanisms, Addiko has implemented a whistleblowing tool which serves as an early warning system for employees to raise concerns about potential risks with regard to serious wrongdoing (including unethical, illegal, corrupt or other inappropriate conduct). It is described in more detail within section 13.1 - *Bribery and Corruption*. Addiko supports availability of its grievance mechanisms through annual e-learning materials via its learning management system, within internal policies, and through regular internal information. Employees are made aware of these whistleblowing provisions, processes and tools and how to use them should the need arise.

Any affected employees are informed of outcomes, provided with appropriate remedy, and protected against retaliation. The effectiveness of remediation measures is monitored and used to improve internal practices.

#### 12.1.5. ESRS S1-4/5 - Actions and Targets to address material impacts, risks and opportunities related to its own workforce

Addiko takes into consideration if our own business practices may cause or contribute to material negative impacts. Therefore, we apply policies, controls and escalation processes to prevent or mitigate such impact. In case of potential conflict with business needs, clear priorities are legal compliance and human rights (e.g. creation of new sales incentive schemes, procurement of the new suppliers). Also, we assess whether changes in external developments may cause key dependencies to translate into risk and integrate such risks into our risk management and strategic processes.

Addiko's target setting process is based on the Double Materiality Assessment, relevant employee-related topics and business strategy, where level of ambition is determined by assessing the severity and scope of identified impacts. ESG SPOCs, as relevant representatives of Addiko entities and the voice of employees, were involved in thorough discussion - considering employee engagement survey results - which resulted with the IRO PAT structure. Based on that, the ESG Committee adopted relevant set of KPIs for the upcoming period, implementing improvements compared to previous period. The ESG Committee continues to monitor KPIs progress on a quarterly basis. People & Culture functions on group and local levels are responsible for all the actions listed below.

## SECURE EMPLOYMENT: STRUCTURED LIFECYCLE GOVERNANCE

|                                      |  |
|--------------------------------------|--|
| Material IRO addressed by the action | <b>S1-IRO-1 - Own workforce - Working conditions: Secure employment:</b><br>By ensuring stable and secure employment, we contribute to long-term workforce wellbeing and organisational continuity. Employees within Addiko shall feel secure, valued and empowered. By providing a strong foundation of stability and trust, Addiko ensures that employees can confidently plan their professional future, grow within the organisation and build long-term careers within Addiko.          |
| Relation to policy                   | Group Remuneration Policy; P&C Strategy 2024-2029  |
| Actions                              | It is supported by strategic measures such as talent retention programs, structured career development opportunities and internal mobility pathways that empower employees to grow within the organisation.<br><b>N° 1:</b> Implementation of Individual Development Plans for career growth<br><b>N° 2:</b> Promotion of internal mobility: prioritising internal candidates for open positions<br><b>N° 3:</b> Standardised exit and stay interview process to monitor and reduce turnover |
| Scope of actions                     | <input type="checkbox"/> Downstream                      X Own Operations <input type="checkbox"/> Upstream  |
| Time horizon                         | <b>N° 1:</b> Continuously ongoing, reviewed on annual basis<br><b>N° 2:</b> Continuously ongoing within the local bank or between Addiko entities<br><b>N° 3:</b> Exit interviews continuous, stay interviews will be initiated in 2026  |
| Financial resources allocated        | No material expenditure recorded.  |

## TARGETS

|  |  |
|--|--|
| Targets to be achieved   | Addiko's target for 2026 and the following period is to include min. 5% employees in "stay interviews process" per year.   |
| Scope of targets   | <input type="checkbox"/> Downstream                      X Own Operations <input type="checkbox"/> Upstream  |
| Description of the targets   | Stay interviews provide early insight into what keeps employee engaged and what may cause them to leave. They uncover stressors, workload issues and well-being concerns. By having at least 5% of employees included in the stay interview process, we are targeting the ones with highest turnover risk and those most critical for the organisation, ensuring mitigation measures for the most critical population. |
| Methodology for target setting                                     | Internally set targets within ESG Strategy and People & Culture Strategy. This in new target for 2026 and the following period, as Secure employment category did not have targets in previous years.  |
| Tracking the effectiveness of the actions to address material IROs | Regular monitoring in internal reports, ESG strategy initiative monitoring   |
| Stakeholders affected/involved in the target setting               | Set together with internal stakeholders  |
| Relationship of the target to policy objectives                    | The Group People & Culture Strategy prescribes stay interviews as talent retention tool, proactively identifying retention risk and strengthening the relationship with Employer.  |

## TARGET OVERVIEW



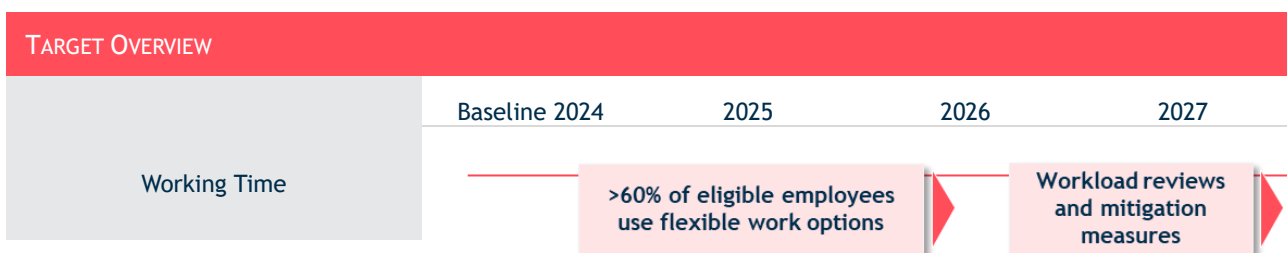
## WORKTIME GOVERNANCE

|                                      |   |
|--------------------------------------|---|
| Material IRO addressed by the action | <b>S1-IRO-2 - Working conditions, Working time:</b> Non-compliance with national labour laws regarding working hours, rest periods and overtime regulations might pose a potential financial risk to the company. Failure to adhere to these legal requirements may result in fines, penalties and legal proceedings, as well as increased costs related to employee compensation claims and reputational damage. |
| Relation to policy                   | Group Remuneration Policy<br>P&C Strategy 2024-2029   |
| Actions                              | <b>N° 1:</b> Regular internal communication to raise awareness on internal regulations limiting overtime hours to ensure compliance with labour laws from all employees.<br><b>N° 2:</b> Monitoring of overtime hours and regular reporting to Management Boards  |
| Scope of actions                     | <input type="checkbox"/> Downstream <input checked="" type="checkbox"/> Own Operations <input type="checkbox"/> Upstream  |
| Time horizon                         | <b>N° 1:</b> Continuously ongoing via internal communication channels<br><b>N° 2:</b> Continuously ongoing  |
| Financial resources allocated        | no material expenditure recorded  |

## EMPLOYEE MENTAL HEALTH, WELL-BEING AND WORK-LIFE BALANCE

|                                      |  |
|--------------------------------------|--|
| Material IRO addressed by the action | <b>S1-IRO-3 - Working conditions: Working time:</b> Poorly managed working time, including excessive overtime can significantly impair employee well-being. This may result in physical and mental exhaustion, increased risk of burnout and reduced productivity.   |
| Relation to policy                   | Group Remuneration Policy<br>P&C Strategy 2024-2029<br>ABH Company Agreements  |
| Actions                              | <b>N° 1:</b> Regular employee engagement surveys to monitor workload and satisfaction.<br><b>N° 2:</b> Rollout of flexible work arrangements (e.g. remote work, with a plan to introduce new ones, e.g. staycations, compressed work weeks).<br><b>N° 3:</b> Launch of mental health and well-being programs.<br><b>N° 4:</b> Promote leadership accountability and commitment fostering work-life balance.  |
| Scope of actions                     | <input type="checkbox"/> Downstream <input checked="" type="checkbox"/> Own Operations <input type="checkbox"/> Upstream   |
| Time horizon                         | <b>N° 1:</b> Continuously ongoing, minimum once a year with occasional pulse-checks for specific topics or specific population<br><b>N° 2:</b> Remote work implemented across the Group; staycation currently in the testing phase, to be implemented in 2026<br><b>N° 3:</b> Continuously ongoing through various channels, with strong rising trend<br><b>N° 4:</b> Status provided via employee engagement surveys, plan for 2026 is to closely monitor well-being indicators |
| Financial resources allocated        | Budget included in OpEx.   |

| TARGETS  |  |
|--|--|
| Targets to be achieved   | Addiko is dedicated to accomplishing the following goals: during 2025 and 2026 Addiko plans to launch flex-time work arrangements and increase the utilisation rate to $\geq 60\%$ among eligible employees. Goal for 2026 includes conducting specific workload reviews, defining mitigation measures and launching two new well-being initiatives annually within each entity.   |
| Scope of targets   | <input type="checkbox"/> Downstream      X Own Operations <input type="checkbox"/> Upstream  |
| Description of the targets   | Utilisation of available flexible working arrangements is in our focus, as our aim is to introduce additional models, making Addiko a workplace where employees can choose the appropriate model that suits them most. This target serves as an additional reminder for those who are eligible but are not using the flexi-time options to the fullest. Analysis of current workload with strong intent to define mitigation measures to relief the workload by targeted process improvements. Previous targets related to framework establishment of well-being and work-life balance, as well as related initiatives have been successful. New focus in 2026 and the following period, is utilisation of flexible working arrangements (results with 90% in 2025) and the workload relief. |
| Methodology for target setting                                     | Internally set targets within ESG Strategy and People & Culture Strategy. Previous targets related to framework establishment of well-being and work-life balance, as well as related initiatives have been successful. New focus in 2026 and the following period, is utilisation of flexible working arrangements and the workload relief.   |
| Tracking the effectiveness of the actions to address material IROs | Regular monitoring in internal reports, ESG strategy initiative monitoring   |
| Stakeholders affected/involved in the target setting               | Set together with internal stakeholders  |
| Relationship of the target to policy objectives                    | The People & Culture strategy fosters work-life balance initiatives and sets the framework for development of new flexible working arrangements in the upcoming period, aligned with market trends and employee expectations. ABH Company agreements and Group Remuneration Policy cover the topic of overtime and workload.   |



## REMUNERATION PRACTICE

|                                      |   |
|--------------------------------------|---|
| Material IRO addressed by the action | <b>S1-IRO-4 - Own workforce - Working conditions: Adequate wages:</b> Untransparent remuneration practices can lead to perceptions of unfairness and inequality among employees, resulting in dissatisfaction, reduced motivation and increased turnover. |
| Relation to policy                   | Group Remuneration Policy<br>P&C Strategy 2024-2029   |
| Actions                              | <b>N° 1:</b> Conduct regular salary benchmarking against industry standards<br><b>N° 2:</b> Implement transparent compensation structures   |
| Scope of actions                     | <input checked="" type="checkbox"/> Downstream <input checked="" type="checkbox"/> Own Operations <input type="checkbox"/> Upstream   |
| Time horizon                         | <b>N° 1:</b> Continuously ongoing, reviewed on annual basis against relevant banking standards on local markets<br><b>N° 2:</b> Continuously ongoing; HAY job grading and transparent career path is transparent to all employees                         |
| Financial resources allocated        | Budget allocated in OpEx  |

## TARGETS

|  |   |
|--|---|
| Targets to be achieved   | There are no official targets in the ESG Strategy related to this field, but we are continuously setting ourselves a goal to conduct regular salary review against market benchmark and living wage.  |
| Scope of targets   | <input type="checkbox"/> Downstream <input checked="" type="checkbox"/> Own Operations <input type="checkbox"/> Upstream  |
| Description of the targets   | Regular salary benchmarks are conducted on entity level; in addition, some countries have banking community salary benchmark in place to get the most relevant benchmarks (from the banking industry). Adequate wage is prescribed by national regulations and banking bargaining agreements (in Austria), reducing risk of wage inequality, which ensures fair and competitive compensation practices. |
| Methodology for target setting                                     | Internally set targets within ESG Strategy and People & Culture Strategy  |
| Tracking the effectiveness of the actions to address material IROs | Regular monitoring in internal reports.   |
| Stakeholders affected/involved in the target setting               | Set together with internal stakeholders   |
| Relationship of the target to policy objectives                    | The Group Remuneration Policy prescribes market benchmarking and career paths.  |

## DIVERSITY AND EQUALITY

|                                      |  |
|--------------------------------------|--|
| Material IRO addressed by the action | <b>S1-IRO-5 - Own workforce - Equal treatment and opportunities for all: Gender equality and equal pay:</b> Lack of gender equality and unequal pay for work of equal value can lead to an unfair and non-inclusive workplace. Insufficient transparency in remuneration and limited gender diversity in succession planning may reduce employee satisfaction, hinder retention and restrict leadership diversity. |
| Relation to policy                   | Group Diversity & Inclusion Policy incl. Diversity and Inclusion Action Plan 2025-2027<br>P&C Strategy 2024-2029   |
| Actions                              | N° 1: Diversity and Inclusion Strategic Action Plan in place<br>N° 2: Conduct annual salary reviews post-performance cycle to ensure internal equity<br>N° 3: Identify and adjust salaries where disparities exist<br>N° 4: Maintain gender-balanced succession pools and leadership pipelines<br>N° 5: Implement structured assessment centres and Individual Development Plans with equal gender representation  |
| Scope of actions                     | <input type="checkbox"/> Downstream                      X Own Operations <input type="checkbox"/> Upstream  |
| Time horizon                         | N° 1: Continuously ongoing, reviewed on annual basis<br>N° 2/3: Continuously ongoing, described in previous chapter<br>N° 4: Continuously ongoing, target set for 2025; pipeline includes B to B-3 positions<br>N° 5: Continuously ongoing always aiming to include equal gender representation, precise target set for 2026   |
| Financial resources allocated        | Budget allocated in OpEx.  |

## TARGETS

|  |  |
|--|--|
| Targets to be achieved   | 2025: Achieve a representation of >40% from the underrepresented gender within our Succession pipeline (B-B3)<br>2026: Establish individual development plans for employees considered as "ready now successors"   |
| Scope of targets   | <input type="checkbox"/> Downstream                      X Own Operations <input type="checkbox"/> Upstream  |
| Description of the targets   | Addiko aims to have a succession pipeline that reflects balanced, diverse and future-ready talent, on all managerial levels (B to B-3), making sure that fair representation of genders is always considered. As result of succession planning, successors are categorised in three levels, whereas "ready now" successors are the ones Addiko pays special attention to, and therefore plans to have detailed individual development plans for every one of them. Previous targets considered percentage of the underrepresented gender in executive positions. Addiko decided to move towards more tangible KPIs. New focus in 2025 and the following period is our own succession pipeline, with current result of 55% women and 45% men- and starting in 2026 - focus on their individual development plans and development activities (mentoring, coaching, 360 review) in order to empower the successors. |
| Methodology for target setting                                     | Internally set targets within ESG Strategy and People & Culture Strategy.  |
| Tracking the effectiveness of the actions to address material IROs | Regular monitoring in internal reports, ESG strategy initiative monitoring.  |
| Stakeholders affected/involved in the target setting               | Set together with internal stakeholders  |

|   |   |
|---|---|
| Relationship of the target to policy objectives | The Group Diversity and Inclusion Policy defines the D&I plan for the period 2024-2027, having strict targets for more granular managerial levels for future period, as well as diversity targets for other diversity topics, besides gender. |
|---|---|

## TARGET OVERVIEW

|                 | Baseline 2024 | 2025  | 2026  | 2027 |
|-----------------|---------------|---|---|------|
| Gender Equality |               | Succession pipeline (B-B3) includes >40% from the underrepresented gender | All „ready-now successors“ with active individual development plans |      |

| TRAINING & SKILLS DEVELOPMENT        |  |
|--------------------------------------|--|
| Material IRO addressed by the action | <b>S1-IRO-6 - Equal treatment and opportunities for all: Training and skills development:</b> By investing in structured training and continuous skills development initiatives, Addiko strengthens employee expertise, accelerates their career progression and ensures long-term employability. Through this our employees can adapt to evolving business needs and enhance their professional capabilities. |
| Relation to policy                   | Group Talent Management & Succession Policy<br>P&C Strategy 2024-2029  |
| Actions                              | N° 1: Implement Individual Development Plans for career growth<br>N° 2: Launch mentorship and coaching programs<br>N° 3: Develop tailored e-learning modules and expand usage of internal learning platform<br>N° 4: Introduce new learning formats (e.g. job shadowing, cross-country assignments)  |
| Scope of actions                     | <input type="checkbox"/> Downstream                      X Own Operations <input type="checkbox"/> Upstream  |
| Time horizon                         | N° 1: Continuous ongoing; Lead WISE, developmental programme tailored to Addiko's managerial population is successfully implemented and ongoing.<br>N° 2: initiative started during 2025 and ongoing<br>N° 3/4: Current platform is being replaced with new one offering broader range of possibilities and learning formats in 2026   |
| Financial resources allocated        | Budget allocated in OpEx.  |

| TARGETS  |  |
|--|--|
| Targets to be achieved   | Addiko Bank has fully implemented the Lead WISE programme during 2025. 2026: Implementation of a new E-learning Tool within the Addiko Group, and new learning formats (job shadowing, cross-country assignments, micro learning). In 2027, increase utilisation of new learning formats by 10%.   |
| Scope of targets   | <input type="checkbox"/> Downstream                      X Own Operations <input type="checkbox"/> Upstream  |
| Description of the targets   | Lead WISE, developmental programme tailored to Addiko's managerial population, developing successors for key functions, is successfully implemented across the Group. Implementation of new e-learning tools is target for 2026, with emphasis on availability of new learning formats. For 2027, Addiko plans to increase utilisation of new learning formats by 10%. |
| Methodology for target setting                                     | Internally set targets within ESG Strategy and People & Culture Strategy   |
| Tracking the effectiveness of the actions to address material IROs | Regular monitoring in internal reports, ESG strategy initiative monitoring.  |
| Stakeholders affected/involved in the target setting               | Set together with internal stakeholders  |
| Relationship of the target to policy objectives                    | The Group Talent Management & Succession Policy prescribes continuous skill development and talent development methodology.  |

| TARGET OVERVIEW  |   |      |  |  |
|--|---|------|--|--|
|  | Baseline 2024   | 2025 | 2026   | 2027   |
| Secure Employment (min. % of employees included in stay interview process) | Program Lead WISE <sup>1</sup> rollout in 2024, full implementation by 2025 |      | Implementation new E-learning tool (LearnUpon) | Increase 10% utilization of learning formats |

## 12.1.6. ESRS S1-6 - Characteristics of Addiko's employees - metrics

General disclosure regarding metrics: employee-related data in this document is illustrated based on headcount at the end of the reporting period, corresponding to the number of employment relationships, unless stated otherwise. The data is provided by the Group People & Culture department compiled from a central database, which consists of information collected and provided by all Addiko entities and each perimeter within the entire organisation, without validation of any external body other than the assurance provider. To facilitate data consolidation, definitions of all categories used in this report, such as permanent, temporary, full-time and part-time employment, categories included in turnover calculation, etc. are defined at group level, with the goal of easier data consolidation.

The job grading system within the Addiko Group Remuneration Policy is based on the Hay methodology and clearly defines managerial and non-managerial job levels. Additionally, the Top management level is considered one and two levels below supervisory bodies (Management Board and B-1 managers).

Addiko's workforce counts 2,718 Headcount at the end of 2025 (end of 2024 was 2,726). The key figure in the financial report is presented under (86) *Employee data*, whereas it is expressed in FTEs (full-time equivalents excluding MB members), thus, 2,529 FTEs correspond to an actual headcount of 2,718 employees incl. MB members. ).

Most Addiko employees are hired with a permanent employment relationship status. Addiko aims to offer permanent employment contracts to all employees whenever possible, considering business needs. Most limited contracts are due to replacement of absent employees. Addiko does not engage "non-guaranteed hours employees", which is why they are not part of the disclosure. The total number of employees having left Addiko in 2025 is 475 and the rate of total employee turnover is 17.5% (in 2024 471 employees left, turnover 17.4%). This calculation is based on the aggregate of the number of employees who leave voluntarily or due to contract expiration, dismissal, retirement, or death in service.

Addiko prohibits all forms of forced labour, including child labour, within its operations and does not endorse practices that exploit or employ children in any manner that is contradictory to ILO conventions and the OECD Guidelines. All Addiko's employment relationships are based on the principle of mutual consent.

All Addiko employees are covered by **social protection measures [ESRS S1-11]** in every Addiko entity through public programmes. Such programmes protect against loss of income due to any of the following major life events: sickness, unemployment (except in cases of mutual agreements), work-related injury and acquired disability, parental leave and retirement.

| Gender Distribution                                | 2025   |        |       |                      |      | 2024   |        |       |                      |      |
|--|--------|--------|-------|----------------------|------|--------|--------|-------|----------------------|------|
|  | TOTAL  | Female | Male  | other / not reported |      | TOTAL  | Female | Male  | other / not reported |      |
| <b>ADDIKO GROUP TOTAL</b>                          | 100.0% | 71.0%  | 29.0% | 0.0%                 | 0.0% | 100.0% | 71.1%  | 28.9% | 0.0%                 | 0.0% |
|  | 2,718  | 1,930  | 788   | 0                    | 0    | 2,726  | 1,938  | 788   | 0                    | 0    |
| Addiko Bank AG Vienna (Austria)                    | 160    | 74     | 86    | 0                    | 0    | 157    | 74     | 83    | 0                    | 0    |
| Addiko Bank d.d. Zagreb (Croatia)                  | 715    | 505    | 210   | 0                    | 0    | 723    | 510    | 213   | 0                    | 0    |
| Addiko Bank d.d. Ljubljana (Slovenia)              | 357    | 228    | 129   | 0                    | 0    | 346    | 219    | 127   | 0                    | 0    |
| Addiko Bank d.d. Sarajevo (Bosnia & Herzegovina)   | 342    | 264    | 78    | 0                    | 0    | 345    | 266    | 79    | 0                    | 0    |
| Addiko Bank a.d. Banja Luka (Bosnia & Herzegovina) | 355    | 281    | 74    | 0                    | 0    | 352    | 277    | 75    | 0                    | 0    |
| Addiko Bank a.d. Beograd (Serbia)                  | 585    | 432    | 153   | 0                    | 0    | 613    | 454    | 159   | 0                    | 0    |
| Addiko Bank A.D. Podgorica (Montenegro)            | 204    | 146    | 58    | 0                    | 0    | 190    | 138    | 52    | 0                    | 0    |

| Type of contract                                   | 2025      |        |       |           |        |       | 2024      |        |       |           |        |       |
|--|-----------|--------|-------|-----------|--------|-------|-----------|--------|-------|-----------|--------|-------|
|  | PERMANENT | Female | Male  | TEMPORARY | Female | Male  | PERMANENT | Female | Male  | TEMPORARY | Female | Male  |
| <b>ADDIKO GROUP TOTAL</b>                          | 93.6%     | 70.6%  | 29.4% | 6.4%      | 76.3%  | 23.7% | 92.3%     | 70.8%  | 29.2% | 7.7%      | 74.9%  | 25.1% |
|  | 2,545     | 1,798  | 747   | 173       | 132    | 41    | 2,515     | 1,780  | 735   | 211       | 158    | 53    |
| Addiko Bank AG Vienna (Austria)                    | 154       | 73     | 81    | 6         | 1      | 5     | 147       | 71     | 76    | 10        | 3      | 7     |
| Addiko Bank d.d. Zagreb (Croatia)                  | 690       | 488    | 202   | 25        | 17     | 8     | 705       | 498    | 207   | 18        | 12     | 6     |
| Addiko Bank d.d. Ljubljana (Slovenia)              | 343       | 219    | 124   | 14        | 9      | 5     | 323       | 205    | 118   | 23        | 14     | 9     |
| Addiko Bank d.d. Sarajevo (Bosnia & Herzegovina)   | 305       | 233    | 72    | 37        | 31     | 6     | 305       | 232    | 73    | 40        | 34     | 6     |
| Addiko Bank a.d. Banja Luka (Bosnia & Herzegovina) | 337       | 263    | 74    | 18        | 18     | 0     | 325       | 251    | 74    | 27        | 26     | 1     |
| Addiko Bank a.d. Beograd (Serbia)                  | 535       | 392    | 143   | 50        | 40     | 10    | 547       | 410    | 137   | 66        | 44     | 22    |
| Addiko Bank A.D. Podgorica (Montenegro)            | 181       | 130    | 51    | 23        | 16     | 7     | 163       | 113    | 50    | 27        | 25     | 2     |

| Working time                                       | 2025      |        |       |           |        |       | 2024      |        |       |           |        |       |
|--|-----------|--------|-------|-----------|--------|-------|-----------|--------|-------|-----------|--------|-------|
|  | FULL TIME | Female | Male  | PART TIME | Female | Male  | FULL TIME | Female | Male  | PART TIME | Female | Male  |
| <b>ADDIKO GROUP TOTAL</b>                          | 97.8%     | 70.9%  | 29.1% | 2.2%      | 73.8%  | 26.2% | 97.2%     | 71.1%  | 28.9% | 2.8%      | 69.3%  | 30.7% |
|  | 2,657     | 1,885  | 772   | 61        | 45     | 16    | 2,651     | 1,886  | 765   | 75        | 52     | 23    |
| Addiko Bank AG Vienna (Austria)                    | 142       | 59     | 83    | 18        | 15     | 3     | 142       | 61     | 81    | 15        | 13     | 2     |
| Addiko Bank d.d. Zagreb (Croatia)                  | 710       | 503    | 207   | 5         | 2      | 3     | 719       | 508    | 211   | 4         | 2      | 2     |
| Addiko Bank d.d. Ljubljana (Slovenia)              | 346       | 219    | 127   | 11        | 9      | 2     | 334       | 209    | 125   | 12        | 10     | 2     |
| Addiko Bank d.d. Sarajevo (Bosnia & Herzegovina)   | 340       | 262    | 78    | 2         | 2      | 0     | 345       | 266    | 79    | 0         | 0      | 0     |
| Addiko Bank a.d. Banja Luka (Bosnia & Herzegovina) | 355       | 281    | 74    | 0         | 0      | 0     | 351       | 276    | 75    | 1         | 1      | 0     |
| Addiko Bank a.d. Beograd (Serbia)                  | 561       | 416    | 145   | 24        | 16     | 8     | 571       | 429    | 142   | 42        | 25     | 17    |
| Addiko Bank A.D. Podgorica (Montenegro)            | 203       | 145    | 58    | 1         | 1      | 0     | 189       | 137    | 52    | 1         | 1      | 0     |

12.1.7. ESRS S1-7 - Characteristics of non-employees in the company’s own workforce

|  | 2024 | 2025 |
|--|------|------|
| Number of non-employees in own workforce                         | 118  | 85   |
| Number of non-employees in own workforce - self-employed people  | 0    |      |
| Number of non-employees in own workforce - other workers on site | 118  | 85   |

Currently, 85 non-employees (administration, call centre, collections call centre) are employed at Addiko Bank through service contracts or external agencies. The data is illustrated based on the headcount at the end of the reporting period, provided by local People & Culture teams, not validated by any external body other than the assurance provider.

On the other hand, security and facility management services are subcontracted to external companies. Employees of these subcontractors are considered value chain employees operating at Addiko’s business sites. The employers of the aforementioned employees are responsible for compliance with all relevant laws and regulations (labour law, working conditions, health and safety, grievance mechanisms, etc.)

Addiko’s procurement process for these services incorporates an evaluation of suppliers based on key criteria. The following aspects are comprehensively reviewed:

- **Compliance with Workplace Health and Safety Regulations:** suppliers must adhere to established health and safety standards to ensure the well-being of their workforce.
- **History of Complaints or Sanctions:** suppliers are assessed for any prior complaints or legal actions to confirm their track record of ethical conduct.
- **Occupational Accident Records:** data on workplace accidents from the past two years are scrutinised to evaluate suppliers’ commitment to worker safety.

While risks related to workers in the value chain are deemed immaterial to Addiko’s direct activities, the bank remains dedicated to promoting transparency and accountability. Addiko actively engages with suppliers to ensure adherence to labour standards and to foster continuous improvement in working conditions. This includes encouraging open dialogue with stakeholders to uphold best practices in labour management.

ESRS S1-8 - Collective bargaining coverage and social dialogue

Collective bargaining is recognised as an important aspect of employee relations at Addiko Bank. While no specific actions or targets have been set yet, ongoing assessments will guide potential measures to support and enhance this area. Addiko affirms its commitment to respecting and upholding the principles of freedom of association and the effective recognition of the right to collective bargaining. Addiko does not support any actions or practices that hinder employees from exercising their rights. Addiko believes in open communication, fair negotiations and the empowerment of employees to voice their concerns and interests. In accordance with the Austrian Labour Constitution Act, representatives of the Addiko Bank AG Works Council have seats and voting rights on the Supervisory Board of Addiko Bank AG. Trade union representatives are entrusted to express the concerns of the workforce: GPA trade union, Sindikat bankarskih i finansijskih djelatnika (“SBF-SP”), Sindikat Slavonske banke (“SBO”), Sindikat bančništva Slovenije.

For reporting purposes, both Addiko Austria and Addiko Montenegro count less than 10% of total Group employees, therefore are not shown in the table. Only Addiko Serbia and Slovenia have the bargaining agreement, while it is not existing in Bosnia and Herzegovina (both entities) nor in Croatia. The Works Council is active in Croatia, Austria and Montenegro, and their activities cover all employees (unless justified exclusion criteria exist as per local regulation).

**Status for Addiko countries** - data for this paragraph is collected by People & Culture departments from Addiko entities, based on the headcount at the end of reporting period, not validated by external bodies. Addiko does not have information about any agreement with its employees for representation by a European Works Council (“EWC”), a Societas Europaea (“SE”) Works Council, or a Societas Cooperativa Europaea (“SCE”) Works Council.

| Rate of employees with collective bargaining or employee representation coverage | Collective Bargaining                                   |   | Social dialogue  |
|--|---|---|--|
|  | Employees EEA (by country, if > 10% of total employees) | Employees Non-EEA (by country, if > 10% of total employees) | Workplace representation - EEA (by country, if > 10% of total employees) |
| 0-19%  | Croatia   | BiH (Banjaluka & Sarajevo)                                  |  |
| 20-39%   |   |   | Croatia (Trade union)  |
| 40-59%   |   |   |  |
| 60-79%   |   |   |  |
| 80-100%  | Slovenia  | Serbia  | Croatia (Works Council), Slovenia (Trade union)                          |

## 12.1.8. ESRS S1-9 - Diversity metrics

| Gender distribution top management by level | 2025 |       | 2024 |       |
|---|------|-------|------|-------|
| Management Board                            | 22   |       | 22   |       |
| o/w Female                                  | 5    | 22.7% | 4    | 18.2% |
| o/w Male                                    | 17   | 77.3% | 18   | 81.8% |
| B-1 managers                                | 118  |       | 121  |       |
| o/w Female                                  | 55   | 46.6% | 57   | 47.1% |
| o/w Male                                    | 63   | 53.4% | 64   | 52.9% |

| Age Distribution   | 2025  |       | 2024  |       |
|--------------------|-------|-------|-------|-------|
| under 30 years old | 425   | 15.6% | 385   | 14.1% |
| 30 -50 years old   | 1,749 | 64.4% | 1,830 | 67.1% |
| over 50 years old  | 544   | 20.0% | 511   | 18.8% |

Addiko Bank's commitment to equal treatment and opportunities aligns with key sustainability themes defined under the European Sustainability Reporting Standards (ESRS). Guided by its responsibility toward society, Addiko Bank drives initiatives that promote diversity, equity and inclusion in line with evolving societal expectations. The Bank is dedicated to building a diverse and inclusive workforce by ensuring equal opportunities for employment, learning and development, regardless of gender, race, nationality, religion, ethnic origin, sexual orientation (including LGBTQIA+), age, marital or parental status, or any other personal characteristic.

Addiko Bank is committed to fostering a diverse and inclusive work environment where every employee feels valued for their unique contributions and talents and where they are empowered to be their authentic selves.

The Group Diversity and Inclusion Strategic Action Plan aims at advancing diversity and inclusion initiatives across Addiko Bank's geographical footprint. It represents its dedication to promoting diversity and serves as a roadmap for implementing specific strategies, initiatives and measurable actions to effectively foster diversity, equity and inclusion.

The Strategic Action Plan defines targets for gender equality in Supervisory Boards, Management Boards, for B1 Directors as well as succession pools for key positions, setting a clear direction for achieving gender balance across organisational hierarchies. It is structured to address various categories.

Addiko Bank remains committed to promoting gender balance by actively identifying and developing internal talent from underrepresented genders for board positions at both Management and Supervisory levels across all Addiko Bank entities. In 2025, this approach led to the appointment of three internally promoted female Supervisory Board members across various local Addiko banks.

The Bank's ongoing efforts to strengthen talent management and succession planning are reflected in its robust internal talent pool. Through annual leadership development programmes and talent reviews, Addiko Bank consistently identifies future leaders and successors. This commitment is evidenced by an internal filling rate of nearly 80% for managerial positions over the past three years. During 2025, within Addiko's internal promotions to

managerial roles, 61% were female colleagues (in 2024 60%).

Addiko Bank remains dedicated to fostering a culture of learning, exemplified by its mentoring programme, which pairs talented individuals with senior mentors to support their professional development. In 2025, Addiko Bank Sarajevo, in partnership with Deloitte, continued the “Women’s Mentoring Network”, a community initiative launched in 2021. This five-month programme invites women from across Bosnia & Herzegovina (BiH) to strengthen their leadership and managerial skills. Organised by Addiko Bank’s Corporate Communications and People & Culture teams, the initiative is sponsored by the CEOs of Addiko Bank Sarajevo and Deloitte in BiH.

Further reflecting its commitment to advancing women’s economic empowerment, Addiko Bank Serbia is a member of the American Chamber of Commerce’s “Empower HER” initiative, promoting gender equality in international trade. Additionally, Addiko Bank Croatia actively participates in the “Financial Literacy” project, contributing to financial education and awareness.

Addiko Bank Croatia, Serbia, and Sarajevo have been recognised with MAMFORCE awards, highlighting their commitment to corporate family responsibility and gender equality. Moreover, Addiko Bank Croatia distinguished itself by earning the upgraded MAMFORCE Grow certificate, reflecting its advanced capabilities in fostering an inclusive and supportive workplace.

Addiko Bank AG has partnered with Women on Boards Adria (“WOBA”) as a Corporate Founding Partner at the group level, reinforcing its commitment to advancing gender diversity at the board and executive levels. Through this collaboration, Addiko Bank and WOBA will raise awareness about the importance of women’s representation and inclusion at all organisational levels.

The collaboration is focused on three key pillars: talent management, leadership network and policy advocacy. Seven WOBA ambassadors from Addiko Bank, both women and men, assist WOBA’s strategic development and support career advancement through networking, knowledge sharing, mentoring and training initiatives. In addition, 35 selected Addiko talents have the opportunity to access WOBA leadership developmental activities to further build knowledge and experience acumen and prepare for the next career steps. As a corporate partner from the banking sector, Addiko Bank will play a pivotal role in expanding WOBA’s leadership network and promoting gender diversity as a cornerstone of responsible business practices.

This collaboration underscores a shared dedication to building an inclusive workplace where diverse talents can thrive and advance into leadership roles. This partnership aims to unlock the full potential of female leaders, fostering a more innovative and equitable business environment within Addiko Bank’s region.

The principles of diversity and inclusion (“D&I”) are embedded in Addiko’s corporate culture and are reflected in the way selection, recruitment, development, financial equity, talent discussions and internal promotions are conducted. Addiko Bank recognised that its strength lies in diversity and is committed to foster an inclusive environment where everyone feels valued and respected. The Group Diversity & Inclusion Policy - in alignment with EU Directives - aims at integrating D&I principles into every aspect of its operations, cultivating an open organisational environment free from any form of discrimination. The Supervisory Board of Addiko Bank is responsible for providing strategic direction and establishing the D&I targets outlined in the Group Diversity & Inclusion Policy as well as their annual review, which encompasses assessment of the composition of the Management Board as well as a self-assessment of the Supervisory Board. Both the strategy as well as the targets define voluntary measures and initiatives that promote women on the Supervisory Board, Management Board and in senior management positions.

The Diversity & Inclusion Targets for 2025-2027 are designed to actively and strategically advance diversity and inclusion initiatives across the Addiko Bank Group. Additionally, the objective is to establish and attain quantitative objectives aimed at fostering greater gender balance across the Supervisory Board, Management Board and B1 Management levels within the Bank.

## 12.1.9. ESRS S1-12 - Persons with disabilities

Addiko currently employs a total of 39 individuals with disabilities (31 female and 8 male employees), constituting 1.43% of the overall workforce (in 2024 41 employee, 1.5%) Data is collected from employees on voluntary basis, meaning there is no obligation for employees to report their disability status to the employer, unless they would like to exercise certain rights provided by Addiko or local jurisdiction (additional holiday days, payroll deductions, etc.). Due to data privacy considerations and out of respect for the rights of Addiko employees, no further details will be disclosed.

## 12.1.10. ESRS S1-13 - Training and skills development metrics

Addiko's employees have access to numerous learning and development opportunities throughout their careers, including on-the-job training, classroom sessions and digital learning options. Addiko encourages employees to apply for jobs internally and supports cross-departmental transfers. Participation in transformation and group projects also enhances career experiences.

Addiko believes in:

- life-long learning and a “can do”-attitude
- the 10-20-70 development rule, which means 10% in-class training, 20% mentoring and feedback and 70% on the job development
- every employee taking ownership and proactively managing their career.

Addiko's Addiko Academy is an important corner stone of leadership development. Interactive business lectures are also organised in the form of master classes with guest speakers. These initiatives are aligned with Addiko values and competencies and carefully designed to address specific developmental needs within the Addiko Group. Individual development is discussed during the performance reviews and target setting process and highlighted for those in key roles, as well as for other staff members.

The Addiko Academy key focus is on leadership, banking, risk management, sales and compliance areas, but other training topics are also developed annually based on the specific needs of each entity. In the previous year, ESG and Data Governance have been added to the focus area. This approach ensures employees across the whole group receive relevant updates and trainings.

The focus of Addiko's Academy programmes is to ensure effective leadership skills, regulatory compliance, strengthened competencies for serving customers, establishment of analytics and data competencies. Addiko also highlights a prudent risk approach through e-learning, as well as other internal and external training opportunities. The average number of training hours during 2025 per employee of 27.2 hours (average 19 training hours female and average 41.3 training hours male employees) demon-

strates our ongoing focus on employee development. Broken down by categories, 7% of total training hours were invested in managerial soft skills development, 16% in managerial expert topics, while 14% were invested in non-managerial soft skills development with 63% of training hours for non-managerial expert topics. The average number of training hours during 2024 per employee was 20.9 hours (avg. 24h females and avg. 16.3h males). 8% in managerial soft skills development, 15% in managerial expert topics, while 13% in non-managerial soft skills and 64% for non-managerial expert topics.

Newly appointed senior management is continuously provided with extensive internal and external onboarding support to help them integrate into the culture and working practices at Addiko. In addition, coaching and mentoring opportunities are consistently offered, ensuring effective employee competencies and capabilities.

Addiko conducts regular training courses on compliance, anti-money laundering (AML), information security, data protection, operational risk and fraud, etc. Once the focus areas have been identified, specialists define which training courses apply to all employees or target groups for each course content category.

Addiko expressly encourages its employees to openly address any concerns they may have about proper conduct in business situations. The bank also encourages them to solicit advice and inform all employees about whom they can contact if they have doubts or questions.

Data related to performance reviews is shown on headcount basis at the end of reporting period. Addiko has a clear policy that every single employee, regardless of position and level, must participate in regular performance and career development reviews after 5 months of employment at Addiko, or immediately after return from longer absence. Total number of participants per gender for 2024 and 2025 is shown in the table. Out of the managerial population, during 2025, 285 (98.6%) female and 210 (96.7%) male managers are going through reviews, while for the non-managerial Addiko population, 1,645 (93.1%) females and 578 (97.6%) males are undergoing the same reviews. The result in 2024 was 97% of female and 97.1% of male managerial employees participated reviews, while for the non-managerial Addiko population, we have 89.8% female and 91.9% male undergoing the same review.

| Performance review participation/<br>Training                                    | 2025  |       |      | 2024  |       |      |
|--|-------|-------|------|-------|-------|------|
|  | Nr    | %     | Avg  | Nr    | %     | Avg  |
| Employees who participated in regular performance and career development reviews | 2,579 | 94.9% |      | 2,497 | 91.6% |      |
| o/w Female   | 1,812 | 93.9% |      | 1,762 | 90.9% |      |
| o/w Male   | 767   | 97.3% |      | 735   | 93.3% |      |
| Average number of training hours per employee                                    |       |       | 27.2 |       |       | 20.9 |
| o/w Female   |       |       | 19   |       |       | 24   |
| o/w Male   |       |       | 41.3 |       |       | 19.6 |

### 12.1.11. ESRS S1-14, S1-17 - Health and safety metrics, incidents, complaints and severe human rights impacts

Addiko Bank is committed to maintaining a safe and healthy work environment in compliance with legal health and safety standards. Its workplace practices adhere to relevant Austrian legislation, including the Employee Protection Act (ArbeitnehmerInnenschutzgesetz - "ASchG"), Salaried Employees Act (Angestelltengesetz - "AngG") and Continued Remuneration Act (Entgeltfortzahlungsgesetz - "EFZG"). These regulations set the legal framework for health and safety standards the bank consistently upholds. Beyond legal compliance, Addiko aligns its practices with international labour and human rights standards, including the UN Human Rights Declaration, OECD Labor Standards as well as the ILO's Five Fundamental Principles and Rights at Work. The Bank firmly rejects any practices that compromise employee safety or well-being and is committed to exceeding industry health and safety standards where possible.

Addiko views the physical and mental well-being of its employees as essential. Information about health and safety provisions is readily accessible on the bank's intranet. Lists of Health, Safety and Environment contacts, as well as emergency service details, are prominently displayed in all offices. Addiko has appointed internal safety officers specialising in first aid, occupational health and workplace safety. These officers are responsible for identifying potential hazards, reporting deficiencies and recommending corrective measures. They have the authority to access operational safety records and must be consulted on all health and safety matters.

As outlined in Section 11 of the Employee Protection Act, Addiko Bank's safety representatives (Sicherheitsvertrauenspersonen) play a critical role in ensuring workplace safety. They are entitled to propose improvements, demand corrective actions and escalate unresolved issues to

the Works Council, if applicable. The Bank's management is required to involve safety representatives in all relevant decisions and promptly address any identified risks.

Safety representatives operate independently of management directives and collaborate with designated prevention specialists as mandated by Sections 79-82 of the Employee Protection Act. This collaborative approach ensures a transparent and proactive health and safety culture at Addiko Bank.

All employees are encouraged to contact the safety representatives to:

- ✓ discuss safety and health issues,
- ✓ report all incidents and near misses,
- ✓ forward inquiries to the prevention specialists.

Incidents, complaints, and severe human rights impacts are acknowledged and monitored with diligence and transparency at Addiko Bank. While no specific actions or targets have been set yet, ongoing evaluations will determine necessary measures to strengthen our approach. Addiko respects the protection of internationally proclaimed human rights. Addiko is committed to upholding the fundamental human rights of its employees and expects vendors, business partners and others who provide services on behalf of Addiko to adhere to the same standards. Addiko is committed to a workplace that is free from sexual, racial and other unlawful harassment and from threats or acts of violence or physical intimidation. Abusive, harassing or other offensive conduct, whether verbal, physical or visual, is not tolerated. Addiko's values and workplace behaviours are built on trust, respect and integrity. Addiko is an equal opportunity employer and bases its recruitment, employment, development and promotion decisions solely on a person's ability and potential in relation to the needs of the job. During 2025, two incidents of harassment were reported, thoroughly analysed and follow-up measures have been concluded (in 2024 one complaint was filed). The data was collected from our entities, not validated by any external body.

| Health & Safety, Incidents, Complaints and Severe human right impacts   | 2025  | 2024  |
|---|-------|-------|
| Work related incidents of discrimination  | 0     | 0     |
| Incidents of harrassment  | 2     | 0     |
| Number of complaints filed of Addiko's own workforce  | 0     | 1     |
| Total amount of fines, penalties and compensation of damages as a result of these incidents (in EUR)  | 0     | 0     |
| Number of identified cases of severe human rights incidents   | 0     | 0     |
| Total amount of fines, penalties and compensation of damages as a result of human rights incidents (in EUR)                                     | 0     | 0     |
| Number of work-related accidents (88c)  | 4     | 5     |
| Number of cases of recordable work-related ill health (88d)   | 0     | 0     |
| Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health | 298   | 117   |
| Rate of recordable work-related accidents   | 0.795 | 1.012 |

### 12.1.12. ESRS S1-15 - Work-life balance metrics

Addiko supports good health and well-being. Its employees are encouraged to live a healthy and active lifestyle. Employees of Addiko entities are encouraged to join local gyms as well as to participate in business runs and local marathons. In addition, there are frequent in-office health checks, free vaccination programmes and health-awareness guest speakers at Addiko. As Addiko understands the significance of both physical and mental well-being, numerous initiatives and programmes were organised by Addiko in 2025 such as well-being webinars and workshops, interactive masterclass sessions, a wellbeing retreat programme and the “Rezilijent” well-being platform (in Serbia), including mental health resources and workshops to ensure that employees have the tools and support needed to maintain a healthy work-life balance. All Addiko employees are entitled to family-related leave through local legislation, social policies and/or collective bargaining agreements. The usage of family related leaves is shown in the table. The length of family-related

leave differs throughout entities due to local regulations. Addiko especially fosters a smooth return to work, establishing support programs for parents returning to work after parental leave. Recognising the significance of family-related responsibilities, numerous family-related days off are available to employees (family day, first day of school, marriage, childbirth, moving, death of a family member, etc.), with continuous effort to introduce new benefits, e.g. free day for the birthday (currently available in four Addiko entities).

Flexible work arrangements and remote work opportunities are enhancing flexibility, allowing employees to adjust their work schedule and office attendance to their own needs within the framework provided. The policy empowers individuals to better manage their professional and personal responsibilities so they can achieve a healthier work-life balance. During 2025, 90% of eligible employees actively used the work from home option.

| Family related leave | 2025 |       | 2024 |      |
|----------------------|------|-------|------|------|
| o/w Female           | 213  | 11.0% | 140  | 8.5% |
| o/w Male             | 34   | 4.3%  | 24   | 2.2% |

### 12.1.13. ESRS S1-10, S1-16 - Adequate wages and remuneration metrics

The remuneration strategy rewards performance and contribution by way of an appropriate mix of fixed and variable remuneration. This is market-based and prevents Addiko from taking excessive risk while rewarding sustainability and long-term results. The remuneration policy is governed by the provisions of the applicable legislation, guidelines issued by the European Banking Authority (“EBA”) and the Local National Bank’s decisions. These regulations set out criteria and conditions for payment of variable compensation to managerial staff and employees. The key functions that can significantly affect Addiko’s risk profile within their duties, tasks and activities include members of the Management Board and B1 directors of individual departments, including persons with AML responsibility and the holders of control functions - risk management, compliance and internal audit. Addiko’s variable compensation is awarded according to a variable pay framework and is closely linked to target-oriented performance metrics. The inclusion of variable compensation in the remuneration package allows for outstanding individual and operational team performance to be recognised.

#### Adequate wage

Reviewing the compensation matrix of 2025, Addiko can confirm that the wages of its employees in all countries can be considered adequate. The minimum wage is set in accordance with Directive (EU) 2022/2041 of the European Parliament and of the Council concerning adequate minimum wages in the European Union. For both EU and

non-EU countries, all forms of national legislation and existing collective bargaining agreements have been considered. Only in Austria, the minimum wage is defined by the Collective Agreement of Bank Employees and Bankers. For all other Addiko entities, local legislation (national laws or government decisions on minimal wages) defines minimum wage levels on an annual basis. Based on that, all Addiko entities confirm within the data collection tool that all employees are paid above applicable adequate wage benchmarks.

The EBA has published its revised guidelines on internal governance, which requires all institutions to monitor the development of the gender pay gap. In addition, the EBA published formal “Guidelines on the remuneration, gender pay gap and approved higher ratio benchmarking exercises” under the Capital Requirements Directive 2013/36/EU. Amongst other provisions, it defines a method of reporting the gender pay gap was defined. Data analysis of all Addiko employees’ wages, conducted for the previous period in accordance with the methodology defined by the regulatory framework prescribed by EBA, shows that no structural deficiencies and/or discriminatory practices can be determined in terms of the remuneration practices at Addiko. This means that there are no significant deviations between comparable positions. Addiko is continuously monitoring Gender pay gap results in multiple categories, actively applying improvement actions and measures. The Addiko job structure consists of 13 job grades with two different career paths defined (managerial and non-managerial positions). Total remuneration data will be available by the end of 2Q2026 and will be the basis for the Gender Pay Gap Report.

## Pay gap between women and men (97a) and Annual total remuneration ratio (97b)

For the calculation of the remuneration requirements, Addiko used all employee's gross hourly pay level for 2025, based on fixed (gross salaries and fixed benefits) and variable remuneration. Target bonus values for the variable part of the remuneration were applied, as we do not have confirmed variable amounts at this point. Target bonus percentages are defined by the Addiko Group Remuneration Policy. The data for both requirements is based on headcount at the end of the reporting period and takes the total remuneration for FY 2025 into account, not validated by any external body.

The requirement is shown on a group level, having in mind differences in salary levels and labour market conditions across countries. For comparison with previous years, Gender pay disclosure for 2023 was calculated without hourly gross pay, and for 2024 we used only fixed salary as a basis for the gross hourly pay, both on country level. Due to new understanding of the requirements and industry benchmarks, recalculation for 2024 is done based on total remuneration hourly gross. 2023 is not recalculated due to the impracticality. Annual total remuneration ratio for 2024 is also recalculated on a total group level, as we disclosed it on country level. Gender pay for 2024 based on the old data was 43.48% (decrease 1.81%), Annual total remuneration ratio was 33.13% (decrease 21.31%).

| Remuneration                    | 2025   | 2024   |
|---------------------------------|--------|--------|
| Pay gap between women and men   | 44.09% | 45.29% |
| Annual total remuneration ratio | 54.16% | 54.44% |

Addiko Bank Croatia won the prestigious Equal Pay Champion Award in 2024 and 2025, being recognised among the first companies on the market. It is the first certificate in Croatia based on the principle of "equal pay for equal work" and it is awarded by the SELECTIO Group with the aim of recognising employers who are determined to achieve fairness and equality in their organisation. The Equal Pay Champion certificate makes Addiko especially proud because it recognises our determination to influence the practice of closing the gender pay gap in society and fostering an inclusive organisational culture that provides equal opportunities for all. It is an excellent preparation for the upcoming EU Transparency Pay Directive.

## Performance review

A regular performance review is defined as a review based on criteria known to the employee and their superior undertaken with the knowledge of the employee at least once per year. Regular performance reviews and target setting are essential processes for ensuring employee growth, alignment with business goals and continuous improvement. These reviews provide structured feedback on individual and team performance, helping employees understand their strengths and areas for development.

Guidelines for target setting, mandatory targets and possible types of targets are thoroughly described in the remuneration policy. Quantitative and qualitative targets are set using the SMART framework, ensuring clarity and accountability. It is crucial that employees and managers have the same understanding of the targets set as well as the criteria that will be used for evaluation, with clear explanation of Floor, Target and Cap for every KPI. Managers and employees engage in ongoing dialogue rather than limiting feedback to annual reviews, allowing for real-time adjustments and better alignment with evolving priorities. These assessments are linked to career development opportunities, promotions and performance-based incentives, ensuring motivation and recognition. To maintain fairness and objectivity, Addiko also uses structured evaluation frameworks and tools, e.g. internal customer's satisfaction surveys. Regular performance tracking also helps identify skill gaps, allowing Addiko to design training programmes that enhance workforce capabilities. By fostering a culture of continuous feedback, Addiko empowers employees to take ownership of their professional growth

## 12.2. ESRS S4 - Consumers and End-Users

### 12.2.1. ESRS2 - SBM-3 - Impact, Risk and Opportunity Management

#### 12. Specific group of consumers affected by material risks or opportunities

Consumers and end-users refer to individuals who purchase or use our financial products and services. As a financial institution, Addiko offers a wide range of financial products and services that are affecting our customers in several ways. Within the Double Materiality Assessment (see 10.2.4 ESRS 2 SBM-3 - Sustainability-related impacts, risks and opportunities and their interaction with strategy and

business model), the positive and negative impacts, as outlined in the table below have been recognised as material for Addiko. Among these, the aspect of providing “access to products and services” may have specific implications for certain consumer groups. The following section offers further analysis regarding the consumer groups within Addiko that may be particularly affected.

- **Young Consumers:** younger customers demand seamless digital experiences and personalised financial services. While these groups present significant opportunities to foster loyalty through innovative digital solutions and financial literacy programmes, there is a risk of disengagement if their technological expectations are not met. Continuously enhancing the digital appearance is crucial to meet the needs to this group.

- **Older Consumers:** older consumers may rely on hybrid banking models that combine digital offerings with traditional services accessible within a branch network. Although this group might face challenges in adopting complete digital solutions, offering tailored support and personalised care within Addiko’s branch network may help mitigate the risk of exclusion while ensuring customer satisfaction.

- **Low-Income Consumers:** Addiko’s services create opportunities to support low-income consumers with micro-lending programmes and affordable financial products. These initiatives are designed to build trust and strengthen the bank’s social impact. However, heightened credit default risks are attached to these types of services, requiring more effective risk management measures.

- **Rural Communities:** rural consumers often experience challenges in accessing traditional banking services due to infrastructure limitations. Expanding digital and mobile banking offerings helps bridge this gap, opening opportunities to service underserved regions while promoting financial inclusion.

The following IROs were identified in the assessment. Detailed information, whether any of the topic was considered as systemic in nature is outlined within 12.2.5 ESRS S4-4 Taking action on material impacts.

| Sustainability matter  | Iro No.    | Type of IRO     | Location graphic | Time Span                 | Type      |                     | IRO Description   |
|--|------------|-----------------|------------------|---------------------------|-----------|---------------------|---|
| S4 – Consumers and end-users – Information related impacts: Privacy/ Data Security               | S4 - IRO-1 | Negative impact |                  | Short - mid and long-term | Potential | Direct and indirect | Inadequate data protection measures may expose consumer information to breaches, leading to loss of trust and reputational damage.  |
| S4 – Consumers and end-users: Social inclusion: Access to products and services                  | S4 - IRO-2 | Positive impact |                  | Mid and long-term         | Actual    | Direct              | By ensuring that all banking products and services are accessible to financially vulnerable groups, including people with disabilities and elderly customers, Addiko Bank promotes financial inclusion. |
| S4 – Consumers and end-users: Financial inclusion and capacity building (SASB -company specific) | S4 - IRO-3 | Positive Impact |                  | Mid-term                  | Actual    | Direct              | By promoting financial literacy and offering tailored educational programs, Addiko Bank empowers to make informed financial decisions, contributing to long-term economic resilience and inclusion.     |

## 12.2.2. ESR5 S4-1 - Policies related to consumers and end-users

### Code of Business Conduct and Ethics

Addiko's Code of Business Conduct and Ethics serves as a framework for responsible, compliant and ethical behaviour for all employees in Addiko, which also explicitly outlines the following principles for business conduct with Addiko's clients:

- **Fair and responsible business practices:** Addiko Group commits to acting with integrity, honesty and fairness in its dealings with customers. Addiko ensures contracts are fair and avoids any manipulative or unfair business practices. This benefits consumers by fostering trustworthy and ethical business relationships.
- **Client asset and account protection:** Safeguarding client assets and accounts is a priority. Consumers are assured that their funds and accounts are managed securely and are only handled by authorised personnel. Addiko follows stringent measures to prevent misuse or unauthorised access to customer accounts.
- **Client complaints handling:** Addiko values client feedback and treats complaints as opportunities to improve its services. Complaints are managed efficiently, fairly and promptly. This ensures consumers have a clear channel for addressing issues and receiving resolutions.
- **Protection of Addiko's assets and intellectual property:** While these provisions primarily apply to employees, they indirectly benefit consumers by ensuring that company resources are used responsibly and ethically, preventing misuse that could harm clients or reduce service quality. Clients of Addiko can expect ethical treatment, clear communication and secure handling of their assets and personal data.

The principles defined by the Addiko Group Code of Business Conduct and Ethics ensure that the organisation prioritises customer satisfaction, transparency and long-term trust in all client relationships. The Group Code of Business Conduct and Ethics is approved by the Management Board and acknowledged by the Supervisory Board of Addiko Bank AG, centrally steered by the Managing Director, Group Compliance & AML and implemented across all local entities of Addiko Group. The Code of Business Conduct and Ethics is made available to all employees via the internal Policy app. It is also published on Addiko's website to ensure that potentially affected stakeholder can easily access it. Suppliers must adhere to the principles outlined in the Code of Business Conduct and Ethics as part of Addiko's standard contractual terms for agreements exceeding a defined materiality threshold or demonstrate that equivalent standards are upheld within their own business policies. The effectiveness of the Code

is ensured through an annual review process, and its content is part of the mandatory annual compliance training for all employees. In 2025, a regularly scheduled annual update was done to ensure continuous alignment with regulatory requirements, Addiko values and reinforcement of ethical standards.

### **"How we work at Addiko" Handbook**

The "How we work at Addiko" handbook includes Addiko's Charter of promoting human rights and declares Addiko's commitment to internationally recognised standards. As a responsible international banking group, Addiko understands that its impact extends beyond its internal operations. In this sense, Addiko extends its commitment to include the principles set forth by the International Labor Organisation ("ILO") Declaration on Fundamental Principles and Rights at Work and the Organisation for Economic Cooperation and Development ("OECD") Guidelines for Multinational Enterprises. Addiko is highly focused on ensuring that its actions and practices are harmonised with the principles that underscore the dignity, rights and well-being of every individual in the Addiko value chain.

The following summary outlines the specific relevance of these principles for Addiko's consumers:

#### **1. Universal Declaration of Human Rights ("UDHR")**

Addiko's focus on inclusivity, non-discrimination and respect for freedom are aligned with the UDHR principles. Consumers benefit from services and products rooted in ethical practices and respect for individual dignity.

#### **2. ILO Declaration on Fundamental Principles and Rights at Work**

Addiko's policies align with ILO standards by promoting:

- **Freedom of Association and Collective Bargaining:** ensuring ethical labour practices throughout its supply chain.
- **Elimination of Forced Labour:** Addiko prohibits all forms of forced labour, including child labour, within its operations or supply chain.
- **Supplier responsibility:** Addiko expects its suppliers and partners to uphold the same principles of human rights, labour standards and environmental responsibility. Suppliers are evaluated prior to engagement, including ongoing monitoring of their compliance during the relationship period.
- **Safe Working Conditions:** adherence to HSE ("Health, Safety and Environment") safety standards ensure ethical sourcing and production practices, fostering consumer confidence.
- **Anti-Corruption:** Addiko Group maintains a zero-tolerance policy toward corruption, bribery and unethical practices.

### 3. OECD Guidelines for Multinational Enterprises

Addiko upholds the OECD principles by ensuring transparency, anti-corruption measures and sustainable business practices. This translates into increased trust in the integrity and accountability of the Addiko operations by consumers.

The Addiko Group is committed to maintaining a transparent and accountable approach to addressing human and labour rights violations, as well as breaches of ethical conduct within the organisation.

In the reporting period, no severe human rights issues or incidents related to its consumers were reported.

The “How we work at Addiko” Handbook is approved by the Group Management Board of Addiko Bank AG, centrally steered by the Managing Director, Group Banking Operations. It is made available to all employees within Addiko Bank AG via the internal website and reviewed at least twice a year or more often, if operational changes trigger an earlier review. In 2025, the Handbook was updated exclusively to reflect operational changes. The Handbook also forms part of Addiko’s onboarding procedures within Addiko Bank AG for new employees. Employees are trained on Addiko values and encouraged to report misconduct and potential breaches via established channels.

#### 12.2.3. ESRS S4-2 - Processes for engaging with consumers about impacts

##### Market research initiatives and Net Promoter Score:

Addiko leverages the Net Promoter Score (“NPS”) as a cornerstone of its comprehensive market research strategy. NPS is a globally recognised metric that measures customer satisfaction and loyalty by assessing the likelihood of customers recommending Addiko’s services. Through systematic surveys, the bank gathers both quantitative scores and qualitative feedback, enabling actionable insights.

On a quarterly basis, local Customer Experience Committees are held within each Addiko entity. These Committees are led by the Head of Sales/Product together with the respective Board members for Business and may also include representatives from Operations, Risk, Compliance and IT, to ensure a cross-functional approach to improving products, processes and overall service quality. Within these Committees, NPS results, and related assessments are reviewed and recommendations are formulated, as well as future activities are planned.

Since 2025, Addiko in addition to the NPS also conducts annual analyses of customer preferences and behaviour in the Consumer segment, supported by Ipsos’ BRANDpuls reports across five markets (Slovenia, Croatia, Serbia and Bosnia and Herzegovina), who are coordinated by the

Group Consumer and Group Marketing departments. These insights inform mid-term business planning and help identify key market drivers.

Furthermore, the bank regularly undertakes various surveys focused on service quality, product performance and reasons why customers terminate their relationship with the bank.

For SME end users, Addiko subsidiaries periodically conducts Voice of the Customer (“VOC”) feedback alongside market research initiatives. These initiatives are organised on local entity level in coordination with the Managing Director, Group SME and the Group Expert for SME strategic products. Focus group interviews are conducted in all subsidiaries and facilitated by external market research teams. These sessions involve both, Addiko and non-Addiko clients and ask open, explorative questions to assess satisfaction drivers, customers potential and reasons for switching banks. While sustainability-related matters were not explicitly addressed, relevant feedback on these matters was still captured. The results of Group SME market research initiatives are reported, either by the external agencies or internal departments to the respective local Management Boards. These bodies hold operational responsibility to evaluate the findings and in alignment with the Managing Director of Group SME implementing feedback and adapting strategy accordingly. Combined with data from customer complaints, these findings shape major strategic actions aimed at enhancing products, services and the overall customer experience.

#### 12.2.4. ESRS S4-3 - Processes to remediate negative impacts and channels for consumers to raise concerns

Addiko is required to have an appropriate and effective complaints management framework in place, including procedures and systems that enable fair resolution of disputes. The Group Compliant Management Policy set the standard for managing feedback and complaints and ensure that each complaint is handled promptly and professionally in line with local and international standards. Complaints can be submitted through in-person interaction with customer-facing employees, through contact centres, digital channels (email, mBanking, eBanking), in writing through email and mail or within a book of complaints. Clients can find comprehensive information about the channels and procedures for submitting complaints on Addiko’s official websites, where they also find a description on the general complaint handling process, Addiko’s commitment to respond to each complaint within five working days and available escalation options, if the proposed resolution is not satisfactory.

Whenever, a whistleblowing concern is communicated through any complaint management channel, it will be treated in accordance with Addiko’s Compliance Policy.

Such reports will be managed confidentially and individuals submitting them in good faith are protected against any form of retaliation.

The metrics for customer complaints adhere to local and international standards, EU Directives and are communicated by Addiko Bank AG to its subsidiaries and implemented consistently across the group through the Group Complaint Management Policy. All channels are managed internally. The Bank has no reliance on external factors.

Each Addiko entity has an appointed Complaint Manager, who ensures the implementation and monitors the efficiency of Addiko's complaint management system. All complaints are appropriately logged, reviewed, investigated and addressed in accordance with the policy. A consolidated report on all complaints registered is provided on a quarterly basis to the Group Consumer Leader and reported to the Group Management Board. The Management Board of each Addiko entity receives quarterly complaint records and possible actions and improvement measures are discussed within the Customer Experience Committee. This Committee also analyses metrics of complaints to ensure that potential systemic issues are identified and to track the effectiveness of remediation measures. Complaints are also reported externally to local regulators, as required by relevant legislation.

All customer-facing employees receive customised training according to their job function and are familiarised with Addiko's internal policies and operations including conflict resolution, complaint handling and crisis negotiation courses. Employees responsible for the overall complaint management and resolution process, periodically undergo training in line with relevant Addiko policies and processes as well as the Addiko escalation and resolution path frameworks.

In 2025, all complaints received by the relevant departments were dealt with in accordance with Addiko's internal policies and processes.

### 12.2.5. ESRS S4-4 Taking action on material impacts

To address the impacts that were identified in the Double Materiality Assessment, Addiko has taken the following actions within the reporting period:

### Privacy and Data Security

Addiko relies on advanced technology to deliver fast and convenient services to its customers. While this digital approach offers significant benefits, it also increases the exposure to potential negative impacts such as data breaches or leakages due to insufficient protection measures, which could result in a loss of trust and reputational damages for the bank. **(S4-IRO1 - negative impact)** As the negative impact regarding privacy and data security is classified as potential, it may lead to a potential systematic impact, since inadequate data protection measures could affect multiple consumers and the organisation's reputation on a broad scale. Strong data security is therefore a prerequisite to safeguard customer trust.

#### Policies related to privacy and data security

The General Data Protection Policy defines the principles for processing personal data within Addiko Group in line with GDPR requirements and applicable national data protection laws. This Policy is formally approved by the Management Board, administered by the Group Data Protection Officer ("DPO") and reviewed annually to ensure ongoing relevance and effectiveness. Together with the formalised Data Protection Programme, the Policy guarantees that robust data protection measures are implemented and that clearly defined processes for managing and responding to potential incidents are in place.

In the event of a personal data breach, the Information Security Incident and Data Breach Management Policy provides clear steps for managing such incidents—ensuring rapid restoration of affected systems, containment of consequences and timely notification to regulators when required. This Policy is approved by the Management Board and administered jointly by the Group Chief Information Security Officer ("CISO") and Group DPO. Both policies are subject to an annual update process to assess their effectiveness and incorporate necessary changes where required.

All employees must complete mandatory training on personal data protection and security within two weeks of joining Addiko and annually thereafter. Additional tailored, role-specific training is provided as needed.

## Action and Performance

Addiko has implemented a Data Protection Programme across all subsidiaries to ensure compliance with the European General Data Protection Regulation (EU 2016/679 “GDPR”) in all affiliated banks. The Programme consists of several key building blocks:

- **Governance and Roles**

Each subsidiary appoints a Data Protection Officer (“DPO”) responsible for GDPR compliance, advising departments on data processing and promoting the programme locally. The Group Data Protection function, led by the Group DPO, oversees implementation across Addiko and coordinates activities of local DPOs.

- **Training and Awareness**

All employees receive basic data protection training and awareness sessions. DPOs undergo advanced training through the internal DPO Forum, including an annual event focused on regulatory updates and projects. Weekly meetings ensure alignment on current topics.

- **Security Measures**

Organisational and technical measures are deployed to ensure secure processing of personal data. Each subsidiary has a CISO responsible for monitoring these measures and IT system effectiveness. The Group CISO manages local CISOs, and both the Group CISO and Group DPO report regularly to the Management and Supervisory Boards.

The Group CISO is responsible for setting group-wide objectives aligned with the overarching Business and Risk Strategy. These objectives are formally reflected in the Information Security Policy and Digital Operational Resilience Strategy.

Progress toward achieving the objectives is continuously monitored through a standardised Information Security Dashboard, supported by defined KPIs and KRIs. Regular quarterly evaluations are conducted using predefined metrics and thresholds. Outcomes, including progress assessments, identified shortcomings and corrective actions, are reported to the Group Risk Executive Committee and local Management Boards.

## PRIVACY AND DATA SECURITY

|                                       |   |  |  |
|---------------------------------------|---|--|--|
| Material IRO addressed by the action  | <b>S4-IRO-1 - Negative impact: Privacy:</b> Inadequate data protection measures may expose consumer information to breaches, leading to loss of trust and reputational damage.  |  |  |
| Relation to policy                    | Data Protection Policy<br>Information Security Incident and Data Breach Management Policy   |  |  |
| Actions                               | N°1 - Implementation and continuous improvement of the Addiko Data Protection Programme.<br>N°2 - Implementation and continuous improvement of all technical and organisational measures that guarantee the safe processing of data and protection of other assets.   |  |  |
| Scope of the actions                  | <input type="checkbox"/> Downstream   | <input checked="" type="checkbox"/> Own Operations | <input checked="" type="checkbox"/> Upstream |
| Time horizon to complete action       | ongoing   |  |  |
| Progress to previous reporting period | N°1 - Methodologies for risk assessments were reviewed and enhanced, a new tool for oversight of processing activities was introduced, transparency notifications were updated, training for the internal team was delivered, and new functionalities were developed to improve contact data accuracy, thereby reducing the likelihood of data breaches.<br>N°2 - Security trainings were refreshed, new measures for preventing data loss were introduced, and internal processes were reviewed against new regulatory requirements (e.g. DORA). |  |  |
| Key actions as remedy (if relevant)   | not relevant  |  |  |
| Financial resources allocated         | Expenses are part of regular IT expenditures and therefore not specifically allocated   |  |  |

## Access to products and services

As banking becomes increasingly digital, ensuring that products and services remain accessible to all customers is essential. Addiko is committed to removing barriers that could prevent vulnerable groups—such as people with disabilities and elderly customers—from using its services with ease and confidence (**S4-IRO2 - positive impact**), which is also in line with ambitions from the European Accessibility Act and best-practice within the banking industry.

To ensure the broadest possible access to its products and services, Addiko uses a hybrid distribution approach consisting of physical branches, modern digital channels and partnerships with merchants. Addiko Bank AG and Addiko's banking entities in CSEE are fully compliant with local laws and regulations in terms of enabling access to people with disabilities. In addition to fulfilling its legal obligations, Addiko continuously improves the accessibility of its branches, for example by installing wheelchair ramps and other features that make in-person banking more convenient. By aligning its branch network with the principles of the European Accessibility Act -even in non-EU countries- Addiko demonstrates its commitment to equal access and a positive experience for every customer.

### Policies related to access to products and services

This commitment is also embedded in Addiko's Code of Business Conduct and Ethics, which explicitly includes the

principle of ensuring access to products and services for all consumers, including those with disabilities.

The Code is approved by the Group Supervisory Board of Addiko Bank AG, centrally steered by the Managing Director, Group Compliance & AML and implemented across all local entities of the Addiko Group. The Code is subject to an annual review process and is also available on Addiko's website to ensure that potentially affected stakeholders can access it easily.

### Action and performance

On the physical side, Addiko continuously reinvests in its branch network as part of its regular operational and infrastructure upgrades. This includes upgrading ATMs to meet accessibility requirements and installing features such as wheelchair ramps to ensure convenient access for all customers.

On the digital side, we aim to ensure that all services meet accessibility standards by using clear and simple language, providing alternative text for non-text content, maintaining readable font sizes and sufficient colour contrast and offering alternatives to biometric identification methods.

These commitments are part of Addiko's standard operational and infrastructure upgrades across all countries of operation—not only in those subject to the European Accessibility Act. Addiko has not yet established targets or implemented a monitoring process to assess the effectiveness of this action.

## ACCESS TO PRODUCTS AND SERVICES

|                                       |   |  |                                   |
|---------------------------------------|---|--|-----------------------------------|
| Material IRO addressed by the action  | <b>S4-IRO-2 - Positive impact: Access to products and services:</b> By ensuring that all banking products and services are accessible to financially vulnerable groups, including people with disabilities and elderly customers, Addiko Bank promotes financial inclusion.   |  |                                   |
| Relation to policy                    | Code of Business Conduct and Ethics   |  |                                   |
| Actions                               | <p>Addiko Bank promotes inclusive access by offering user-friendly digital products and maintaining a branch network that aligns with the European Accessibility Act—even in non-EU countries—to support vulnerable customer groups. On the digital side, Addiko ensures that all services meet accessibility standards by using clear and simple language, providing alternative text for non-text content, maintaining readable font sizes and sufficient colour contrast and offering alternatives to biometric identification methods.</p> <p>On the physical side, Addiko continuously reinvests in its branch network as part of its regular operational and infrastructure upgrades. This includes upgrading ATMs to meet accessibility requirements and installing features such as wheelchair ramps to ensure convenient access for all customers.</p> |  |                                   |
| Scope of the actions                  | <input checked="" type="checkbox"/> Downstream  | <input checked="" type="checkbox"/> Own Operations | <input type="checkbox"/> Upstream |
| Time horizon to complete action       | annual activities   |  |                                   |
| Progress to previous reporting period | Upgrade of ATMs to meet accessibility requirements in Slovenia and Bosnia and Herzegovina, along with the installation of barrier-free ramps to ensure convenient access. Refurbishments across the Montenegrin branch network incorporate Braille signage, tactile navigation aids and dedicated desks for clients with disabilities to enhance accessibility.   |  |                                   |
| Key actions as remedy (if relevant)   | No incident happened that harmed a person, therefore no remedy.   |  |                                   |
| Financial resources allocated         | Investments are aligned with Addiko's regular refurbishment activities, no detailed breakdown or specific allocation of expenditure is available  |  |                                   |

## Financial inclusion and capacity building

Addiko recognises the important role access to quality information and financial literacy plays in empowering individuals to make informed decisions and achieve financial well-being. **(S4-IRO3 - positive impact)**. Addiko’s commitment extends beyond traditional banking services to actively promoting financial education and transparency. Addiko appreciates that informed customers are not only better positioned to manage their finances effectively but will also contribute to a more resilient and stable financial community. In recognising the importance of financial literacy, Addiko tailors its communication strategies to ensure clarity and accessibility. Addiko provides comprehensive information about its products and services, terms and conditions as well as financial planning tips to facilitate a deeper understanding among its diverse customer base.

Through various channels, including online resources, workshops, social media activities and podcasts, Addiko strives to equip customers with the knowledge and skills required to navigate the complexities of personal finance.

Addiko aims to foster a financially literate clientele and empower individuals to make sound financial decisions, build a secure future and participate actively in the evolving landscape of personal finance. Addiko intends to increase the frequency and substance of these programmes to target all categories of clients in all its countries of operations. Information about these programmes can be found on the respective websites of the local Addiko banks.

### Policies related to financial inclusion

The Group’s Credit Policy sets out principles for credit risk management and supports a strong risk culture. The acceptance of credit risk is an integral part of the core business and fulfilling the financial goals requires sound commercial decisions. Among other things, Addiko’s Credit Policy sets principles for the customer’s credit risk profile, products provided, collaterals, concentration risks, which markets Addiko provides financing to and how the exposures are monitored and reported. The policy is approved by the Group Management Board and is owned by the Managing Director, Group Credit Risk Management.

## FINANCIAL INCLUSION AND CAPACITY BUILDING

|                                       |  |                  |            |
|---------------------------------------|--|------------------|------------|
| Material IRO addressed by the action  | <b>S4-IRO-3 - Positive impact: Financial inclusion and capacity building:</b><br>By promoting financial literacy and offering tailored educational programs, Addiko Bank empowers to make informed financial decisions, contributing to long-term economic resilience and inclusion.   |                  |            |
| Relation to policy                    | Credit Policy  |                  |            |
| Actions                               | Promote financial literacy by offering a variety of learning formats including workshops, seminars and online courses, track participation rates and gather feedback on relevance of the financial literacy programmes. Establish partnerships with community organisations, schools and non-profits to promote financial literacy.  |                  |            |
| Scope of the actions                  | x Downstream   | x Own Operations | □ Upstream |
| Time horizon to complete action       | 2029   |                  |            |
| Progress to previous reporting period | Addiko has established landing pages on their local websites to provide customers with detailed explanation on their products, services, terms and conditions to enable customers to make informed decisions.<br>Addiko Bank Croatia, together with the Faculty of Science in Zagreb has developed educational materials regarding financial literacy. An online financial literacy quiz was conducted for children (from the 5 <sup>th</sup> to the 8 <sup>th</sup> grade of primary schools) in Croatia. A total of approximately 2,200 pupils participated in this initiative. In addition, a workshop “Let’s talk about money” was launched to raise public awareness on the open conversation about money.<br>Addiko Bank Montenegro aired a 4-part podcast series in cooperation with ‘Centre of Moms’ in Montenegro on how to successfully operate a family budget.<br>Addiko Bank Banja Luka produced educational videos to promote practical financial use, and a special educational theatre performance was produced, tailored for a young audience, to introduce them to the concepts of saving and financial responsibility in a fun and age-appropriate way. |                  |            |
| Financial resources allocated         | within annual marketing budget, not further specified  |                  |            |

| TARGET   |  |
|--|--|
| Targets to be achieved   | Execute a minimum of one financial literacy initiative (e.g. educational material, cooperations with schools and universities, social media activities) on local level per year  |
| Scope of targets   | x Downstream                      x Own Operations                      □ Upstream   |
| Description of the targets   | Currently, Addiko does not standardise financial literacy activities for Addiko entities on a groupwide basis. Therefore, within Addiko's ESG strategy, it has been decided that starting in 2025, each entity will carry out one 'lighthouse' activity, which will be part of Addiko's ESG strategy initiatives and subject to this monitoring process. |
| Methodology for target setting                                     | Financial literacy initiatives included within the ESG strategy initiatives and aligned with local marketing departments of each entity.   |
| Tracking the effectiveness of the actions to address material IROs | As part of the ESG strategy initiatives regularly monitored and reported to the Group Management Board.  |
| Stakeholders affected/involved in the target setting               | Initiatives are carefully aligned with local marketing departments, but consumers are not directly involved in the planning activities.  |
| Relationship of the target to policy objectives                    | No policy in place, instead, it relates to the ESG strategy  |

| TARGET OVERVIEW  |               |   |  |      |
|--|---------------|---|--|------|
|  | Baseline 2024 | 2025  | 2026                                     | 2027 |
| Secure Employment (min. % of employees included in stay interview process) |               | SME Academy project, websites, videos, organizing events in schools | 1 financial literacy activity per entity |      |

### 13. Governance Information

#### 13.1. Governance

##### 13.1.1. ESRS 2 SBM-3 - Impact, Risk and Opportunity Management

Within the Double Materiality Assessment (see 10.2.4 ESRS 2 SBM-3 - Sustainability-related impacts, risks and opportunities and their interaction with strategy and business model), the positive and negative impacts, as outlined within below table have been recognised as material for Addiko.

The assessment revealed that a strong corporate culture definitely represents a positive impact in the medium to long term. By fostering Addiko’s shared values, open communication and regular feedback activities that actually result in actions, Addiko creates an environment where employees feel valued and empowered. Although Addiko

maintains a limited number of direct business relationships with suppliers—primarily IT vendors—represent an important cornerstone of Addiko’s operations and sustainability performance.

Conversely, certain potential negative impacts are highly relevant to the financial industry and therefore considered material for Addiko. These include the importance of whistleblower protection and potential risk of corruption and bribery. Fear of retaliation may discourage employees from reporting concerns, undermining fairness and accountability. Similarly, corruption and bribery, if they occur, would compromise ethical standards, erode trust and expose employees to moral conflicts.

The following sections outline the actions and measures implemented to strengthen governance, mitigate potential negative impacts and reinforce positive outcomes across our business conduct practices.

| Sustainability matter   | Iro No.    | Type of IRO     | Location graphic | Time Span                 | Type      |                     | IRO Description   |
|---|------------|-----------------|------------------|---------------------------|-----------|---------------------|---|
| G1 – Business conduct – Corporate culture   | G1 - IRO-1 | Positive impact |                  | Mid-term                  | Actual    | Direct              | A strong corporate culture, consistently reinforced through open communication, shared values and regular feedback, creates an environment where employees feel valued and supported. When individuals identify with this culture, they gain confidence, embrace learning opportunities and gain confidence in decision-making. |
| G1 – Business conduct – Protection of whistleblowers  | G1 - IRO-2 | Negative impact |                  | Mid-term                  | Potential | Direct and indirect | Fear of retaliation or career disadvantages may discourage individual employees from reporting concerns. This can cause stress and ethical dilemmas, weaken early detection of misconduct and allow harmful practices to persist, which ultimately undermines fairness and accountability.                                      |
| G1 – Business conduct – Management of relationships with suppliers including payment practices" | G1 - IRO-3 | Positive impact |                  | Short-term                | Actual    | Direct              | Responsible sourcing across Addiko Bank’s value chain enhances sustainability performance and promotes ethical business conduct by ensuring supplier compliance with environmental, social and governance standards   |
| G1 – Business conduct – Corruption and bribery: Incidents"                                      | G1 - IRO-4 | Negative Impact |                  | Short - mid and long-term | Potential | Direct              | Corruption and bribery compromise ethical standards. These practices not only lead to unfair business conduct and damaged relationships with customers and partners but also expose employees to moral conflicts, pressure and loss of trust in leadership - creating a stressful and unsafe work environment.                  |

## 13.1.2. ESRS G1-1- Business Conduct Policies and Corporate Culture

This chapter gives an overview of the key policies in place to uphold ethical standards, ensure regulatory compliance and foster accountability across all areas of operations.

### Policies related to Business Conduct Code of Business Conduct and Ethics

Addiko's Code of Business Conduct and Ethics serves as foundation for managing material impacts (**G1-IRO-1-Corporate Culture - positive impact, G1-IRO-2-Protection of whistleblowers and IRO-4 Corruption and bribery - negative impacts**).

As outlined in detail within the previous section the Code applies to all employees and is implemented across all operations in the Group.

It includes strong anti-corruption and anti-bribery measures, supported by comprehensive whistleblower protection mechanisms to promote ethical practices and accountability. The Addiko Code of Business Conduct and Ethics sets out the principles that guide how the Bank interacts with its stakeholders, including employees, suppliers and other business partners and defines what responsible and ethical business practices look like within the Group. While the Code provides clear expectations for integrity and compliance in all interactions, stakeholders are not directly involved in the policy-setting process.

The Code is approved by the Group Supervisory Board of Addiko Bank AG, centrally steered by the Managing Director, Group Compliance & AML and implemented across all local entities of the Addiko Group. The Code is subject to an annual review process and is also available on Addiko's website to ensure that potentially affected stakeholders and those who need to help implementing the Code can access it easily. Addiko expects its external service providers and business partners to share Addiko Bank Group's commitment to integrity, customer service, ethics, compliance and to act in consistence with this Code of Business Conduct and Ethics.

Further details on the internal approval process and responsibilities, as well as how these information is made available to employees are stated under *12.2.2 ESRS S4-1 - Policies related to consumers and end-users*.

### Handbook "How we work in Addiko"

The "How We Work at Addiko" Handbook defines the Bank's vision, strategy and principles for responsible business conduct (**G1-IRO-1 - positive impact**). It includes Addiko's Charter for promoting human rights and affirms adherence to internationally recognised standards such as the International Labour Organization (ILO) Principles, Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, and the

UN Human Rights Charter. Addiko is committed to maintaining a transparent and accountable approach to addressing human and labour rights violations as well as breaches of ethical conduct within the organisation. All employees, customers, stakeholders and third parties are encouraged to report any concerns, observations or suspicions of violations promptly via the established whistleblowing platforms. For detailed information please refer to *12.2.2 ESRS S4-1 - Policies related to consumers and end-users*

### Policies related to Protection of Whistleblowers

Addiko as a financial institution is subject to legal requirements under EU Directive 2019/1937 regarding the protection of whistleblowers (**G1-IRO-2 and IRO-4**). Addiko is committed to maintaining an open culture based on the highest standards of honesty, transparency, integrity and accountability, in which all members of the Addiko community can confidentially report legitimate concerns related to any area of operations, at any time and, where possible, as soon as such concerns arise.

The whistleblowing section of the Addiko Group Compliance Policy establishes a well-defined framework for whistleblowing practices, giving assurance to employees and third parties to report concerns about ethical breaches, legal violations, or compliance risks.

The policy is available to all employees via the internal policy app, supported by training programmes and whistleblowing tools, including anonymous reporting channels.

### Actions and performance

Employees are encouraged to speak up about suspected wrongdoing. Employees can find information on the intranet about how and with whom they can share their concerns. These include regular channels of communication and escalation, or when regular channels of communication are unavailable or seem inappropriate, employees can submit their concerns without fear of retaliation. At Addiko, whistleblowers who raise concerns openly in accordance with its internal policies are protected. All disclosures made by whistleblowers are guaranteed to be treated in a confidential and sensitive manner. In this sense, the identity of any member of the Addiko community making a disclosure will be kept confidential.

The Groups Compliance Policy sets the principles and standards for the protection of whistleblowers and effective handling of whistleblowing reports. Upon receiving a whistleblowing report, a Whistleblowing Office, consisting of members from the Works Council, the Data Protection Office and Compliance Function will be immediately convened. The Whistleblowing Office examines the information reported, concludes an investigation and forwards its conclusions and recommendations to the Addiko Management Board. All reports are handled in confidence and

the members of the Whistleblowing Office, regularly participate in external whistleblowing trainings, to stay ahead of regulatory requirements, supervisory expectations and industry best-practice.

The Compliance Function maintains and regularly reviews a Whistleblowing Register that records all reported whistleblowing cases received and provides a quarterly and annual report to the Management Board and Supervisory Board. The report will not include any employee names and will not reveal any personal data that could identify the persons concerned unless it is of legitimate public interest. The Whistleblowing Register together with the annual reports will be available for inspection by internal and external audit only after any confidential details have been removed.

External stakeholders can also raise their concerns via whistleblowing channels published on the websites of each entity, giving also detailed information how these reports will be treated.

In 2026, each entity’s Management Board will assess the awareness and effectiveness of the whistleblowing system and where necessary, implement measures to further increase awareness during the year.

Employees receive regular training on whistleblowing procedures as part of the mandatory compliance training program. These sessions cover how to identify, and report suspected wrongdoing, the available reporting channels, and the protections offered to whistleblowers. Practical guidance is provided on using internal communication and escalation channels, as well as alternative options when regular channels are unavailable or inappropriate. This training ensures that all employees understand their responsibilities, the importance of speaking up and the mechanisms in place to safeguard confidentiality and prevent retaliation.

| Training   | Training type      | expected completion rate | completion rate |
|--|--------------------|--------------------------|-----------------|
| Whistleblowing procedures and channels as part of the Annual Compliance training | mandatory training | Target: all employees    | 100%            |

### 13.1.3. ESRS G1-2 - Management of relationship with suppliers

Addiko operates as a modern bank with a strong digital component and collaborates with a diverse range of suppliers. Among these, a few critical IT service providers play an essential role in ensuring secure and efficient digital operations. By enforcing strict ESG standards and compliance requirements for key suppliers, Addiko ensures that its procurement practices uphold ethical business conduct and positively contribute to environmental, social and governance objectives.

#### Policies related to management of suppliers

Addiko’s supplier selection process is conducted transparently, neutrally, and without discrimination, in line with Addiko’s Code of Business Conduct and Ethics. The Group Procurement Policy, approved by the Management Board, requires an ESG assessment for all bidders participating in tendering processes, where the estimated annual gross purchase value exceeds EUR 500,000 and an annual ESG Assessment of the Top 10 suppliers in each entity is also required as part of Addiko’s ESG strategy initiatives.

Addiko also emphasises timely settlement of invoices for all suppliers within their standard contract terms. Delays occur only in exceptional cases and are typically due to factors beyond Addiko’s control, such as late submission of invoices, non-compliance with tax law requirements, incomplete documentation, or discrepancies in the quality/quantity of goods or services provided. There is no specific payment practices for small and medium enterprises.

#### Actions and performance

During the reporting year, Addiko conducted the following actions to strengthen responsible sourcing practices:

- Conducted ESG assessments for suppliers meeting the defined threshold of EUR 500,000
- Performed annual ESG evaluations of the Top 10 suppliers in each entity.
- Ensured compliance with procurement policies, including mandatory ESG assessment for high-value contracts.

In 2025, Addiko performed annual ESG evaluations for the Top 10 suppliers within each entity. Beginning in 2026, this assessment will be expanded to include the Top 12 suppliers per entity. The objective remains to ensure that 100% of suppliers with annual spending exceeding EUR 500,000 undergo ESG assessments. Progress will be systematically monitored and reported to the Management Board as part of the ongoing ESG strategy initiatives.

### 13.1.4. ESRS G1-3-4 - Bribery and corruption - Prevention and incidents

*Bribery and corruption acts are not tolerated by Addiko in any form and under any circumstances.*

Addiko, as a financial institution, acknowledges that corruption and bribery risks is not equally affecting all employees, but certain positions, referred to as “key function holders” might face greater risk due their role and decision-making authority. Individuals or roles considered as key function holders are thoroughly defined in Appendix 1 of Addiko’s Fit & Proper Policy and consist of management (B-1) and control functions. Given the elevated scope of their duties, they are subject to enhanced Fit & Proper Assessments and provided with additional annual training.

However, Addiko is committed to ensuring that all employees, regardless of their role, receive consistent training and risk awareness initiatives. This approach guarantees a shared understanding of anti-corruption policies throughout the organisation. It also reinforces and promotes a zero-tolerance approach across the organisation.

#### Policies related to anti-bribery and corruption

Addiko’s anti-bribery and corruption framework, which is consistent with the United Nations Convention Against Corruption, is embedded in its Code of Business Conduct and Ethics and further specified in Group Conflicts of Interest Policy and the Group Compliance Policy, which define clear principles and standards for ethical conduct. The policies require strict adherence to anti-bribery and corruption provisions in all dealings, including interactions with third-party stakeholders.

Key policy elements include:

- Prohibition of offering or accepting bribes or improper inducements.
- Mandatory inclusion of anti-bribery and corruption obligations in all new commercial contracts.
- Compliance opinion, as a mandatory requirement for procurement processes involving contracts above EUR 500,000, in line with the Addiko Group Procurement Policy, which can be outlined as main progress achievement within reporting year 2025.

#### Actions and performance

During the reporting year, Addiko Group continued to strengthen its compliance framework through targeted actions aimed at preventing and detecting corruption and bribery. Comprehensive training sessions were conducted across the Group, focusing on key areas such as compliant handling of invitations, gifts and expressions of gratitude, as well as whistleblowing procedures, misconduct cases and ethical behaviour. Employees were also reminded of anti-bribery and corruption provisions that must be observed in all interactions with third-party stakeholders.

During 2025, Addiko changed the frequency of mandatory compliance trainings from biannually to an annual obligation for all employees, including key function holders as high-risk roles, as well as members of the Management and Supervisory Boards in all Addiko Group entities.

The goal of the improved anti-bribery and anti-corruption training initiatives was to achieve full participation by 2025 and continue maintaining this level in subsequent years. The expenses associated with these trainings are included in the annual training costs and budgeted accordingly. Detailed information on the content and form of training can be found within below table, whereas the key function holders as defined in Annex I to the Group Fit & Proper Policy are considered as “at risk functions” in respect of corruption and bribery.

#### Incidents of corruption and bribery

During the reporting period, Addiko is pleased to confirm that similar to 2024, also within the reporting period 2025 no incidents of bribery or corruption were identified across its operations. In addition, the bank was not involved in any legal proceedings related to bribery or corruption.

|   | All functions HC | At Risk functions | Members of Management Board | Members of Supervisory Boardies |
|---|------------------|-------------------|-----------------------------|---------------------------------|
| <b>Training Coverage</b>                    |                  |                   |                             |                                 |
| Total HC ABH                                | 153              | 17                | 4                           | 7                               |
| Total receiving training (ABH)              | 93% (99%)*       | 82% (94%)*        | 75% (100%)*                 | 86% (86%)*                      |
| Total HC ABC                                | 681              | 18                | 3                           | 5                               |
| Total receiving training (ABC)              | 99%              | 100%              | 100%                        | 100%                            |
| Total HC ABS                                | 355              | 16                | 3                           | 5                               |
| Total receiving training (ABS)              | 100%             | 100%              | 100%                        | 80%                             |
| Total HC ABSa                               | 342              | 15                | 3                           | 7                               |
| Total receiving training (ABSa)             | 95%              | 100%              | 100%                        | 86%                             |
| Total HC ABBL                               | 355              | 17                | 3                           | 17                              |
| Total receiving training (ABBL)             | 92%              | 100%              | 100%                        | 100%                            |
| Total HC ABSe                               | 585              | 47                | 3                           | 5                               |
| Total receiving training (ABSe)             | 83%              | 91%               | 100%                        | 80%                             |
| Total HC ABM                                | 213              | 25                | 3                           | 7                               |
| Total receiving training (ABM)              | 58%              | 80%               | -                           | -                               |
| Delivery method:                            |                  |                   |                             |                                 |
| % conducted as classroom trainings          | 5%               |                   |                             |                                 |
| % conducted as computer based training      | 95%              | 100%              | 100%                        | 100%                            |
| <b>Frequency</b>                            | annually         | annually          | annually                    | annually                        |
| <b>Topics covered</b>                       |                  |                   |                             |                                 |
| Definition of corruption                    | X                | X                 | X                           | X                               |
| Addiko Bribery & Corruption practices       | X                | X                 | X                           | X                               |
| Procedures on suspicion/detection/red flags | X                | X                 | X                           | X                               |
| Industry use-cases (local & international)  | X                | X                 | X                           | X                               |
| Available reporting channels                | X                | X                 | X                           | X                               |

Fulfilment rates marked with an asterisk (\*) include training completions recorded up to 15 January 2026.

Vienna, 17 February 2026  
Addiko Bank AG

MANAGEMENT BOARD

Herbert Juranek m.p.  
Chairman of the Management Board

Edgar Flaggl m.p.  
Member of the Management Board

Tadej Krašovec m.p.  
Member of the Management Board

Ganesh Krishnamoorthi m.p.  
Member of the Management Board

# Consolidated Financial Statements

|  |            |
|--|------------|
| <b>I. Consolidated income statement</b>  | <b>128</b> |
| <b>II. Consolidated statement of comprehensive income</b>                        | <b>129</b> |
| <b>III. Consolidated statement of financial position</b>                         | <b>130</b> |
| <b>IV. Consolidated statement of changes in equity</b>                           | <b>131</b> |
| <b>V. Consolidated statement of cash flows</b>                                   | <b>132</b> |
| <b>VI. Notes to the consolidated financial statements</b>                        | <b>133</b> |
| <b>General information</b>   | <b>133</b> |
| <b>Material accounting and measurement policies</b>                              | <b>133</b> |
| (1) Changes in the presentation of the financial statements                      | 133        |
| (2) Accounting principles  | 134        |
| (3) Application of new and revised International Financial Reporting Standards   | 134        |
| (4) Critical accounting estimates and judgements in applying accounting policies | 137        |
| (5) Impact of climate change on consolidated financial statements                | 138        |
| (6) Scope and basis of consolidation   | 139        |
| (7) Foreign currency translation   | 139        |
| (8) Net interest income  | 140        |
| (9) Net fee and commission income  | 141        |
| (10) Net result on financial instruments   | 142        |
| (11) Other operating income and other operating expenses                         | 142        |
| (12) Other result  | 142        |
| (13) Financial instruments   | 142        |
| (14) Repurchase agreements   | 150        |
| (15) Fiduciary transactions  | 151        |
| (16) Financial guarantees  | 151        |
| (17) Cash and cash equivalents   | 151        |
| (18) Tangible assets: Property, plant and equipment and investment properties    | 151        |
| (19) Intangible assets   | 152        |
| (20) Leases  | 152        |
| (21) Tax assets and tax liabilities  | 153        |
| (22) Other assets  | 154        |
| (23) Non-current assets and disposal groups classified as held for sale          | 154        |
| (24) Provisions  | 154        |
| (25) Other liabilities   | 155        |
| (26) Share-based payments  | 156        |
| (27) Equity (including non-controlling interests)                                | 156        |
| (28) Earnings per share  | 156        |
| <b>Notes to the consolidated income statement</b>                                | <b>157</b> |
| (29) Net interest income   | 157        |
| (30) Net fee and commission income   | 159        |
| (31) Net result on financial instruments   | 159        |
| (32) Other operating income and other operating expenses                         | 160        |
| (33) Personnel expenses  | 161        |
| (34) Other administrative expenses   | 161        |
| (35) Depreciation and amortisation   | 162        |
| (36) Other result  | 162        |
| (37) Expected credit loss expenses on financial assets                           | 162        |
| (38) Taxes on income   | 163        |
| <b>Notes to the consolidated statement of financial position</b>                 | <b>167</b> |
| (39) Cash and cash equivalents   | 167        |
| (40) Financial assets held for trading   | 167        |
| (41) Loans and advances  | 167        |
| (42) Investment securities   | 171        |
| (43) Tangible assets   | 172        |
| (44) Development of tangible assets  | 173        |
| (45) Intangible assets   | 174        |

|  |            |
|--|------------|
| (46) Development of intangible assets                                  | 175        |
| (47) Other assets  | 176        |
| (48) Financial liabilities held for trading                            | 176        |
| (49) Financial liabilities measured at amortised cost                  | 176        |
| (50) Provisions  | 177        |
| (51) Other liabilities   | 181        |
| (52) Equity  | 182        |
| (53) Earnings per share  | 183        |
| (54) Statement of cash flows   | 183        |
| <b>Segment Reporting</b>   | <b>184</b> |
| (55) Segments overview   | 185        |
| (56) Geographical Segmentation   | 191        |
| <b>Risk Report</b>   | <b>193</b> |
| (57) Risk control and monitoring                                       | 193        |
| (58) Risk strategy & Risk Appetite Statement (RAS)                     | 193        |
| (59) Risk organisation   | 193        |
| (60) Internal risk management guidelines                               | 195        |
| (61) Credit risk   | 195        |
| (62) Risk provisions   | 208        |
| (63) Measurement of real estate collateral and other collateral        | 214        |
| (64) Market risk   | 214        |
| (65) Liquidity risk  | 217        |
| (66) Operational risk  | 223        |
| (67) Sustainability (Environmental, Social and Governance - ESG) Risks | 223        |
| (68) Legal risk  | 224        |
| (69) EU-wide Stress Test   | 226        |
| <b>Supplementary information required by IFRS</b>                      | <b>227</b> |
| (70) Leases from the view of Addiko Group as lessor                    | 227        |
| (71) Leases from the view of Addiko Group as lessee                    | 227        |
| (72) Commitments   | 228        |
| (73) Contingent liabilities in relation to legal cases                 | 228        |
| (74) Fair value disclosures  | 229        |
| (75) Offsetting financial assets and financial liabilities             | 235        |
| (76) Derivative financial instruments                                  | 237        |
| (77) Related party disclosures   | 237        |
| (78) Share-based payments  | 239        |
| (79) Own funds and capital requirements                                | 241        |
| <b>Supplementary information required by Austrian Law</b>              | <b>245</b> |
| (80) Residual maturity according to Section 64 para. 1 No. 4 BWG       | 245        |
| (81) Breakdown of securities admitted to listing on a stock exchange   | 246        |
| (82) Other disclosures pursuant to the Austrian Banking Act (BWG)      | 246        |
| (83) Assets/liabilities denominated in foreign currencies              | 247        |
| (84) Expenses for the auditor  | 248        |
| (85) Trading book  | 248        |
| (86) Employee data   | 248        |
| (87) Expenses for severance payments and pensions                      | 248        |
| (88) Relationship with members of the Company's Boards                 | 249        |
| (89) Boards and Officers of the Company                                | 249        |
| (90) Events after the reporting date                                   | 250        |
| (91) Alternative performance measures                                  | 250        |

## I. Consolidated income statement

|  |             | EUR m        |              |
|--|-------------|--------------|--------------|
|  | Note        | 2025         | 2024         |
| Interest income calculated using the effective interest method |             | 295.6        | 308.8        |
| Other interest income  |             | 0.9          | 2.3          |
| Interest expenses  |             | -58.1        | -68.3        |
| <b>Net interest income</b>                                     | <b>(29)</b> | <b>238.4</b> | <b>242.9</b> |
| Fee and commission income                                      |             | 105.4        | 98.0         |
| Fee and commission expenses                                    |             | -27.0        | -25.1        |
| <b>Net fee and commission income</b>                           | <b>(30)</b> | <b>78.5</b>  | <b>73.0</b>  |
| Net result on financial instruments                            | (31)        | 1.8          | 1.2          |
| Other operating income   | (32)        | 4.7          | 4.4          |
| Other operating expenses                                       | (32)        | -18.2        | -16.7        |
| Personnel expenses   | (33)        | -106.9       | -104.4       |
| Other administrative expenses                                  | (34)        | -70.4        | -71.0        |
| Depreciation and amortisation                                  | (35)        | -18.1        | -17.0        |
| <b>Operating result before impairments and provisions</b>      |             | <b>109.8</b> | <b>112.3</b> |
| Other result   | (36)        | -14.6        | -15.8        |
| Expected credit loss expenses on financial assets              | (37)        | -35.2        | -36.0        |
| <b>Result before tax</b>                                       |             | <b>60.1</b>  | <b>60.4</b>  |
| Taxes on income  | (38)        | -16.0        | -15.0        |
| <b>Result after tax</b>  |             | <b>44.0</b>  | <b>45.4</b>  |
| thereof attributable to equity holders of parent               |             | 44.0         | 45.4         |

Comparative figures for the line items “Interest income calculated using the effective interest method” and “Other interest income” have been reclassified. Reference to note (1) Changes in the presentation of the financial statements for further details.

|   | Note | 2025       | 2024       |
|---|------|------------|------------|
| Result after tax attributable to equity holders of parent (in EUR m)        | (53) | 44.0       | 45.4       |
| Weighted-average number of outstanding ordinary shares (in units of shares) | (53) | 19,287,142 | 19,289,603 |
| Earnings per share (in EUR) - undiluted/diluted                             | (53) | 2.28       | 2.35       |

The following notes (1) - (91) are an integral part of these financial statements.

## II. Consolidated statement of comprehensive income

|  | Note   | 2025        | 2024        |
|--|--------|-------------|-------------|
| EUR m  |        |             |             |
| <b>Result after tax</b>  |        | <b>44.0</b> | <b>45.4</b> |
| <b>Other comprehensive income</b>                                |        | <b>15.0</b> | <b>19.6</b> |
| <b>Items that will not be reclassified to income statement</b>   |        | <b>1.0</b>  | <b>1.5</b>  |
| Actuarial gains or losses on defined benefit plans               | (50.3) | 0.4         | -0.2        |
| Fair value reserve - equity instruments                          |        | 0.5         | 1.6         |
| Gross change in fair value                                       |        | 0.6         | 2.0         |
| Taxes on income  |        | -0.2        | -0.4        |
| <b>Items that are or may be reclassified to income statement</b> |        | <b>14.0</b> | <b>18.2</b> |
| Foreign currency translation                                     |        | -0.5        | 0.3         |
| Gains/losses of the current period                               |        | -0.5        | 0.3         |
| Fair value reserve - debt instruments                            |        | 14.5        | 17.9        |
| Gross change in fair value                                       |        | 16.9        | 20.8        |
| Net amount transferred to income statement                       | (31)   | 0.1         | 0.0         |
| Taxes on income  |        | -2.4        | -3.0        |
| <b>Total comprehensive income for the year</b>                   |        | <b>59.0</b> | <b>65.0</b> |
| thereof attributable to equity holders of parent                 |        | 59.0        | 65.0        |

The following notes (1) - (91) are an integral part of these financial statements.

### III. Consolidated statement of financial position

|  | Note | 31.12.2025     | 31.12.2024     |
|--|------|----------------|----------------|
| EUR m  |      |                |                |
| <b>Assets</b>                                    |      |                |                |
| Cash and cash equivalents                        | (39) | 1,057.2        | 1,251.4        |
| Financial assets held for trading                | (40) | 9.8            | 14.4           |
| Loans and advances to credit institutions        | (41) | 75.1           | 44.2           |
| Loans and advances to customers                  | (41) | 3,676.6        | 3,506.4        |
| Investment securities                            | (42) | 1,475.6        | 1,464.7        |
| Tangible assets                                  | (43) | 59.9           | 55.4           |
| Property, plant and equipment                    |      | 59.0           | 53.1           |
| Investment properties                            |      | 0.8            | 2.3            |
| Intangible assets                                | (44) | 28.9           | 25.7           |
| Tax assets                                       |      | 22.0           | 30.8           |
| Current tax assets                               |      | 1.6            | 2.1            |
| Deferred tax assets                              | (38) | 20.4           | 28.6           |
| Other assets                                     | (47) | 14.0           | 14.8           |
| Non-current assets held for sale                 |      | 0.5            | 1.0            |
| <b>Total assets</b>                              |      | <b>6,419.5</b> | <b>6,408.9</b> |
| <b>Equity and liabilities</b>                    |      |                |                |
| Financial liabilities held for trading           | (48) | 2.1            | 4.4            |
| Deposits and borrowings from credit institutions | (49) | 74.2           | 77.3           |
| Deposits and borrowings from customers           | (49) | 5,252.8        | 5,290.0        |
| Other financial liabilities                      | (49) | 63.9           | 54.4           |
| Provisions                                       | (50) | 81.6           | 94.1           |
| Tax liabilities                                  |      | 3.6            | 5.0            |
| Current tax liabilities                          |      | 1.4            | 3.3            |
| Deferred tax liabilities                         |      | 2.2            | 1.7            |
| Other liabilities                                | (51) | 42.8           | 44.2           |
| Equity   | (52) | 898.5          | 839.5          |
| thereof attributable to equity holders of parent |      | 898.5          | 839.5          |
| <b>Total equity and liabilities</b>              |      | <b>6,419.5</b> | <b>6,408.9</b> |

The following notes (1) - (91) are an integral part of these financial statements.

## IV. Consolidated statement of changes in equity

|                                  | EUR m              |                 |                  |                                     |                                       |  |                          |                                     |                          |                          |              |
|----------------------------------|--------------------|-----------------|------------------|-------------------------------------|---------------------------------------|--|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------|
| 2025                             | Subscribed capital | Treasury shares | Capital reserves | Fair value reserve debt instruments | Fair value reserve equity instruments | Remeasurement on defined benefit plans | Foreign currency reserve | Cumulated result and other reserves | Equity holders of parent | Non-controlling interest | Total        |
| <b>Equity as at 01.01.</b>       | <b>195.0</b>       | <b>-2.9</b>     | <b>237.9</b>     | <b>-30.8</b>                        | <b>4.8</b>                            | <b>0.3</b>                             | <b>-10.9</b>             | <b>446.1</b>                        | <b>839.5</b>             | <b>0.0</b>               | <b>839.5</b> |
| Result after tax                 | 0.0                | 0.0             | 0.0              | 0.0                                 | 0.0                                   | 0.0                                    | 0.0                      | 44.0                                | 44.0                     | 0.0                      | 44.0         |
| Other comprehensive income       | 0.0                | 0.0             | 0.0              | 14.5                                | 0.5                                   | 0.4                                    | -0.5                     | 0.0                                 | 15.0                     | 0.0                      | 15.0         |
| Total comprehensive income       | 0.0                | 0.0             | 0.0              | 14.5                                | 0.5                                   | 0.4                                    | -0.5                     | 44.0                                | 59.0                     | 0.0                      | 59.0         |
| Transactions with equity holders | 0.0                | 0.0             | 0.0              | 0.0                                 | 0.0                                   | 0.0                                    | 0.0                      | 0.0                                 | 0.0                      | 0.0                      | 0.0          |
| Dividends paid                   | 0.0                | 0.0             | 0.0              | 0.0                                 | 0.0                                   | 0.0                                    | 0.0                      | 0.0                                 | 0.0                      | 0.0                      | 0.0          |
| Share-based payments             | 0.0                | 0.0             | 0.0              | 0.0                                 | 0.0                                   | 0.0                                    | 0.0                      | 0.0                                 | 0.0                      | 0.0                      | 0.0          |
| Purchase of treasury shares      | 0.0                | 0.0             | 0.0              | 0.0                                 | 0.0                                   | 0.0                                    | 0.0                      | 0.0                                 | 0.0                      | 0.0                      | 0.0          |
| Other changes                    | 0.0                | 0.0             | 0.0              | 0.0                                 | 0.0                                   | 0.0                                    | 0.0                      | 0.0                                 | 0.0                      | 0.0                      | 0.0          |
| <b>Equity at 31.12.</b>          | <b>195.0</b>       | <b>-2.9</b>     | <b>237.9</b>     | <b>-16.3</b>                        | <b>5.3</b>                            | <b>0.7</b>                             | <b>-11.4</b>             | <b>490.1</b>                        | <b>898.5</b>             | <b>0.0</b>               | <b>898.5</b> |

|                                  | EUR m              |                 |                  |                                     |                                       |  |                          |                                     |                          |                          |              |
|----------------------------------|--------------------|-----------------|------------------|-------------------------------------|---------------------------------------|--|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------|
| 2024                             | Subscribed capital | Treasury shares | Capital reserves | Fair value reserve debt instruments | Fair value reserve equity instruments | Remeasurement on defined benefit plans | Foreign currency reserve | Cumulated result and other reserves | Equity holders of parent | Non-controlling interest | Total        |
| <b>Equity as at 01.01.</b>       | <b>195.0</b>       | <b>-2.2</b>     | <b>237.9</b>     | <b>-48.6</b>                        | <b>3.2</b>                            | <b>0.5</b>                             | <b>-11.2</b>             | <b>426.5</b>                        | <b>801.1</b>             | <b>0.0</b>               | <b>801.1</b> |
| Result after tax                 | 0.0                | 0.0             | 0.0              | 0.0                                 | 0.0                                   | 0.0                                    | 0.0                      | 45.4                                | 45.4                     | 0.0                      | 45.4         |
| Other comprehensive income       | 0.0                | 0.0             | 0.0              | 17.9                                | 1.6                                   | -0.2                                   | 0.3                      | 0.0                                 | 19.6                     | 0.0                      | 19.6         |
| Total comprehensive income       | 0.0                | 0.0             | 0.0              | 17.9                                | 1.6                                   | -0.2                                   | 0.3                      | 45.4                                | 65.0                     | 0.0                      | 65.0         |
| Transactions with equity holders | 0.0                | -0.8            | 0.0              | 0.0                                 | 0.0                                   | 0.0                                    | 0.0                      | -25.8                               | -26.6                    | 0.0                      | -26.6        |
| Dividends paid                   | 0.0                | 0.0             | 0.0              | 0.0                                 | 0.0                                   | 0.0                                    | 0.0                      | -24.3                               | -24.3                    | 0.0                      | -24.3        |
| Share-based payments             | 0.0                | 0.4             | 0.0              | 0.0                                 | 0.0                                   | 0.0                                    | 0.0                      | -1.5                                | -1.1                     | 0.0                      | -1.1         |
| Purchase of treasury shares      | 0.0                | -1.2            | 0.0              | 0.0                                 | 0.0                                   | 0.0                                    | 0.0                      | 0.0                                 | -1.2                     | 0.0                      | -1.2         |
| Other changes                    | 0.0                | 0.0             | 0.0              | 0.0                                 | 0.0                                   | 0.0                                    | 0.0                      | 0.0                                 | 0.0                      | 0.0                      | 0.0          |
| <b>Equity at 31.12.</b>          | <b>195.0</b>       | <b>-2.9</b>     | <b>237.9</b>     | <b>-30.8</b>                        | <b>4.8</b>                            | <b>0.3</b>                             | <b>-10.9</b>             | <b>446.1</b>                        | <b>839.5</b>             | <b>0.0</b>               | <b>839.5</b> |

The following notes (1) - (91) are an integral part of these financial statements.

## V. Consolidated statement of cash flows

|   | EUR m          |                |
|---|----------------|----------------|
|   | 2025           | 2024           |
| <b>Result after tax</b>   | <b>44.0</b>    | <b>45.4</b>    |
| <b>adjustments for</b>  |                |                |
| Net interest income   | -238.4         | -242.9         |
| Depreciation and amortisation of intangible assets, tangible assets and financial investments | 18.4           | 17.4           |
| Change in risk provisions on financial instruments  | 35.2           | 35.5           |
| Modification gains or losses  | 0.0            | 0.7            |
| Change in provision   | 14.2           | 15.9           |
| Gains or losses from disposals of intangible assets and tangible assets                       | -2.5           | -2.9           |
| Gains or losses on financial instruments at FVTPL   | -1.4           | -1.2           |
| Impairment of other non financial assets  | 0.2            | -0.1           |
| Gains or losses on financial assets and liabilities, measured at amortised costs              | -0.2           | -0.3           |
| Taxes on income   | 16.0           | 15.0           |
| <b>Subtotal</b>   | <b>-114.5</b>  | <b>-117.4</b>  |
| Loans and advances to credit institutions and customers                                       | -235.2         | -29.1          |
| Investment securities   | 90.4           | 62.7           |
| Financial assets held for trading   | 5.2            | 16.7           |
| Other assets  | 1.2            | -0.8           |
| Financial liabilities measured at amortised cost  | -28.1          | 220.0          |
| Financial liabilities held for trading  | -2.6           | -0.8           |
| Provisions  | -29.5          | -23.0          |
| Other liabilities   | 0.0            | -1.2           |
| Payments for taxes on income  | -11.3          | -11.5          |
| Interests received  | 297.0          | 308.5          |
| Interests paid  | -64.8          | -60.6          |
| Dividends received  | 0.1            | 0.1            |
| <b>Cash flows from operating activities</b>   | <b>-92.1</b>   | <b>363.5</b>   |
| Proceeds from sales or collection of principal and interest:                                  | 103.1          | 45.0           |
| Financial investments at amortised cost   | 98.8           | 41.3           |
| Tangible assets, investment properties, lease assets and intangible assets                    | 4.2            | 3.7            |
| Payments for purchases of:  | -198.7         | -378.8         |
| Financial investments at amortised cost   | -183.8         | -366.1         |
| Tangible assets, investment properties, lease assets and intangible assets                    | -14.9          | -12.6          |
| <b>Cash flows from investing activities</b>   | <b>-95.7</b>   | <b>-333.8</b>  |
| Dividends paid  | 0.0            | -24.3          |
| Lease payments (principal)  | -6.0           | -7.5           |
| Purchase of treasury shares   | 0.0            | -1.2           |
| <b>Cash flows from financing activities</b>   | <b>-6.0</b>    | <b>-33.0</b>   |
| <b>Net (decrease) increase in cash and cash equivalents</b>                                   | <b>-193.8</b>  | <b>-3.3</b>    |
| <b>Cash and cash equivalents at the end of previous period (01.01.)</b>                       | <b>1,251.4</b> | <b>1,254.5</b> |
| Effect of exchange rate changes   | -0.5           | 0.3            |
| <b>Cash and cash equivalents at end of period (31.12.)</b>                                    | <b>1,057.1</b> | <b>1,251.4</b> |

The following notes (1) - (91) are an integral part of these financial statements.

## VI. Notes to the consolidated financial statements

### General information

Addiko Group is a specialist banking group focusing on providing banking products and services to Consumer and Small and Medium-sized Enterprises (SME) in Central and South-Eastern Europe (CSEE). The Group consists of Addiko Bank AG, the fully-licensed Austrian parent bank registered in Vienna, Austria, listed on the Vienna Stock Exchange and supervised by the Austrian Financial Market Authority and the European Central Bank, as well as six subsidiary banks, registered, licensed and operating in five CSEE countries: Croatia, Slovenia, Bosnia & Herzegovina (where it operates via two banks), Serbia and Montenegro. Through its six subsidiary banks, Addiko Group serves, as of 31 December 2025, approximately 0.9 million (YE24: 0.9 million) customers in CSEE using a well-dispersed network of 154 branches (YE24: 155 branches) and modern digital banking channels.

Addiko Bank AG is rated by Fitch Ratings. The long-term issuer default rating (IDR) was assessed as “BB”, the viability rating (VR) as “bb”. The outlook for the long-term IDR is stable. The rating was last affirmed on 11 November 2025.

Addiko Bank AG is registered in the commercial register of the Commercial Court of Vienna under company registration number FN 350921k and is located at Canettistraße 5/12, 1100 Vienna (Austria). The consolidated financial statements are published on the digital official gazette of the Republic of Austria “EVI” ([www.evi.gv.at](http://www.evi.gv.at)).

As a credit institution Addiko Bank AG is subject to regulatory supervision by the Austrian Financial Market Authority (FMA) and the European Central Bank (ECB). Addiko Bank AG fulfils the disclosure obligation of Part 8 of EU Regulation 575/2013 (CRR) on the basis of the consolidated financial position of the Addiko Group. Disclosure is made on its homepage at [www.addiko.com](http://www.addiko.com) (-> Investor Relations -> Financial Reports). The consolidated own funds and consolidated own funds requirements are presented in the consolidated financial statements.

### Material accounting and measurement policies

#### (1) Changes in the presentation of the financial statements

##### 1.1. Presentation of Net interest income

In 2025, Addiko Group conducted a review of the presentation of Net interest income. As a result, the presentation of interest income from cash balances at central banks and other demand deposits was changed from the sub-item “Other interest income” to “Interest income calculated using the effective interest method”. Although the restatement of comparative figures was not required due to immateriality, it was performed to improve comparability with the prior year’s presentation. As both sub-items are components of the same line item in the consolidated income statement, this change has no impact on Net interest income.

#### Consolidated income statement

| 2024   | EUR m            |            |                  |
|--|------------------|------------|------------------|
|  | Old presentation | Change     | New presentation |
| Interest income calculated using the effective interest method | 279.6            | 29.2       | 308.8            |
| Other interest income  | 31.5             | -29.2      | 2.3              |
| Interest expenses  | -68.3            |            | -68.3            |
| <b>Net interest income</b>                                     | <b>242.8</b>     | <b>0.0</b> | <b>242.8</b>     |

##### 1.2. Presentation of Cash flows

In 2025, Addiko Group reviewed the presentation of its Cash flow statement. As a result, the elimination of taxes on income as presented in the profit and loss statement, is now shown separately in a dedicated line item within “Cash flows from operating activities”. This change led to minor adjustments in other positions within cashflows from operating

activities and has no impact on the net cash flows from operating, investing and financing activities. Although a restatement of the comparative figures was not required due to immateriality, to improve comparability with the prior year's presentation, comparative figures have nevertheless been amended accordingly.

## (2) Accounting principles

The consolidated financial statements of Addiko Group have been prepared in accordance with the IFRS Accounting Standards issued by the International Accounting Standards Board (IASB), as adopted by the European Union, and the additional requirements of Section 245a of the Austrian Commercial Code (UGB) and Section 59a of the Austrian Banking Act (BWG).

The consolidated financial statements comprise the income statement, the statement of comprehensive income, the statement of financial position, the statement of changes in equity, the statement of cash flows, and the notes to the consolidated financial statements. In principle, the statement of financial position is structured in descending order of liquidity. Amounts due or realisable within twelve months and after twelve months after the reporting date are described in note (65.4) Maturity analysis.

All subsidiaries included in the consolidated financial statements of Addiko Group prepare their financial statements as at 31 December. Uniform accounting and measurement principles in accordance with IFRS 10 are applied throughout the Addiko Group. The consolidated financial statements are prepared on a going concern basis. Regarding estimates and assumptions under IAS 1, please refer to note (3) Critical accounting estimates and judgements in applying accounting policies.

If estimates or assessments are necessary for accounting and measurement under IFRS Accounting Standards, they are made in accordance with the respective standards. They are based on past experience and other factors, such as planning and expectations or forecasts of future events that appear likely from the current perspective. This primarily affects expected credit losses in the credit business, deferred taxes and assessments of legal risks from legal proceedings and the recognition of provisions for such risks. The actual values may deviate from the estimated figures.

The euro (EUR) is the presentation currency of the consolidated financial statements. All figures are in millions of euros (EUR m), except where otherwise stated. The tables shown may contain rounding differences.

On 17 February 2026, the Management Board of Addiko Bank AG approved the consolidated financial statements as at 31 December 2025 for publication by submitting them to the Supervisory Board. The Supervisory Board is responsible for examining the consolidated financial statements and announcing whether it has accepted the consolidated financial statements as at 31 December 2025.

## (3) Application of new and revised International Financial Reporting Standards

### 3.1. New currently effective requirements

The following new standards, interpretations and amendments to existing standards are mandatory for periods beginning on 1 January 2025:

| Standard | Name  | Description             | Impact on Addiko |
|----------|---|-------------------------|------------------|
| IAS 21   | Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates | Lack of Exchangeability | No impact        |

The amendments to **IAS 21** introduce requirements for assessing when a currency is exchangeable into another currency and when it is not. If a currency is determined to be non-exchangeable, entities are required to estimate the spot exchange rate. The amendments also introduce additional disclosure requirements. These changes apply to annual reporting periods beginning on or after 1 January 2025, with early application permitted.

The amendments do not affect Addiko Group, as the Group does not engage in transactions involving non-exchangeable currencies.

### 3.2. Forthcoming requirements

The following new standards, interpretations and amendments to existing standards issued by the IASB and adopted by the EU were not yet effective and were not early adopted by the Addiko Group:

| Standard                               | Name  | Description   | Impact on Addiko   |
|--|---|---|--|
| IFRS 9 and IFRS 7                      | Amendments to the Classification and measurement of Financial Instruments (IFRS 7 and IFRS 9) | Classification of financial assets, Settlement by electronic payments   | No impact expected from the IFRS 9 amendments. No significant changes from the IFRS 7 amendments |
| IFRS 1, IFRS 7, IFRS 9, IFRS 10, IAS 7 | Annual Improvements Volume 11   | Clarifications, simplifications, corrections and changes aimed at improving the consistency of listed IFRS Accounting Standards | No impact expected   |
| IFRS 9 and IFRS 7                      | Contracts Referencing Nature-dependent Electricity Amendments to IFRS 9 and IFRS 7            | Nature-dependent electricity contracts  | Not applicable   |
| IFRS 18                                | Presentation and Disclosure in Financial Statements   | New Standard  | Impact under assessment  |

The amendments to **IFRS 9** clarify the classification of financial assets with a contingent feature and introduce an additional SPPI test for financial assets with contingent features that are not related directly to a change in basic lending risks or costs - e.g. where the cash flows change depending on whether the borrower meets an ESG target specified in the loan contract. Under the amendments, certain financial assets including those with contingent features could now meet the SPPI criterion, provided that their cash flows are not significantly different from an identical financial asset without such a feature. Probability of occurrence is irrelevant unless the feature is not genuine. IFRS 9 also provides additional guidance to clarify the characteristics of contractually linked instruments as well as the definition of the underlying pool used to assess whether a transaction contains contractually linked instruments. These amendments are not expected to result in any changes within the Addiko Group, as Addiko is not providing financing with contingent features.

The amendments to IFRS 9 also clarify that the company generally derecognises its financial liabilities on the settlement date. However, the amendments provide an exception which allows the entity to derecognise its financial liabilities before the settlement date, when it uses an electronic payment system that meets all of the following criteria:

- no practical ability to withdraw, stop or cancel the payment instruction;
- no practical ability to access the cash to be used for settlement as a result of the payment instruction; and
- the settlement risk associated with the electronic payment system is insignificant.

Addiko is not planning to make use of the exception granted by these amendments and for this reason these changes are not expected to result in any changes within the Group.

The amendments to **IFRS 7** add new required disclosures for any investments in equity instruments designated at fair value through other comprehensive income and contractual terms that could change the amount of contractual cash flow based on contingent events not directly related to basic lending risk. These amendments are not anticipated to cause significant changes within the Addiko Group, due to the limited volume of investments in equity instruments designated at fair value through other comprehensive income in the existing portfolio. Additionally, no contractual terms have been identified within the Group financial assets that could alter the timing or amount of contractual cash flows based on the occurrence or non-occurrence of a contingent event unrelated to basic lending risks and costs.

The described amendments to IFRS 9 and IFRS 7 apply to annual reporting periods beginning on or after 1 January 2026. Earlier application is permitted.

**Annual Improvements to IFRS Accounting Standards - Volume 11** address several inconsistencies in wordings and references between the different IFRS Accounting Standards. Apart from minor amendments, IFRS 9 was amended to require companies to initially measure a trade receivable without a significant financing component at the amount determined by applying IFRS 15 and to clarify that when lease liabilities are derecognised under IFRS 9, the difference between the carrying amount and the consideration paid is recognised in income statement. These amendments apply to annual reporting periods beginning on or after 1 January 2026. Earlier application is permitted. These amendments are not expected to result in any changes within the Addiko Group, as generally no trade receivables falling under that amendment have been identified.

The amendments to **IFRS 9 and IFRS 7** clarify how to reflect renewable power purchase agreements (PPAs: contracts referencing nature-dependent electricity in which a company “is exposed to variability in the underlying amount of electricity because the source of electricity generation depends on uncontrollable natural conditions”, e.g. the weather). The amendments allow a company to apply the own-use exemption to PPAs if the company has been, and expects to be, a net-purchaser of electricity for the contract period. If the own-use exemption doesn't apply, then PPAs are accounted for as derivatives measured at fair value through income statement. The hedge accounting requirements in IFRS 9 to permit an entity using a contract for renewable electricity with specified characteristics as a hedging instrument:

- to designate a variable volume forecast electricity transactions as the hedged item if specified criteria are met; and
- to measure the hedged item using the same volume assumptions as those used for the hedging instrument.

The amendments introduce new disclosure requirements for annual reporting periods beginning on or after 1 January 2026, with earlier application permitted. These amendments will not be applicable to Addiko Group, as no PPAs were concluded.

**IFRS 18 Presentation and Disclosure in Financial Statements** (issued on 9 April 2024) replaces IAS 1, carrying forward many of the requirements in IAS 1 unchanged and complementing them with new requirements. In addition, some IAS 1 paragraphs have been moved to IAS 8 and IFRS 7. Furthermore, the IASB has made minor amendments to IAS 7 and IAS 33 Earnings per Share. IFRS 18 introduces new requirements to:

- present specified categories and defined subtotals in the consolidated income statement. All income and expenses have to be classified into five categories (operating, investing, financing, discontinued operations and income tax) in the consolidated income statement;
- provide disclosures on management-defined performance measures (MPMs) in a single note in the financial statements;
- improve aggregation and disaggregation (how to group information in the financial statements).

An entity is required to apply IFRS 18 and all consequential amendments for annual reporting periods beginning on or after 1 January 2027, with earlier application permitted. The amendments to IAS 7 and IAS 33, as well as the revised IAS 8 and IFRS 7, become effective when an entity applies IFRS 18. IFRS 18 requires retrospective application with specific transition provisions.

Addiko Group has substantially completed its implementation: the Group has reviewed and redesigned the structure of its financial statements, defined the new format of the consolidated income statement (including the operating, investing and financing categories and the required subtotals), mapped line items and reclassified affected balances, and aligned the statement of cash flows accordingly. The work also covered identifying and documenting management-defined performance measures (MPMs) and refining policies for aggregation and disaggregation to ensure consistent presentation.

In this context, specific reclassifications addressed include (i) presenting interest expense from lease liabilities and unwinding of legal provisions within the financing category, (ii) reclassifying results from investment properties and gains from equity instruments, and (iii) separately presenting deposit guarantee contributions, bank levies, the recovery and resolution fund and other taxes. These changes affect presentation and disclosures only and do not change the Group's result after tax.

During 2026, the Group will operate the new structure in parallel and complete remaining refinements - principally fine-tuning line-item groupings, MPM disclosures, and related systems/reporting templates - so that the implementation is fully ready for mandatory application in 2027.

The following new standards, interpretations and amendments to existing standards issued by the IASB have not yet been adopted by the EU:

| Standard                   | Name  | Description  | Impact on Addiko |
|----------------------------|---|--|------------------|
| IFRS 19 and its Amendments | Subsidiaries without Public Accountability: Disclosures               | New Standard   | Not applicable   |
| IAS 21                     | Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates | Translation to a Hyperinflationary Presentation Currency | Not applicable   |

**IFRS 19** Subsidiaries without Public Accountability: Disclosures (issued on 9 May 2024) and its Amendments (issued on 21 August 2025) permits an eligible subsidiary to provide reduced disclosures when applying IFRS Accounting Standards in its financial statements. A subsidiary is eligible for the reduced disclosures if it does not have public accountability and its ultimate or any intermediate parent produces consolidated financial statements available for public use that comply with IFRS Accounting Standards. An entity is required to apply IFRS 19 for annual reporting periods beginning on or after 1 January 2027, with earlier application permitted. IFRS 19 will not be applicable to Addiko Group.

The amendments to **IAS 21** how entities should translate financial statements from a non-hyperinflationary functional currency into a hyperinflationary presentation currency, requiring translation of all amounts at the closing rate. The amendments also introduce specific guidance for entities with hyperinflationary functional and presentation currencies that have foreign operations with non-hyperinflationary functional currencies. These changes apply to annual reporting periods beginning on or after 1 January 2027, with early application permitted. The amendments to IAS 21 regarding translation into a hyperinflationary presentation currency are not applicable to Addiko Group, as the Group's functional and presentation currencies are not hyperinflationary.

#### (4) Critical accounting estimates and judgements in applying accounting policies

Addiko's consolidated financial statements contain values based on judgements and calculated using estimates and assumptions.

##### 4.1. Judgements

Judgements made in applying accounting policies that have the most significant effects on the amounts recognised in the consolidated financial statements are the following:

- **ECL calculation methodology:** Establishing the criteria for determining whether credit risk on a financial asset has increased significantly since initial recognition, determining the methodology for incorporating forward-looking information into the measurement of ECL and selection and approval of models used to measure ECL. Details are described in note (12.4) Impairment and (61.1) Method of calculating risk provisions.
- **Classification of financial assets:** assessment of the business model within which the assets are held and assessment of whether the contractual terms of the financial asset are SPPI on the principal amount outstanding. Details are described in note (12.2) Classification and (12.3) Measurement.

##### 4.2. Assumptions and estimates

Assumptions and estimates are based on historical experiences and other factors such as planning and expectations or forecasts of future events that appear likely from a current perspective. Since the estimates and assumptions made are subject to uncertainties, this may lead to results that require carrying amount adjustments of the respective assets and liabilities in future periods. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimates are recognised prospectively.

Significant estimates and assumptions in the Addiko Group relate to:

- Credit risk provisions:** Addiko Group conducts continuous monitoring and assessment of the loan portfolio's quality at both individual and portfolio levels to accurately estimate the necessary allowances for expected credit losses (ECL). The Group allocates individual allowances for individually significant financial assets classified under stage 3. Individually significant financial assets are assets having an exposure above EUR 150 thousand. This classification is determined based on information related to the fulfilment of contractual obligations or other financial difficulties of the debtor, as well as other relevant factors. Individual assessments are based on the expected cash flows from operations, duration and/or the anticipated payments from collateral. This assessment is based on a detailed analysis and assumptions made, which are however subject to uncertainties. Allowances are assessed collectively for financial assets classified under stage 1 or 2, as well as for financial assets in stage 3 with exposure below the materiality threshold. The expected ECL for these groups of assets are calculated based on models which require the assessment of significant increase in credit risk and integrates historical data with future macroeconomic forecasts. Addiko applies 3 different macroeconomic scenarios to collectively assess the allowances for credit risk: optimistic, baseline, and severe scenario. The key features of each scenario are described in note (61.2) Development of risk provisions and note (61.1) Method of calculating risk provisions. Recognised allowances represent a weighted average of the results of the three scenarios. The models deployed to estimate future risk parameters undergo regular validation and back testing to ensure the accuracy and realism of the loss estimations. A different estimate of the assumptions used in the individual or collective allowance may result in a different measurement of credit risk provisions.
- Deferred tax assets:** Deferred tax assets on deductible temporary differences and on losses carried forward are only recognised when future tax profits that allow utilisation appear to be highly likely. These estimates are based on the respective 5 years tax plans prepared by the management of the subsidiaries. With regard to input factors, the 5-year plan is essentially based on current available external estimates of expected economic growth, general cost trends (inflation), interest rate and currency trends and market and credit default trends. The main parameters are disclosed under note (61.1) Method of calculating risk provisions. These factors are only adjusted internally to the extent necessary due to Addiko's specific business model. All input parameters and assumptions are subject to a degree of predictive uncertainty. Due to the current uncertain geopolitical global environment, there is substantially more uncertainty than under normal market conditions, which may affect the projections of future taxable profits. In addition, there could be a change in the tax regulations, this may be revised in the future, with the imposition of a time limit or reduction for carry forward losses. For further details regarding tax loss carried forward please refer to note (37) Taxes on income.
- Provisions for pending legal disputes:** The recognition and measurement of provisions for pending legal disputes requires assumptions on the extent to which the Group has an obligation resulting from a past event and if an outflow of economically useful resources to fulfil these obligations is likely. Furthermore, estimates are also required with regard to the amount and maturity of future cash flows. Provisions for legal proceedings typically require a higher degree of judgment than other types of provisions. When matters are at an early stage, there is typically a high degree of uncertainty associated with determining whether a present obligation exists and estimating the probability and amount of any outflows that may arise. As matters progress, management and legal advisers evaluate on an ongoing basis whether provisions should be recognised, revising previous estimates as appropriate. At more advanced stages, it is typically easier to make estimates around a better-defined set of possible outcomes. The calculation of potential losses takes generally into account possible scenarios of how the litigation would be resolved and their probability, considering the history of former verdicts and assessments by independent law firms. In certain cases, due to a short horizon of available historical data and significant uncertainty as to the direction of court decisions as well as the market conditions, the adopted methodology and assumptions may be subjects of updates in subsequent reporting periods. Details regarding provisions for legal cases and uncertainty of estimates are described in note (49.2) Provisions for pending legal disputes.

## (5) Impact of climate change on consolidated financial statements

Addiko supports the transition to a carbon-neutral economy and aims to lower its footprint by reducing both its direct emissions from own banking operations and its indirect emissions through its lending activities. As part of its ESG strategy, Addiko has committed to initiatives within its own operation to be executed until 2030 with several initiatives already underway. These include significantly increasing the share of battery electric vehicles (BEV) in the group's car fleet, enhancing the procurement of renewable energy and replacing fossil fuel heating systems with renewable energy sources for electricity or heating.

In preparing the financial report, Addiko has considered climate change and the inherent risk on non-financial and financial assets. The impact of climate-related risks was assessed as follows:

- **Impairment of assets:** Addiko's ESG strategy and the planned replacement measures were considered in determining the carrying amount of non-current assets (property, plant and equipment and investment properties). Based on the assessment no impairment need was identified.
- **Useful lives of assets:** the impact of its sustainability strategy and the planned measures on the useful lives of non-current assets. The assessment did not identify any impact on the consolidated financial statements.
- **Expected credit losses (ECL):** based on an assessment of climate-related and other environmental risks (C&E risks) Addiko concluded that an impact on the credit risk exists, although there is no immediate material threat given the granularity and diversification of the loan portfolio. As C&E risks already do impact macroeconomic indicators, Addiko considered the impact from climate-related transition risks in the macroeconomic financial forecasts used in the calculation of the ECL, thus, directly impacting the risk provisions of the loan book and consequently, the consolidated financial statements. Furthermore, an assessment of climate-related and environmental risks was incorporated in the loan origination process of relevant SME clients, which can impact the rating and in turn the ECL of these clients.

## (6) Scope and basis of consolidation

The Group accounts for business combinations under the acquisition method when the acquired set of activities and assets meets the definition of a business and control is transferred to the Group. The Group "controls" an entity if it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity.

As at 31 December 2025, the Group's scope of consolidation encompasses seven entities, which remains unchanged from the previous years. This includes the Austrian parent company, Addiko Bank AG, and six foreign subsidiaries.

| Company                      | Country              | Ownership (direct) in % | Closing date |
|------------------------------|----------------------|-------------------------|--------------|
| Addiko Bank d.d., Zagreb     | Croatia              | 100.0                   | 31.12.2025   |
| Addiko Bank d.d., Ljubljana  | Slovenia             | 100.0                   | 31.12.2025   |
| Addiko Bank d.d., Sarajevo   | Bosnia & Herzegovina | 100.0                   | 31.12.2025   |
| Addiko Bank a.d., Banja Luka | Bosnia & Herzegovina | 99.9 <sup>1)</sup>      | 31.12.2025   |
| Addiko Bank a.d., Beograd    | Serbia               | 100.0                   | 31.12.2025   |
| Addiko Bank A.D., Podgorica  | Montenegro           | 100.0                   | 31.12.2025   |

<sup>1)</sup> Rounded figures

Neither the parent company nor any of its subsidiaries holds a participation in other companies >20%.

## (7) Foreign currency translation

### 7.1. Foreign currency transactions

Transactions in foreign currencies are translated into the respective functional currencies of Addiko Group's entities at the exchange rates at the date of the transactions. The functional currency is the currency of the primary economic environment in which the entity operates.

Monetary assets and liabilities denominated in foreign currencies are translated into the functional currency at the exchange rate at the reporting date. The foreign currency gain or loss on monetary items is the difference between the amortised cost in the functional currency at the beginning of the year, adjusted for effective interest, impairment and payments during the year, and the amortised cost in the foreign currency translated at the spot exchange rate at the end of the year.

Within the Addiko Group foreign currency differences arising on translation are generally recognised in income statement, except for equity investments in respect of which an election has been made to present subsequent changes in fair value in OCI for which foreign currency differences are recognised in OCI.

## 7.2. Foreign operations

The assets and liabilities of foreign operations are translated into euros at the exchange rates prevailing at the reporting date. The income and expenses of foreign operations are translated into euros using the average rates for the period, as long as they do not fluctuate markedly. The resulting exchange differences are reported in other comprehensive income (OCI) under foreign currency translation.

The following exchange rates published by the European Central Bank or the Oesterreichische Nationalbank (OeNB) have been used for the currency conversion of the foreign financial statements:

| Foreign currency translation<br>Rates in units per EUR | Closing date<br>31.12.2025 | Average<br>2025 | Closing date<br>31.12.2024 | Average<br>2024 |
|--|----------------------------|-----------------|----------------------------|-----------------|
| Bosnian mark (BAM)                                     | 1.95583                    | 1.95583         | 1.95583                    | 1.95583         |
| Serbian dinar (RSD)                                    | 117.28200                  | 117.197292      | 117.01490                  | 117.084462      |

## (8) Net interest income

### 8.1. Effective interest rate

The effective interest rate is the rate that exactly discounts estimated future cash inflows or outflows over the expected term of the financial instrument, or a shorter period if applicable, to the gross carrying amount of the financial asset, other than purchased or originated credit-impaired financial assets or to the amortised cost of the financial liability.

When calculating the effective interest rate for financial instruments other than purchased or originated credit-impaired assets, the Group estimates future cash flows considering all contractual terms of the financial instrument, but not expected credit losses. For purchased or originated credit-impaired financial assets, a credit-adjusted effective interest rate is calculated using estimated future cash flows including expected credit losses.

The calculation includes transaction costs and fees and points paid or received that are an integral part of effective interest rate (apart from financial instruments measured at fair value through profit or loss) and premiums and discounts. Transaction costs include incremental costs that are directly attributable to the acquisition or issue of a financial asset or financial liability.

### 8.2. Amortised cost and gross carrying amount

Amortised cost is the amount at which the financial asset or financial liability is measured at initial recognition minus the principal repayments, plus or minus the cumulative amortisation using effective interest rate method of any difference between that initial amount and the maturity amount. For financial assets the amount is adjusted for any expected credit losses. The gross carrying amount of financial asset is the amortised cost of financial asset before adjusting for any loss allowance.

For purchased or originated credit-impaired financial assets, a credit-adjusted effective interest rate is calculated by discounting the estimated future cash flows, including expected credit losses, to the amortised cost of the debt instrument on initial recognition.

### 8.3. Calculation of interest income and expense

The effective interest rate of a financial asset or financial liability is calculated on initial recognition of a financial asset or a financial liability. In calculating interest income and expense, the effective interest rate is applied to the gross carrying amount of the asset (when the asset is not credit-impaired) or to the amortised cost of the liability. The

effective interest rate is revised as a result of periodic re-estimation of cash flows of floating-rate instruments to reflect movements in market rates of interest.

For financial assets that have subsequently become credit-impaired, interest income is recognised by applying the effective interest rate to the amortised cost of the financial asset. If, in subsequent reporting periods, the credit risk on the credit-impaired financial instrument improves so that the financial asset is no longer credit-impaired, interest income is recognised by applying the effective interest rate to the gross carrying amount of the financial asset (with the exception of purchased or originated credit-impaired financial assets where the calculation of interest income does not revert to a gross basis, even if the credit risk of the asset improves).

#### 8.4. Presentation

Interest income calculated under the effective interest method presented in the consolidated income statement includes:

- interest on financial assets measured at amortised cost and
- interest on debt instruments measured at fair value through other comprehensive income.
- interest income on cash balances at central banks and other demand deposits.

Other interest income presented in the consolidated income statement includes:

- interest income from assets held for trading, as well as interest components of derivatives;
- interest income on debt instruments non-trading financial assets measured at fair value through profit.

Interest expense presented in the consolidated income statement includes:

- financial liabilities measured at amortised cost;
- interest expense on lease liabilities and
- interest expense from assets held for trading, as well as interest components of derivatives.

#### (9) Net fee and commission income

Fee and commission income (other than those that are integral part of effective interest rate on a financial asset or financial liability) are accounted for in accordance with IFRS 15 Revenue from contracts with customer and are reported in 'Net fee and commission income'. Addiko Group derives its revenue from contracts with customers for the transfer of services over time and at a point in time in the business segments. This is consistent with the revenue information that is disclosed for each reportable segment under IFRS 8 Operating Segments.

In accordance with IFRS 15, income is recognised when the Group satisfies a performance obligation by transferring a promised service to a customer. It must be probable that the Group will derive an economic benefit from it and the amount can be reliably determined, regardless of the point in time in which payment is made. Income is measured at the fair value of consideration received or to be claimed, taking into account contractually stipulated payment terms, but without taking into account taxes or other levies.

Fees earned for the provision of services over a period of time are accrued over that period. Conversely, fee income earned from providing particular services to third parties or the occurrence of a certain event is recognised upon completion of the underlying transaction. Taking into consideration Addiko product classes the following services are accrued over the period:

- *Accounts and packages*, this category includes fee income and expense from monthly regular account/package fees, including monthly charges for standalone internet banking, mobile banking, SMS services and other services (not related to credit cards).
- *Loans and Deposits*, representing Fee income and expense that are not an integral part of the effective interest rate related directly to credit business (e.g. origination fee of the limit).
- *Securities*, representing commission income and expense from asset management.
- *Bancassurance*, representing commission income and expense from insurance brokerage.

The fees generated by the following products are recognised upon completion of the underlying transaction:

- *Transaction services*, representing fee income charged to clients for transactions performed (except credit cards) like payment order or standing order.
- *Cards*, representing fee income related to prepaid and credit cards and acquiring business like interchange fees, scheme fees, service fees, etc.
- *FX & DCC*, representing fee income related to foreign exchange transactions like fees from FX spot transaction or Dynamic currency conversions.
- *Trade finance*, representing fee income earned from providing transaction services to third parties, such as arranging the acquisition of shares or other securities.

Other fee and commission expenses relate mainly to transaction and service fees which are expensed as the services are received. Fee and commission expenses includes in the position *Client incentives* sales incentives paid to Addiko employees based on the achievement of pre-defined sales targets.

In the note (30) Net fee and commission income the product view is used as a base for presentation.

### (10) Net result on financial instruments

Net result on financial instruments held for trading income includes all gains and losses from changes in the fair value of financial assets and financial liabilities held for trading, realised gains and losses from derecognition, the result from trading in securities and derivatives, dividends and foreign exchange gains and losses on monetary assets and liabilities. The Group has elected to present the clean fair value movements of trading assets and liabilities also in this position, excluding any related interest income and interest expense, which are presented in “Net interest income”.

Net result on non-trading financial assets mandatorily at fair value through profit or loss includes all gains and losses from changes in the fair value of these assets, realised gains and losses from derecognition and dividends.

Net result on financial instruments at fair value through other comprehensive income includes gains and losses from derecognition and dividends. Financial assets and liabilities at amortised cost includes all gains and losses from derecognition.

### (11) Other operating income and other operating expenses

Other operating income and other operating expenses reflect all other income and expenses not directly attributable to ordinary activities as expenses for restructuring, gains and losses from sale of non-financial assets or income from operating lease assets. In addition, it encompasses expenses for other taxes and certain regulatory charges (bank levy, the contributions to the deposit guarantee scheme and to the Single Resolution Fund).

### (12) Other result

The other result shows the result from legal cases, the result from operational risks and impairment losses and reversal of impairment losses for non-financial assets and for assets classified as held for sale and disposal groups. Furthermore, insignificant modification gains and losses are presented in this position.

### (13) Financial instruments

A financial instrument is any contract giving rise to a financial asset of one party and a financial liability or equity instrument of another party.

#### 13.1. Recognition and initial measurement

A financial asset or financial liability is recognised when Addiko becomes a party to the contractual provisions of the instrument.

Financial instruments are initially measured at fair value plus, for an item not measured at fair value through profit or loss, transaction costs that are directly attributable to its acquisition or issue. The fair value of a financial instrument on initial recognition is generally its transaction price.

### 13.2. Classification

On initial recognition, a financial asset is classified as measured at: amortised cost, fair value through other comprehensive income (FVOCI) or fair value through profit or loss (FVTPL).

A financial asset is measured at **amortised cost** if it meets both of the following conditions and is not designated at FVTPL:

- if the object of the entity's business model is to hold asset to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specific dates to cash flows that are solely payments of principal and interest on the principal outstanding ('SPPI criteria').

A financial asset is measured at **FVTOCI** only if it meets both of the following conditions and is not designated as at FVTPL:

- if the asset is held in a business model in which assets are managed both in order to collect contractual cash flows to sell them; and
- the contractual cash flows are solely payments of principal and interest on the principal outstanding (simple loan feature).

In addition, on initial recognition of an equity investment that is not held for trading, the Group may irrevocably elect to present subsequent changes in FVTOCI. This election is made on an investment-by-investment basis.

Financial assets that do not meet these criteria are measured at **FVTPL**.

In addition, at initial recognition, Addiko Group may irrevocably designate a financial asset that would otherwise be measured subsequently at amortised costs or FVTOCI, as measured at FVTPL, if such designation eliminates or significantly reduces a recognition and measurement inconsistency (i.e. "accounting mismatch") that would otherwise arise from measuring assets and liabilities or recognising the gains or losses on a different basis. Currently there is not such case in Addiko Group.

#### 13.2.1. Business model assessment

All financial assets, which fulfil the SPPI criteria, have to be assigned to one of the business models described below:

- *Hold to collect*: a financial asset held with the objective to collect contractual cash flows.
- *Hold to collect and sell*: a financial asset held with the objective of both collecting the contractual cash flows and selling financial assets.
- *Other*: a financial asset held with trading intent or that does not meet the criteria of the categories above.

The Addiko Group performs the business model assessment at a portfolio level, because this best reflects the way the business is managed and information is provided to management. The information considered includes:

- the stated policies and objectives for the portfolio and the operation of those policies in practice. In particular, whether management's strategy focuses on earning contractual interest revenue, maintaining a particular interest rate profile, matching the duration of the financial assets to the duration of the liabilities that are funding those assets or realising cash flows through the sale of the assets;
- how the performance of the portfolio is evaluated and reported to the Group's management;
- the risks that affect the performance of the business model and how those risks are managed;
- how managers of the business are compensated (e.g. whether compensation is based on the fair value of the assets managed or the contractual cash flows collected); and
- the frequency, volume and timing of sales in prior periods, the reasons for such sales and its expectations about future sales activity. However, information about sales activity is not considered in isolation, but as part of an

overall assessment of how the Group's stated objective for managing the financial assets is achieved and how cash flows are realised.

For the following portfolios Addiko Group has performed a business models assessment:

- The Group's Consumer and SME business comprises primarily loans to customers that are held for collecting contractual cash flows. In the Focus segment, the loans comprise unsecured lending and credit card facilities. Sales of loans from these portfolios are very rare and relate only to non-performing assets with the objective to keep the volume of non-performing assets below pre-defined limits, in line with the expectations of regulators. In the Non-focus segments, the loans comprise mortgage lending and loans to large corporates and public finance. Given the run-down strategy, these products are not being actively marketed.
- Certain high-quality debt securities are held by Group Treasury for long-term yield, with the primary objective of collecting contractual cash flows. The portfolio also supports liquidity steering and asset-liability management: the securities can be pledged as collateral in central-bank repo/monetary policy operations to address temporary liquidity needs. Sales may occur, but are expected to be infrequent and driven by liquidity or risk-management considerations. Accordingly, these assets are managed within a hold-to-collect business model.
- Certain other debt securities are held within the "liquidity portfolio" to meet everyday liquidity needs. The Group Central Treasury seeks to minimise the costs of managing these liquidity needs and therefore actively manages the return on the portfolio. That return consists of collecting contractual cash flows as well as gains and losses from the sale of financial assets. The investment strategy often results in sales activity that is significant in value. The Group considers that these financial assets are held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets.
- Two Addiko subsidiaries have classified part of their bond portfolios under the "Other" business model, as such instruments relate to the trading activities of the Group, especially in connection with customer business.

### 13.2.2. Contractual cash flow characteristics

For the assessment whether contractual cash flows are solely payments of principal and interest (SPPI), "principal" is defined as the fair value of the financial asset on initial recognition. "Interest" is defined as consideration for the time value of money, for the credit risk associated with the principal amount outstanding during a particular period of time and for other basic lending risks and costs (e.g. liquidity risk and administrative costs), as well as a profit margin.

In assessing whether the contractual cash flows are SPPI, Addiko Group considers the contractual terms of the instrument and analyses the existing portfolio based on a checklist for SPPI criteria. This includes assessing whether the financial asset contains a contractual term that could change the timing or amount of contractual cash flows in a way that it would not meet this condition, considering the following: contingent events that would change the amount and timing of cash flows, leverage features, prepayment and extension terms, terms that limit the Group's claim to cash flows from specified assets and features that modify consideration for the time value of money.

Significant areas of judgements are unilateral changes in margins and interest rates, prepayment clauses, other contingent payment features, project financing and benchmark test for loans with interest mismatch features.

The SPPI compliance is assessed as follows:

- Unilateral changes of margins and interest rates: passing on costs related to the basic lending agreement, introducing the clauses designed to maintain a stable profit margin, and the changes of interest rates that reflect the worsening of the credit rating, are not SPPI harmful.
- Prepayment clauses: if the prepaid amount reflects the outstanding principal, interest and fees associated with the early redemption they are not critical. The prepayment fee has to be smaller than the loss of interest margin and loss of interest.
- Other contingent payment features: those could be typically side business clauses where the penalty represents the increased costs for risk monitoring or the reimbursement of lost profit which is associated with the triggering event. Such clauses are not SPPI harmful.
- Project financing: if there is no reference to the performance of the underlying business project and the borrower has adequate equity for the project to absorb losses before affecting ability to meet payments on the loan, it may pass the SPPI test.
- Loans with floating interest rates: if the loan contains interest mismatch features (fixation date is before the start of the period, reference rate's tenor is different to the rate reset frequency, etc.), it has to be assessed whether

the time value of money element of interest has been significantly modified (whether the interest mismatch feature could result in contractual undiscounted cash flows that are significantly different from benchmark deal), and a quantitative benchmark test has to be performed.

- Financial instruments with environmental, social and governance (ESG) features that change contractual cash flows based on the borrower meeting certain contractually specified ESG targets: in case of issuance or acquisition of instruments with ESG feature, Addiko policy is first to verify if the effect of the ESG feature could only have a de minimis effect on the contractual cash flows of the loan, then the feature does not affect the classification of the loan. However, if the effect of the ESG feature could be more than de minimis, then the feature will be assessed as to whether it is consistent with a basic lending arrangement and meet the SPPI criterion.

When performing the benchmark test, at the initial recognition, contractual undiscounted cash flows of financial instrument are compared with the benchmark cash flow, i.e. contractual undiscounted cash flows that would arise if the time value of money element was not modified. The effect of the modified time value of money element is considered in each reporting period and cumulatively over the lifetime of the financial instrument. The benchmark test is based on a range of reasonable scenarios. The appropriate comparable benchmark financial instrument is the one with the same credit quality and the same contractual terms except for the modification, either real existing or hypothetical asset. If an entity concludes that the contractual (undiscounted) cash flows could be significantly different (10% threshold) from the (undiscounted) benchmark cash flows (either periodical or cumulative), the financial asset does not meet the condition in the IFRS 9 paragraphs 4.1.2(b) and 4.1.2A(b) and therefore cannot be measured at amortised cost or at FVTOCI.

During 2024 and 2025, there were no financial instruments with interest mismatch features or ESG features which would lead to the classification at FVTPL. Significant volumes of financial instruments with critical features are not expected due to the internal policy for new products which eliminates potentially SPPI non-compliant features.

### 13.2.3. Reclassifications

In the infrequent case that the entity changes its business model for managing certain financial assets and specific IFRS 9 requirements would be fulfilled, a reclassification of all affected financial assets would be required. Such changes do not lead to reclassifications or prior period corrections. Sales due to increase in credit risk, sales close to maturity and infrequent sales triggered by a non-recurring event are not considered as contradicting the held to collect business model. The Group treasury investment strategy is, focusing on investing excess liquidity in long-term, high-quality government bonds to be held to maturity for yield enhancement purposes. No reclassifications were made during 2025 and 2024.

### 13.3. Measurement

#### Financial assets at amortised costs

Financial assets at amortised costs are measured at fair value at initial recognition minus the principal repayments, plus or minus the cumulative amortisation using the effective interest rate method of any difference between the initial amount and the maturity amount and adjusted for any expected credit losses. Interest income is presented in the line "Interest income calculated using the effective interest rate method". Expected credit losses and their reversals are presented in the line "Expected credit loss expenses on financial assets". The major volume of financial assets of the Addiko Group are measured at amortised cost. Gains and losses from derecognition are presented in the line "Net result on financial instruments".

#### Financial assets at fair value through other comprehensive income

A financial asset at fair value through other comprehensive income are measured at fair value with any movements being recognised in other comprehensive income and are assessed for impairment under the expected credit loss (ECL) model.

Interest income is presented in the line "Interest income calculated using the effective interest rate method". Expected credit losses are presented in the line "Credit loss expense on financial assets". The changes in fair value during the reporting period for debt instruments are presented in the line "Fair value reserve - debt instruments" in the statement of other comprehensive income. Dividend income and gains and losses from derecognition are presented in the line "Net result on financial instruments".

For equity instruments that are not held for trading, entities can make an irrevocable election at initial recognition to classify the instruments at FVTOCI. This election is available for each separate investment. All subsequent changes in fair value are presented in the line "Fair value reserve - equity instruments" in the statement of other comprehensive income without recycling in the consolidated income statement. Addiko Group has designated at FVTOCI investments a small portfolio of equity instruments. This presentation alternative was chosen because the investments were made for strategic purposes rather than with a view to profit on a subsequent sale, and there are no plans to dispose these investments in the short or medium term.

Financial assets at fair value through profit or loss

Interest income from financial asset measured at fair value through profit or loss is presented in the line "Other interest income". Dividend income and gains and losses from revaluation and derecognition are presented in the line "Net result on financial instruments".

Financial liabilities

Financial liabilities are classified as measured at amortised cost unless they are measured at fair value through profit or loss.

Financial liabilities measured at FVTPL consist of financial liabilities held for trading and financial liabilities measured at FVTPL at initial recognition. Changes to the fair value of liabilities designated at FVTPL resulting from changes in own credit risk of the liability are recognised in other comprehensive income, the remaining amount of the change in the fair value has to be presented in income statement. Addiko Group did not make use until now of the option to designate its financial liabilities at FVTPL.

The Addiko Group did not apply hedge accounting in the current or in the previous year.

### 13.4. Impairment

While applying the forward-looking ECL model, Addiko Bank recognises ECL and updates the amount of ECL recognised at each reporting date to reflect changes in the credit risk of financial assets. Addiko estimates ECL based on reasonable and supportable information that includes historical, current and forecast information, thus considering possible future credit loss events in different scenarios.

The lifetime ECL is the expected present value of losses based on expectation of borrowers' probability to default on their obligations at some time during the complete maturity of the financial assets with simultaneous consideration of probability of recovery (loss given default).

Loss allowances for ECL are presented in the statement of financial position as follows:

- financial assets measured at amortised cost: as a deduction from the gross carrying amount of the assets;
- loan commitments and financial guarantee contracts: generally, as a provision;
- where a financial instrument includes both a drawn and an undrawn component, and the Group cannot identify the ECL on the loan commitment component separately from those on the drawn component: the Group presents a combined loss allowance for both components. The combined amount is presented as a deduction from the gross carrying amount of the drawn component. Any excess of the loss allowance over the gross amount of the drawn component is presented as a provision; and
- debt instruments measured at FVOCI: as the carrying amount of these assets is their fair value, loss allowances are recognised in OCI with opposite entry in the consolidated income statement. Loss allowances are disclosed in note (41) Investment securities.

#### 13.4.1. Overview ECL calculation

Addiko Group determines an ECL amount on a probability-weighted basis as the difference between the cash flows that are due to the bank in accordance with the contractual terms of a financial instrument and the cash flows that the bank expects to receive. Although IFRS 9 establishes this objective, it generally does not prescribe detailed methods or techniques for achieving it.

In determining the cash flows that the bank expects to receive, following the recommendation of the GPPC (Global Public Policy Committee), Addiko Bank is using a sum of marginal losses approach whereby ECLs are calculated as the sum of the marginal losses occurring in each time period from the reporting date. The marginal losses are derived from individual parameters that estimate exposures and losses in the case of default and the conditional probability of default for each period (the probability of a default in time period X conditional upon an exposure having survived to time period X). The (lifetime) ECL is calculated for different scenarios separately, considering current and future forward looking information. The aggregation to the final ECL is performed at the end by probability weighting of the different individual scenarios. When estimating ECL, Addiko calculates in total three outcomes: Base case, Optimistic case and Pessimistic case. For additionally analyses Addiko simulates more adverse scenarios to understand dynamics and potential portfolio risks.

The observed period and the applied parameters within the ECL calculation depend on the maturity of the transaction, the IFRS 9 stage of the transaction and the macro scenario applied. For stage 1 the up to one year expected credit loss has to be considered while for stage 2 and 3 the expected lifetime loss has to be recognised.

The PD (probability of default) parameters reflects the probability of default for a certain period of time. The PDs used for the ECL calculation are derived by models/methodology which were developed by Addiko Bank internal model development units. The models are country and segment specific for segments where homogenous portfolio is present on country level (consumer and SME clients), while for segments where insufficient data points are available within one entity (corporates, sovereigns...) the models are based on Group-level data. Addiko uses mostly internal data for developing the models for client assessment, except for client segments which are externally rated, where external rating information is also used. The data history used is in line with applicable regulations and guidelines (seven years of data history is used if available, and never less than 5 years of history).

Methodology wise, an indirect modelling approach is chosen. This means that underlying existing Basel III methodology is used as a starting point and is adapted in a way to be fully IFRS 9 compliant. This includes the removal of any conservatism from the models, the inclusion of forward-looking point-in-time information within the methodology as well as the estimation of lifetime PD term structures.

EAD (exposure at default) is an estimate of the exposure including repayments of principal and interest and expected drawdowns on committed facilities. EAD is specified as the gross carrying amount at time of default while using the effective interest rate to discount cash flows to a present value at the reporting date. In cases where no contractual maturity is given, quantitative and/or qualitative criteria are applied for determining cashflow structure (e.g. frames). For the EAD parameter internally developed statistical models are used. Also, Addiko Bank uses statistically developed models to estimate the prepayment rates in its portfolios.

LGD (loss given default) is an estimate of the economic loss under condition of a default. For the LGD parameter in both retail and Corporate internally developed statistical models are applied. Those values are internally aligned while qualitative checks are performed to ensure an adequate level.

Considering the ability of models to correctly capture the forward-looking information and predict the development of PDs, consequently development of ECL, Addiko regularly (quarterly) estimates the need to introduce or revoke post-model adjustments (“overlays”) into the ECL calculation with the aim to ensure that the risk is not underestimated while the models are adjusted. The process of estimation and introduction of such post-model adjustment (PMAs) is strongly governed.

#### **13.4.2. Significant increase in credit risk**

Addiko Bank measures ECL in three stages as the deterioration in credit quality takes place. Namely, for stage 1 up to 12-month ECL is reported and for stage 2 and 3 the full lifetime expected credit loss is recognised.

Stage 1 begins as soon as a financial instrument is originated and up to 12-month ECL are recognised as an expense and a loss allowance is established. For financial assets, interest revenue is calculated on the gross carrying amount. Unless its credit quality changes, the same treatment applies every time until its maturity.

When credit quality is deemed to deteriorate significantly, assets move into stage 2. At this point, the full lifetime ECL is applied, resulting in a significant increase in the provisions. The significant increase of credit risk is identified based on the staging criteria which are both qualitative and quantitative in nature:

- 30 days past due: Addiko identifies a staging criterion trigger when contractual payments are more than 30 days past due.
- Forborne exposures are those exposures where Addiko has extended forbearance measures because of the debtor facing financial difficulties. Forbearance events may result in an exposure being classified as performing or non-performing which implies a stage transfer into stage 2 or 3.
- Further qualitative criteria in connection with the watchlist/early warning systems are reflected in the PD via the automatic downgrade of the client (as incorporated within the rating models and processes)
- Additionally, specific staging triggers are defined for specific portfolios
- Significant adverse changes in the lifetime probability of default at the reporting date compared to the initial recognition of the exposure is considered a staging trigger, with significance being assessed as a threefold increase of PD. Due to limited timeseries there are cases where the rating at origination is not available. For such cases, a simplified proxy approach based on historically simulated ratings is used (PD at certain point in time is used as a proxy for the initial recognition) while additional mechanisms are applied to account for potential adverse effects resulting from this assumption.

Stage 3, in Addiko considered equal to default or impairment, is in Addiko recognised based on definition of default according to CRR Article 178, and connected EBA/GL/2016/07 as this is the industry standard, and it allows consistency between entities and risk management processes. Specifically, the default triggers are:

- The borrower is unlikely to pay its credit obligations to the Group in full, without recourse by the Group to actions such as realising collateral (if any is held), or
- The borrower is more than 90 days past due on any material credit obligation to the Group.

Lifetime ECL continues to be applied for loans in this stage of credit deterioration but interest income is calculated based on the amortised cost (gross carrying amount adjusted for the loss allowance).

Both the qualitative and quantitative factors used for the staging determination are undergoing a constant validation and monitoring process to ensure their appropriateness and applicability over time (see note (13.4.4) "Validation").

The recovery from stage 3 to stage 2 and stage 2 to stage 1 is recognised when the indicators that trigger staging have been eliminated within a certain period to ensure that recovery is stable.

#### **13.4.3. Forward-looking information**

Addiko Bank incorporates forward-looking information into both its assessment of whether the credit risk of an instrument has increased significantly since initial recognition and its measurement of ECLs. Addiko Bank relies on externally sourced data about historical macroeconomic indicators (for example unemployment rates, GDP growth rates, real estate prices, industrial production...) development and uses this data to develop models reflecting changes of probability of default driven by macroeconomic changes. For each country/segment pair, characteristic macroeconomic indicators are identified which drive changes in probability of default. The models are applied using the externally sourced, forward looking macroeconomic scenarios, and combined with the outcome of rating models which predict the probability of default for each client to estimate the probability of default for each client in the future period, considering different macroeconomic scenarios. These values are used to calculate expected loss amount for that individual client under that specific macroeconomic scenario. To account for the potential effect of climate-related and environmental risk on credit risk, Addiko considers the impact of transitional risks on the macroeconomic indicators. For this purpose, the effect of a significant increase of carbon prices, which would be needed to meet "net-zero targets", is simulated.

All variables incorporated are at country and portfolio level whenever possible and plausible.

Forecast of these economic variables are regularly evaluated and updated. The input data for the forecasts is collected from external data sources. An extensive internal check and (if needed) adjustment is performed to make sure that forecasts reflect Addiko's view on future outcomes. This includes also different future scenarios and their probabilities.

These scenarios are the baseline economic scenario, the optimistic and pessimistic scenario forecast and probability weights for each of them. The forecasted parameters are consistently used for various bank internal processes.

The forward-looking statements contained in this report are based on current estimates, assumptions and projections of Addiko Group as well as currently available public information. They are not guaranteeing future performance and involve certain known and yet unknown risks and uncertainties and are based upon assumptions as to future events that may not prove to be accurate. Many factors could cause the current results or performance to be materially different from those that may be expressed or implied by such statements.

#### 13.4.4. Validation

The methodology and the assumptions undertaken in the ECL calculation are embedded in the internal validation process. This means that models/methodologies are constantly undertaken a quality review and an improvement process. The validation standards applied are formalised upfront in a way to ensure a consistent evaluation over time. The validation is generally performed on an annual base.

Addiko distinguishes between an initial and an ongoing validation:

- An initial validation is performed in case of a new model development, major changes in the existing methodology and/or significant shifts in the values
- Ongoing validations represent the regular review of the existing methodology (when no initial validation was performed).

In addition to the yearly process a close monthly monitoring is undertaken to ensure that portfolio and model developments are timely identified while already raised findings are timely tackled.

The validation is performed by an independent internal unit which deliver reports to local and Group senior management.

#### 13.4.5. Write-offs

When the Group has no reasonable expectations of recovery, a write-off event occurs. A write-off constitutes a derecognition event typically triggered by concessions given to borrowers in significant financial difficulties and/or by the Group's judgment that it is no longer reasonable to expect any recovery of that amount.

Write-off can be done only against already recognised ECL. The amount written off can be either a full write-off or a partial write-off. Direct write-offs to the statement of profit or loss should relate to exceptional circumstances (e.g. non-credit risk events) and should be rare.

In addition to the general derecognition criteria (see note (13.5) "Derecognition and contract modification") the following specific criteria fulfilment would lead to the derecognition of financial assets:

- Unsecured financial asset if the debtor is already undergoing bankruptcy proceedings,
- Financial asset can be written off if fully impaired (100% ECL) when all local regulatory requirements are fulfilled,
- Financial assets which have been subject to restructuring three or more times and the bank assessed the debtor as not able to repay their obligations,
- Financial asset for which the bank's right to claim repayment from the debtor in judicial or other proceedings has been terminated by approval of compulsory settlement,
- Other triggers were defined for financial assets that are treated as non-recoverable.

#### 13.5. Derecognition and contract modification

A financial asset is derecognised when:

- The contractual rights to receive cash flows from the asset have expired, or
- Addiko Group transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a "pass-through" arrangement,

- And either: (i) it has transferred substantially all risks and rewards connected with ownership of the asset, or (ii) has neither transferred nor retained substantially all risks and rewards connected with ownership of the asset but has transferred control of the asset.

Contractual adjustments resulting from negotiations with borrowers can lead to two types of modifications of initial contractual cash flows: (i) significant modifications or (ii) Insignificant modifications.

The following main criteria result in significant modifications:

- Quantitative: significant change of the contractual cash flows when the present value of the cash flows under the new terms is discounted using the original effective interest rate and differs from the discounted present value of the original financial instrument for at least 10%.
- Qualitative:
  - change of debtor,
  - currency change,
  - change of the purpose of financing,
  - SPPI critical features are removed or introduced in the loan contract.

#### **13.5.1. Significant modifications leading to derecognition of financial assets**

If the contractual cash flows of a financial asset are modified or renegotiated substantially, it results in derecognition (due to expiry of contractual rights to the cash flows) of that financial asset. A new financial asset with modified terms is recognised and the difference between the amortised cost of derecognised financial asset and the fair value of the new financial asset is reported in the income statement. If the borrower is not in default or the significant modification does not lead to default, then the new asset will be classified in stage 1. If the borrower is in default or the modification leads to the derecognition of the original financial asset and to the origination of a new financial asset at a deep discount that reflects the incurred credit losses, then the new asset will be treated as purchased or originated credit impaired (POCI) at initial recognition. For POCI financial assets no loss allowances are recognised and lifetime ECLs are reflected in the credit adjusted effective interest rate at initial recognition. Subsequently, the amount of change in lifetime ECLs since the initial recognition of POCI financial asset should be recognised as an impairment gain or loss in income statement. Even if the lifetime ECLs are less than the amount of ECLs that were included in the estimated cash flows on initial recognition, favourable changes in lifetime ECLs have to be recognised as an impairment gain.

For financial instruments in stage 1 and 2 measured at amortised costs, the unamortised balance of the origination fees and transaction costs considered in the effective interest rate is presented in the line "Net interest income" and for financial instruments in stage 3 measured at amortised costs, it is presented in the line "Expected credit loss expenses on financial assets". The release of the credit loss allowances of the original asset and the recognition of credit loss allowance for the new asset are presented in the line "Expected credit loss expenses on financial assets".

#### **13.5.2. Insignificant modifications not leading to derecognition of financial assets**

If the contractual cash flows of financial asset are modified or renegotiated in such a way that does not result in the derecognition of that financial asset, entities should recalculate the gross carrying amount of the financial asset on the basis of the renegotiated or modified contractual cash flows using original effective interest rate for discounting. A modification gain or loss is recognised in income statement in the line "Other result".

A financial liability is derecognised when the obligation under the liability is discharged, cancelled, or expires.

### **(14) Repurchase agreements**

A repurchase agreement is an agreement between two parties under which one party transfers to the other party the ownership of assets at a specified price for a limited period of time, and at the same time it is agreed that these assets, upon expiry of the said term, should or may be repurchased at a previously agreed-upon amount. Under IFRS 9, the seller continues to recognise the asset in its statement of financial position if the seller retains substantially all risks and rewards of ownership. The cash amount received or paid is presented as a liability by the seller, whereas the buyer recognises a receivable.

### (15) Fiduciary transactions

Fiduciary transactions concluded by the Addiko Group in its own name but on account of a third party are not reported in the statement of financial position according to IFRS. Commission fees are included in the net fee and commission income in income statement.

### (16) Financial guarantees

Financial guarantees are contracts that oblige the Addiko Group to make compensation payments to the guarantee holder for losses incurred. Such losses arise if a certain debtor does not meet the payment obligations pursuant to the contractual terms and conditions. Financial guarantees are initially recognised as liabilities at fair value including transaction costs directly related to the guarantee issued. Initial measurement is the premium received and this amount is subsequently amortised to fee income. Liabilities are subsequently measured at the higher of the amount of ECL provision and the amortised balance of initially recognised premium.

### (17) Cash and cash equivalents

Cash and cash equivalents comprise cash, cash balances at central banks that are daily due, deposits that are daily due, as well as the minimum reserve. These amounts are stated at amortised costs. Debt instruments issued by public authorities eligible for refinancing at central banks are not shown in this item but, depending on their measurement category, are shown as financial assets.

The mandatory minimum reserve requirement is calculated based on defined items of the statement of financial position and has to be fulfilled in average through an extended period of time. Minimum reserve requirement deposits are not subject to any restraints.

### (18) Tangible assets: Property, plant and equipment and investment properties

Land and buildings used by the Addiko Group in the course of its own business activities as well as operating and office equipment are reported under property, plant and equipment. Real estate acquired to generate returns is reported under investment properties.

Property, plant and equipment is measured at cost less any accumulated depreciation and any accumulated impairment losses. Scheduled depreciation is recorded on a straight-line basis over the expected useful life. Factors involved in determining the useful life include the asset's age when purchased, how frequently the asset will be used, technology changes and changes due to climate risks. The following depreciation rates and expected useful lives are used:

| Depreciation rate                        | in percent | in years |
|--|------------|----------|
| for immovable assets (buildings)         | 2 - 4 %    | 25 - 50  |
| for movable assets (plant and equipment) | 5 - 33 %   | 3 - 20   |

Investment properties are land and buildings held to earn rental income or to benefit from expected increases in value. Provided that they can be let or sold separately, material parts of mixed-use properties that are used by third parties are also treated as investment property.

Investment properties are carried at cost less any accumulated depreciation and any accumulated impairment losses, according to the cost method admissible under IAS 40, with straight-line depreciation being applied over the useful lives applicable to property, plant and equipment.

Scheduled depreciation on property, plant and equipment used by the Group is reported separately under depreciation and amortisation in the income statement. Scheduled depreciation on investment property is reported separately under Other operating expenses in the income statement. Gains and losses on disposal of property, plant and equipment and investment properties are reported under "Other operating income" or Other operating expenses.

The assets are reviewed for indications of possible impairment at every reporting date. For this purpose, the current carrying amount is offset against the recoverable amount pursuant to IAS 36. Therefore, the recoverable amount is the

higher of the fair value less costs to sell and the value in use. If the recoverable amount is less than the carrying amount, an impairment has to be recognised. Insofar as the asset generates cash inflows that are largely independent of the cash inflows of other assets, the impairment test is performed on the basis of the individual asset. Otherwise, the impairment test is performed for the cash-generating unit the asset belongs to. IAS 36 defines a cash-generating unit as the smallest identifiable group of assets generating cash inflows that are largely independent from the cash inflows of other assets or groups of assets. The existence of a plan for energy efficient replacement investments which is in line with the Group’s carbon reduction strategy qualifies as an impairment trigger. Impairment or reversal of impairment, if any, is reported under the item Other result. If the reasons for the impairment cease to exist, the previously recognised impairment is reversed. The reversal is limited in that the asset’s carrying amount is not permitted to exceed the amount that would have been reported after depreciation if no impairment loss had been recorded for the asset in previous years.

**(19) Intangible assets**

Purchased software as well as prepayments made on intangible assets are reported under intangible assets. Expenditure on internally generated software is recognised as an asset when Addiko is able to demonstrate that the product is technically and commercially feasible, its intention and ability to complete the development and use the software in a manner that will generate future economic benefits, and that it can reliably measure the costs to complete the development. These assets are measured at cost less amortisation and accumulated impairment losses.

Scheduled amortisation is recorded on a straight-line basis over the expected useful life and reported under depreciation and amortisation. The following amortisation rates and expected useful lives are used:

| Amortisation rate or useful life | in percent | in years |
|----------------------------------|------------|----------|
| for software                     | 14 -50%    | 2 -7     |

Artificial intelligence applications have useful life max two years due to rapid innovation and obsolescence, and fast innovation cycle.

If there are indications of impairment, an impairment test is performed according to IAS 36 as described under tangible assets, and impairments are recorded through income statement. Impairment or reversal of impairment and gains and losses from disposal, if any, are reported under the item “Other result”.

**(20) Leases**

**20.1. Leases in which Addiko Group is a lessee**

At inception of each contract the Addiko Group assesses whether a contract is or contains a lease. A lease is a contract, or part of a contract, that conveys the right to use an asset for a period of time in exchange for consideration. This assessment involves the exercise of judgment about whether the contract contains an identified asset, whether the Addiko Group obtains substantially all the economic benefits from the use of that asset throughout the period of use, and whether the Addiko Group has the right to direct the use of the asset.

The right of use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made before the commencement date, plus any initial direct costs incurred and an estimate of costs to dismantle, remove or restore the underlying asset, less any lease incentives received. The right of use asset is subsequently depreciated over the shorter of the lease term or the useful life of the underlying asset using the straight-line method. The Addiko Group also assess the right of use asset for impairment in accordance with IAS 36 Impairment of assets when such indicators exist. The lease liability is initially measured at the present value of the lease payments payable over the lease term, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Group’s incremental borrowing rate. Thus, all lease obligations are generally recognised pursuant to the “right-of-use” approach in the statement of financial position. The only exception is for leases with a total lease term of 12 months or less, as well as for leases for which the underlying asset has a low value when new, with the IASB considering a lease to be of low value if it is USD 5,000 or less. In such cases Addiko Group elected to recognise such lease contracts off the statement of financial position and lease expenses are accounted on straight-line basis over the remaining lease term.

IFRS 16 permits a lessee not to separate non-lease components, and instead account for any lease and associated non-lease components as a single arrangement. The Addiko Group has not used this practical expedient.

Lease payments generally include fixed payments less lease incentives and variable payments that depend on an index or an interest rate. Prolongation options, termination options and purchase options are also considered, and also the amounts expected to be payable under a residual value guarantee have to be included in the measurement of lease liability.

Subsequent to initial measurement, the lease liability is reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes in in-substance fixed payments. When the lease liability is remeasured, the corresponding adjustment is reflected in the right of use asset, or income statement if the right of use asset is already reduced to zero.

## 20.2. Presentation in the financial statements

The Addiko Group as a lessee presents the right of use assets in the line item 'Property, plant and equipment' in tangible assets in the statement of financial position. Lease liabilities are presented in the line item 'Other financial liabilities' in the statement of financial position. Depreciation charge for the right of use assets is presented in the line item "Depreciation and amortisation" in the consolidated income statement. The interest expense on lease liabilities is presented in the line item "Interest expenses" in the consolidated income statement.

With regards to the presentation in the Cashflow Statement, lessees must present short-term lease payments, payments for leases of low value assets and variable lease payments not included in the measurement of the lease liability as part of operating activities. Cash paid for the interest portion of lease liability must be presented as either operating activities or financing activities. Addiko Group has chosen to include the interest paid as well as cash payments for the principal portion as part of financing activities.

## (21) Tax assets and tax liabilities

Current and deferred income tax assets and liabilities are jointly reported in the statement of financial position under Tax assets and Tax liabilities. Current income taxes are determined according to the tax law regulations of the respective countries.

Deferred tax assets and liabilities are accounted for using the liability method, which compares the tax base of the items in the statement of financial position with the amounts stated pursuant to IFRS. In the case of expected taxable temporary differences, taxes are deferred. A deferred tax liability shall be recognised if the reversal of taxable temporary differences will lead to an effective tax burden. Deferred tax assets are recognised for taxable temporary differences that result in a tax credit when recovered. Deferred tax assets and deferred tax liabilities have been offset as required by IAS 12. The recognition of deferred tax is only allowed if there is convincing other evidence that sufficient taxable profits will be available.

Deferred tax is measured at the tax rates that are expected to be applied to temporary differences when they reverse, using tax rates enacted or substantively enacted at the reporting date, and reflects uncertainty related to income taxes, if any. In accordance with IAS 12, non-current deferred taxes are not discounted. Deferred tax assets are recorded for tax loss carry-forwards if there is convincing evidence that future taxable profits will be available against which losses can be utilised. This assessment is made on tax plans which are based on business plans as agreed by the Management Board.

The recoverability of a deferred tax asset due to tax losses carried forward and taxable temporary differences is reviewed at the end of each reporting period. Recognition and reversal of tax assets and tax liabilities is recorded either in the income statement or in other comprehensive income, shown as a separate position.

Under IAS 12, the Group recognises deferred tax liabilities for taxable temporary differences arising on investments in subsidiaries, except to the extent that Addiko Bank AG controls the timing of reversal and it is probable that the temporary differences will not reverse in the foreseeable future. Consistent with this exception, the Group does not recognise deferred tax on undistributed profits that are not expected to be distributed. Where distributions are planned, the

related temporary differences are expected to reverse; accordingly, the Group recognises a deferred tax liability for the withholding tax that will be payable on those planned dividends, measured using the tax rates expected to apply when the dividends are paid.

The Group maintains provisions for uncertain tax positions that it believes appropriately reflect the risk of the tax positions under discussion, audit, dispute or appeal with tax authorities. These provisions are made using the Group's best estimate of the amount expected to be paid based on an assessment of all relevant factors, which are reviewed at the end of each reporting period.

## (22) Other assets

Other assets mainly consist of prepayments, accrued expenses and real estates held as current assets, but do not comprise financial instruments.

Deferred assets are recognised at their nominal value, the real estate held as current asset with the lower of the carrying amount and the fair value less cost to sell.

## (23) Non-current assets and disposal groups classified as held for sale

Pursuant to IFRS 5, an asset (or a disposal group) held for sale is classified as such if its carrying amount will be recovered principally through a sale transaction rather than through continuing use. Essential conditions that, cumulatively fulfilled, result in such a classification pursuant to IFRS 5.7 and 5.8 are:

- Immediate availability, i.e. the asset must be available for immediate sale in its present condition subject to terms that are usual and customary for sales of such assets,
- Commitment to a plan to sell the asset, active search to locate a buyer,
- High probability of sale,
- Sale within a period of twelve months.

If the requirements are met, the disposal item must thus be measured according to the special provisions under IFRS 5 as at the reporting date and written down to the lower of the carrying amount or the fair value less costs to sell.

Assets classified as held for sale and the associated liabilities are each recorded in a separate main item in the statement of financial position. "Impairment losses and reversal of impairment losses for assets classified as held for sale and disposal groups" are presented in "Other result". Gains and losses from disposal for assets classified as held for sale and disposal groups are presented in "Other operating income and other operating expense".

## (24) Provisions

### 24.1. Provisions for risks arising from the lending business

Provisions for risks arising from the lending business are set up for risks arising in particular from impending draw-downs on framework agreements or as a provision against liability assumed for customer transactions (particularly issued financial guarantees and granted loan commitments). This item includes provisions for expected credit losses from loan commitments, financial guarantees and other commitments given. Provisions are made both for individual cases and at portfolio level and measured in accordance with IFRS 9.

Changes in provisions for risks arising from the lending business affecting profit or loss are reported in the income statement under the item "Expected credit loss expenses on financial assets".

### 24.2. Provisions for legal disputes and other provisions

Provisions for legal disputes and other provisions are recorded if there is a present liability related to a past event towards a third party, if the assertion of the relevant claim is probable and if the amount of the claim can be determined reliably. If the time value of the money effect due to passage of time is material, then provisions are determined by discounting the expected future cash flow at a pre-tax rate that reflects current market assessments of the time value

of money and the risk specific to the liability. The unwinding of the discount is recognised as interest expense. The measurement of provisions for contingent liabilities and impending losses is based on reliable (best) estimates according to IAS 37.36 et seq. Provisions for legal cases include disputes with business partners, customers and external institutions, and are created based on an evaluation of the probability of a court case being lost by the Group. In certain cases, the legal risk-related loss is calculated using statistical methods with the expected value being the sum of the products of the probabilities of specific litigation resolutions and the loss calculated for each scenario, taking into account alternative prediction methods with respect to the number of disputes within the relevant time horizon.

### 24.3. Provisions for retirement benefits and similar obligations

The Addiko Group maintains both defined contribution and defined benefit plans. Under defined contribution plans, a fixed contribution is paid to an external provider. These payments are recognised under personnel expenses in the income statement. Except for these, there are no further legal or other obligations on the part of the employer. Therefore, no provision is required.

Defined benefit obligations relate to pension commitments and severance obligations. These schemes are unfunded, i.e. all of the funds required for coverage remain within the Company.

Non-current personnel provisions are determined according to IAS 19 - Employee Benefits - using the projected unit credit method. The valuation of future obligations is based on actuarial opinions prepared by independent actuaries. The present value of the defined benefit obligation is reported in the statement of financial position. According to the provisions of IAS 19, the resulting actuarial gains and losses are recorded under equity in other comprehensive income without affecting the income statement. The key parameters underlying the actuarial calculations for staff members in Austria can be found in the table below. Biometric basic data are taken into account using the AVÖ 2018-P generation mortality tables for salaried employees (2024: AVÖ 2018-P generation mortality tables for salaried employees). Non-current personnel provisions are calculated on the basis of the earliest possible legal retirement age.

The calculations are based on the following parameters:

| Actuarial parameters | 31.12.2025 |          |        | 31.12.2024 |          |        |
|----------------------|------------|----------|--------|------------|----------|--------|
|                      | Austria    | Slovenia | Serbia | Austria    | Slovenia | Serbia |
| Interest rate        | 3.39%      | 3.45%    | 5.10%  | 2.98%      | 3.15%    | 4.60%  |
| Salary increase      | 3.50%      | 2.50%    | 6.00%  | 3.81%      | 3.00%    | 0.00%  |
| Fluctuation discount | 4.15%      | 6.75%    | 3.00%  | 4.35%      | 9.00%    | 3.00%  |

The expenditure to be recognised through income statement consists of service cost reported under personnel expenses and interest expense which is recorded as such; actuarial gains and losses are reported under equity in other comprehensive income without affecting income statement.

### 24.4. Provisions for restructuring

Provisions for restructuring are only recorded if the general criteria for recording provisions in accordance with IAS 37.72 are fulfilled. This requires the existence of a constructive obligation for the company, which is fulfilled by the existence of a formal, detailed restructuring plan and the announcement of the measures set out in this plan to those affected. For disclosure of restructuring expenses, see note (31) Other operating income and other operating expenses.

## (25) Other liabilities

This item includes deferred income and non-financial liabilities that due to their nature could not be classified in specific balance sheet item.

## (26) Share-based payments

### 26.1. Share-settled share-based payments (legacy)

In 2024, following Supervisory Board approval, the Group modified its long-term incentive plan by converting remaining equity-settled awards into a phantom-share (cash-settled) program. Accordingly, there is no current-period activity under equity-settled share-based payments. At the 2024 modification date, the Group recognised a cash-settled liability measured at its fair value for the portion relating to services rendered to date, with a corresponding reclassification from the share-based payment reserve in equity to Other liabilities. The liability is remeasured to fair value at each reporting date until settlement; subsequent changes are recognised in income statement. (See 2024 consolidated financial statements for full modification disclosures.)

### 26.2. Cash-settled share-based payments

Liabilities for the group's cash-settled share-based payments are recognised as Personnel expenses over the relevant service period based on the number of awards expected to vest, taking into account service and non-market performance conditions. The liabilities are remeasured to fair value at initial recognition and remeasured to fair value at each reporting date until settlement, with remeasurement effects recognised in income statement. Market conditions are incorporated into the fair-value measurement. Liabilities are presented within Other liabilities. The ultimate cost is the cash paid to the beneficiary, which equals the fair value at settlement date.

## (27) Equity (including non-controlling interests)

Equity evidences the residual interest in the assets of an entity after deduction of all liabilities or obligations which cannot be terminated by the investor:

- **Subscribed (registered) capital** represents the amounts paid in by shareholders in accordance with the articles of association.
- **Capital reserve** includes direct capital contributions.
- The **fair value reserves** of debt instruments and of equity instruments include the measurement results - after taking deferred taxes into account - for the financial assets measured at fair value through other comprehensive income.
- The **remeasurement on defined benefit plans** consists of actuarial gains and losses on the defined benefit obligations.
- **Foreign currency reserve** includes the translation of financial statements of Addiko Group subsidiaries (for further detail, see the note (6) Foreign currency translation).
- The **cumulative result** includes the cumulated profits generated by the Group except for the share of profit to which external parties are entitled.
- The **other reserves** include the statutory reserves and the liability reserve.

## (28) Earnings per share

The Addiko Group presents earnings per share (EPS) in accordance with IAS 33 Earnings per share for its ordinary shares. Basic EPS is calculated by dividing the profit or loss that is attributable to ordinary shareholders of the bank by the weighted average number of shares outstanding during the period. Diluted EPS is determined by adjusting the profit or loss that is attributable to ordinary shareholders for any other changes in income or expense that would result from the conversion of the dilutive potential ordinary shares and increasing the weighted average number of ordinary shares outstanding by the weighted average number of additional ordinary shares that would have been outstanding assuming the conversion of all dilutive potential ordinary shares. As there are no stock options issued by Addiko Bank AG, the basic (undiluted) earnings per share equal the diluted earnings per share.

## Notes to the consolidated income statement

### (29) Net interest income

|  | EUR m        |              |
|--|--------------|--------------|
|  | 2025         | 2024         |
| <b>Interest income calculated using the effective interest method</b>  | <b>295.6</b> | <b>308.8</b> |
| Cash balances at central banks and other demand deposits               | 17.5         | 29.2         |
| Loans and advances measured at amortised cost                          | 237.2        | 244.7        |
| Securities measured at amortised cost                                  | 31.7         | 22.4         |
| Securities at fair value through other comprehensive income            | 9.2          | 12.4         |
| <b>Other interest income</b>   | <b>0.9</b>   | <b>2.3</b>   |
| Derivatives  | 0.7          | 1.6          |
| Securities held for trading  | 0.1          | 0.6          |
| <b>Total interest income</b>   | <b>296.5</b> | <b>311.1</b> |
| <b>Interest expense calculated using the effective interest method</b> | <b>-56.3</b> | <b>-65.7</b> |
| Deposits   | -55.7        | -65.2        |
| Lease liabilities  | -0.6         | -0.5         |
| <b>Other interest and similar expense</b>                              | <b>-1.8</b>  | <b>-2.6</b>  |
| Derivatives  | -0.4         | -1.0         |
| Provisions   | -1.4         | -1.6         |
| <b>Total interest expense</b>  | <b>-58.1</b> | <b>-68.3</b> |
| <b>Net interest income</b>   | <b>238.4</b> | <b>242.8</b> |

The presentation structure and comparative figures have been reclassified. Reference to note (1) Changes in the presentation of the financial statements for further details.

The reconciliation between previous and current presentation of interest income is presented in the table below:

|   | EUR m            |              |                  |
|---|------------------|--------------|------------------|
| 2024  | Old presentation | Change       | New presentation |
| <b>Interest income calculated using the effective interest method</b>         | <b>279.6</b>     | <b>29.2</b>  | <b>308.8</b>     |
| Financial assets at fair value through other comprehensive income             | 12.4             | -12.4        | 0.0              |
| Financial assets at amortised cost  | 267.2            | -267.2       | 0.0              |
| Cash balances at central banks and other demand deposits                      |                  | 29.2         | 29.2             |
| Loans and advances measured at amortised cost                                 |                  | 244.7        | 244.7            |
| Securities at fair value through other comprehensive income                   |                  | 12.4         | 12.4             |
| Securities measured at amortised cost   |                  | 22.4         | 22.4             |
| <b>Other interest income</b>  | <b>31.5</b>      | <b>-29.2</b> | <b>2.3</b>       |
| Financial assets held for trading   | 2.2              | -2.2         | 0.0              |
| Other assets (incl. cash balances at central banks and other demand deposits) | 29.2             | -29.2        | 0.0              |
| Derivatives   |                  | 1.6          | 1.6              |
| Securities held for trading   |                  | 0.6          | 0.6              |
| <b>Total interest income</b>  | <b>311.1</b>     | <b>0.0</b>   | <b>311.1</b>     |

Interest income is broken down by instrument and sector as follows:

|   | EUR m        |              |
|---|--------------|--------------|
|   | 2025         | 2024         |
| <b>Derivatives - Trading</b>                                    | <b>0.7</b>   | <b>1.6</b>   |
| <b>Debt securities</b>  | <b>41.1</b>  | <b>35.5</b>  |
| Governments   | 39.4         | 32.6         |
| Credit institutions   | 1.5          | 2.7          |
| Other financial corporations                                    | 0.0          | 0.1          |
| Non-financial corporations                                      | 0.2          | 0.2          |
| <b>Loans and advances</b>                                       | <b>237.2</b> | <b>244.7</b> |
| Central banks   | 1.9          | 2.0          |
| Governments   | 0.8          | 1.5          |
| Credit institutions   | 0.9          | 2.0          |
| Other financial corporations                                    | 0.6          | 0.7          |
| Non-financial corporations                                      | 66.3         | 76.5         |
| Households  | 166.6        | 161.9        |
| <b>Cash balances at central banks and other demand deposits</b> | <b>17.5</b>  | <b>29.2</b>  |
| <b>Total</b>  | <b>296.5</b> | <b>311.1</b> |

Interest expenses is broken down by instrument and sector as follows:

|                              | EUR m        |              |
|------------------------------|--------------|--------------|
|                              | 2025         | 2024         |
| <b>Derivatives - Trading</b> | <b>-0.4</b>  | <b>-1.0</b>  |
| <b>Deposits</b>              | <b>-55.7</b> | <b>-65.2</b> |
| Governments                  | -1.3         | -1.3         |
| Credit institutions          | -2.8         | -3.9         |
| Other financial corporations | -3.6         | -5.1         |
| Non-financial corporations   | -8.3         | -8.7         |
| Households                   | -39.7        | -46.1        |
| <b>Lease liabilities</b>     | <b>-0.6</b>  | <b>-0.5</b>  |
| <b>Provisions</b>            | <b>-1.4</b>  | <b>-1.5</b>  |
| <b>Total</b>                 | <b>-58.1</b> | <b>-68.3</b> |

## (30) Net fee and commission income

|  | EUR m        |              |
|--|--------------|--------------|
|  | 2025         | 2024         |
| Transactions                                   | 20.0         | 20.4         |
| Accounts and Packages                          | 31.9         | 30.9         |
| Cards  | 20.6         | 19.5         |
| Foreign exchange & Dynamic currency conversion | 7.3          | 7.8          |
| Bancassurance                                  | 12.8         | 7.4          |
| Loans  | 6.3          | 5.4          |
| Trade finance                                  | 5.1          | 5.5          |
| Other  | 1.4          | 1.0          |
| <b>Fee and commission income</b>               | <b>105.4</b> | <b>98.0</b>  |
| Transactions                                   | -4.4         | -4.6         |
| Accounts and Packages                          | -1.6         | -1.4         |
| Cards  | -15.0        | -13.7        |
| Foreign exchange & Dynamic currency conversion | -0.2         | -0.1         |
| Securities                                     | -0.2         | -0.2         |
| Bancassurance                                  | -0.8         | -0.4         |
| Loans  | -1.3         | -1.3         |
| Trade finance                                  | -0.1         | -0.1         |
| Client and sales incentives                    | -2.5         | -2.3         |
| Other  | -0.8         | -0.9         |
| <b>Fee and commission expenses</b>             | <b>-27.0</b> | <b>-25.1</b> |
| <b>Net fee and commission income</b>           | <b>78.5</b>  | <b>73.0</b>  |

The fee and commissions presented in this note include income of EUR 58.8 million (2024: EUR 55.9 million) and expenses of EUR -18.0 million (2024: EUR -16.4 million) relating to financial assets and liabilities not measured at FVTPL. The fees and commissions include EUR 100.2 million (2024: EUR 92.4 million) from contracts with customers in the scope of IFRS 15 Revenues from Contracts with Customers and EUR 5.2 million (2024: EUR 5.6 million) from financial guarantee contracts and loan commitments. Furthermore, the position Client and sales incentives includes EUR 2.2 million (2024: EUR 2.1 million) sales incentives paid to Addiko employees based on the achievement of pre-defined sales targets.

In 2025, Bancassurance, which comprises commissions from agency services for third-party insurance products, benefited from non-recurring items totalling EUR 3.5 million. EUR 0.9 million arose from a participation agreement with an insurance group, including amounts relating to prior-period business. A further EUR 2.6 million was recognised from the settlement of the existing cooperation agreement, concluded in connection with the extension of the strategic partnership.

## (31) Net result on financial instruments

|   | EUR m      |            |
|---|------------|------------|
|   | 2025       | 2024       |
| Held for trading financial instruments  | 0.7        | 1.2        |
| Foreign exchange  | 0.2        | -0.6       |
| Non-trading financial assets mandatorily at fair value through profit or loss | 0.7        | 0.3        |
| Financial assets measured at amortised cost                                   | 0.2        | 0.0        |
| Financial liabilities measured at amortised cost                              | 0.0        | 0.3        |
| <b>Total</b>  | <b>1.8</b> | <b>1.2</b> |

### 31.1. Gains or losses on financial instruments held for trading, net - by instrument

|                             | EUR m      |            |
|-----------------------------|------------|------------|
|                             | 2025       | 2024       |
| Derivatives                 | 0.1        | 1.4        |
| Debt securities             | 0.3        | 0.2        |
| Other financial liabilities | 0.2        | -0.4       |
| <b>Total</b>                | <b>0.7</b> | <b>1.2</b> |

### 31.2. Gains or losses on financial assets and liabilities held for trading, net - by risk

|  | EUR m      |            |
|--|------------|------------|
|  | 2025       | 2024       |
| Interest rate instruments and related derivatives                    | 0.5        | 0.3        |
| Foreign exchange trading and derivatives related to foreign exchange | 0.2        | 0.9        |
| <b>Total</b>   | <b>0.7</b> | <b>1.2</b> |

### 31.3. Gains or losses on financial assets and liabilities, not measured at fair value through profit or loss - by instrument

|                 | EUR m      |            |
|-----------------|------------|------------|
|                 | 2025       | 2024       |
| Debt securities | 0.2        | 0.0        |
| Deposits        | 0.0        | 0.3        |
| <b>Total</b>    | <b>0.2</b> | <b>0.3</b> |

### (32) Other operating income and other operating expenses

|   | EUR m        |              |
|---|--------------|--------------|
|   | 2025         | 2024         |
| <b>Other operating income</b>   | <b>4.7</b>   | <b>4.4</b>   |
| Gain from sale of non financial assets                                  | 2.5          | 2.9          |
| Income from operating lease assets                                      | 0.3          | 0.4          |
| Other income  | 1.9          | 1.1          |
| <b>Other operating expenses</b>   | <b>-18.2</b> | <b>-16.7</b> |
| Expense incurred in earning the operating lease assets income           | -0.3         | -0.5         |
| Restructuring expenses  | -0.2         | -0.9         |
| Deposit guarantee   | -7.9         | -5.6         |
| Banking levies and other taxes (including recovery and resolution fund) | -7.3         | -7.7         |
| Other expenses  | -2.5         | -2.1         |
| <b>Total</b>  | <b>-13.5</b> | <b>-12.3</b> |

Gains from the sale of non-financial assets mainly resulted from the disposal of non-core real estate assets in Bosnia & Herzegovina and Croatia.

The increase in costs related to **deposit guarantee** contributions was primarily driven by a higher payment to the Slovenian Deposit Guarantee Fund for 2025 (EUR 1.4 million) compared with 2024 (EUR 0.9 million). In addition, the prior period (2024) was positively influenced by the release of EUR 0.8 million accruals, following the notification from the Croatian deposit insurance agency that no premium would be collected for the previous quarter.

**Bank levies and other taxes** include the additional tax of 0.2% on total assets (2025: EUR 2.6 million; 2024: EUR 2.8 million), which was introduced in Slovenia in 2023 and will be applicable from 2024 to 2028.

**(33) Personnel expenses**

|   | EUR m         |               |
|---|---------------|---------------|
|   | 2025          | 2024          |
| Wages and salaries                                      | -79.9         | -75.8         |
| Social security contribution                            | -7.4          | -7.2          |
| Variable remuneration (excluding sales incentives)      | -9.5          | -10.4         |
| Bonuses   | -5.7          | -6.0          |
| Cash-settled share-based payments                       | -3.8          | -4.4          |
| Voluntary social expenses                               | -5.1          | -4.8          |
| Expenses for retirement and severance payments          | -4.2          | -4.3          |
| Income from release of employee provisions and accruals | 1.6           | 0.6           |
| Other personnel expenses                                | -2.5          | -2.5          |
| <b>Total</b>  | <b>-106.9</b> | <b>-104.4</b> |

Certain **incentives** are paid to Addiko sales employees based on the achievement of pre-defined targets and are reported under Fees and commission expenses (2025: EUR -2.2 million; 2024: EUR -2.1 million). In a presentation by nature, the total 2025 personnel expenses would amount to EUR -109.1 million (2024: EUR -106.5 million).

**Variable remuneration** in the comparative period (2024) includes non-recurring costs of EUR -0.4 million from the PAIF long-term incentive triggered when the share price exceeded the target, and EUR -0.8 million resulting from the Supervisory Board's approval to convert the equity-settled plan to a cash-settled phantom share plan. **Income from release of employee provisions** mainly relates to bonus provisions allocated in the previous period (2025: EUR -1.5 million; 2024: EUR -0.6 million), which were adjusted based on differences between actual target achievements versus estimates.

**Comparative figures** have been reclassified following a review to ensure greater consistency in the presentation of social security contributions and expenses for retirement and severance payments across the Group's reporting entities. A reconciliation between previous and current presentation of personnel expenses is shown in the table below:

|   | EUR m            |            |                  |
|---|------------------|------------|------------------|
| 2024  | Old presentation | Change     | New presentation |
| Wages and salaries                                      | -65.5            | -10.6      | -75.8            |
| Social security contribution                            | -11.2            | 4.0        | -7.2             |
| Variable remuneration (excluding sales incentives)      | -10.4            | 0.0        | -10.4            |
| Bonuses   | -6.0             | 0.0        | -6.0             |
| Cash-settled share-based payments                       | -4.4             | 0.0        | -4.4             |
| Voluntary social expenses                               | -4.9             | 0.1        | -4.8             |
| Expenses for retirement and severance payments          | -10.7            | 6.4        | -4.3             |
| Income from release of employee provisions and accruals | 0.6              | 0.0        | 0.6              |
| Other personnel expenses                                | -2.6             | 0.1        | -2.5             |
| <b>Total</b>  | <b>-104.4</b>    | <b>0.0</b> | <b>-104.4</b>    |

**(34) Other administrative expenses**

|  | EUR m        |              |
|--|--------------|--------------|
|  | 2025         | 2024         |
| IT expenses  | -35.0        | -33.6        |
| Premises expenses (rent and other building expenses) | -13.0        | -12.9        |
| Legal and advisory costs                             | -3.9         | -7.4         |
| Advertising costs                                    | -9.6         | -7.9         |
| Remaining other administrative expenses              | -8.8         | -9.2         |
| <b>Total</b>   | <b>-70.4</b> | <b>-71.0</b> |

**Legal and advisory costs** for the comparative period (2024) include non-recurring advisory costs in amount of EUR 3.0 million related to the tender offers published by Agri Europe Cyprus Ltd. and Nova Ljubljanska banka d.d.

## (35) Depreciation and amortisation

|                               | EUR m        |              |
|-------------------------------|--------------|--------------|
|                               | 2025         | 2024         |
| Property, plant and equipment | -10.7        | -10.3        |
| o/w right of use assets       | -6.6         | -4.8         |
| Intangible assets             | -7.4         | -6.6         |
| <b>Total</b>                  | <b>-18.1</b> | <b>-17.0</b> |

## (36) Other result

|  | EUR m        |              |
|--|--------------|--------------|
|  | 2025         | 2024         |
| <b>Net result from legal cases</b>   | <b>-13.5</b> | <b>-15.4</b> |
| Release of provisions for legal cases and income from legal cases                  | 2.2          | 1.6          |
| Allocation of provisions for passive legal cases and legal costs                   | -15.6        | -17.0        |
| <b>Net result from operational risks</b>   | <b>-0.9</b>  | <b>0.3</b>   |
| Release of provisions from operational risk and income from operational risk cases | 0.4          | 1.3          |
| Allocation of provisions from operational risk and operational risk expenses       | -1.3         | -1.0         |
| <b>Impairment / reversal of impairment on non financial assets</b>                 | <b>-0.2</b>  | <b>-0.1</b>  |
| Reversal of impairment   | 0.0          | 0.3          |
| Impairment   | -0.2         | -0.4         |
| <b>Modification gains or losses</b>  | <b>0.0</b>   | <b>-0.7</b>  |
| <b>Total</b>   | <b>-14.6</b> | <b>-15.8</b> |

The **net result from legal cases** in 2025 amounted to EUR -13.5 million (2024: EUR -15.4 million) and was primarily influenced by newly received and existing lawsuits in Croatia (EUR -8.1 million; 2024: EUR -3.8 million). In Slovenia, additional provisions for legacy Swiss franc-denominated loans were recognised in the amount of EUR 4.8 million (2024: EUR 6.8 million). In Serbia, developments in legal cases totalled EUR -1.6 million (2024: EUR -4.4 million). Further details regarding provisions for legal cases are included in note (50.2) Provisions for pending legal disputes.

The **net result from operational risk** in 2025 was adversely affected by newly recognised provisions of EUR 0.3 million related to an external fraud case in Bosnia & Herzegovina and included EUR 0.2 million in costs following an Austrian wage tax review. In contrast, the 2024 comparative period benefited from the release of EUR 0.5 million of provisions in relation to proportional fee reimbursements in Slovenia for early loan repayments ("Lexitor"). Furthermore, in 2024 Addiko received EUR 0.4 million in insurance reimbursements related to a customer operational risk event in Serbia; partially offsetting the prior-year impact of EUR 0.6 million.

The **modification loss** in 2024 resulted from a decision by the Serbian Central Bank to implement temporary measures limiting the maximum applicable variable interest rate on private individuals' loans.

## (37) Expected credit loss expenses on financial assets

|  | EUR m        |              |
|--|--------------|--------------|
|  | 2025         | 2024         |
| <b>Change in CL on financial instruments at FVTOCI</b>                   | <b>-0.1</b>  | <b>0.4</b>   |
| <b>Change in CL on financial instruments at amortised cost</b>           | <b>-33.8</b> | <b>-36.1</b> |
| Net allocation to risk provision   | -45.6        | -47.5        |
| Proceeds from loans and receivables previously impaired                  | 13.4         | 12.7         |
| Directly recognised impairment losses and other credit risk expenses     | -1.5         | -1.3         |
| <b>Net allocation of provisions for commitments and guarantees given</b> | <b>-1.3</b>  | <b>-0.4</b>  |
| <b>Total</b>   | <b>-35.2</b> | <b>-36.0</b> |

The net allocation to risk provision decreased by EUR 0.8 million year-over-year to EUR -35.2 million, compared to EUR -36.0 million in the year 2024. Further details regarding expected credit loss expenses on financial assets are included in note (62) Risk provisions.

### (38) Taxes on income

|                                     | EUR m        |              |
|-------------------------------------|--------------|--------------|
|                                     | 2025         | 2024         |
| Current tax                         | -9.9         | -10.2        |
| Deferred tax                        | -6.1         | -4.8         |
| thereof: temporary differences      | -3.0         | -4.1         |
| thereof: tax losses carried forward | -3.2         | -0.8         |
| <b>Total</b>                        | <b>-16.0</b> | <b>-15.0</b> |

Taxes on income increased to EUR -16.0 million in 2025 (2024: EUR -15.0 million), and the effective tax rate rose from 24.8% to 26.7%. The increase was driven primarily by a reduction in deferred tax assets (DTAs) on tax loss carry-forwards following the November 2024 amendment to the Slovenian Corporate Income Tax Act, which introduced a five-year limit on the carry-forward of tax losses effective 1 January 2025. Under the new rules, Addiko's recognition of DTAs on tax losses is limited to amounts expected to be utilised by 31 December 2029. Accordingly, as at 31 December 2025, the recoverability assessment horizon was shortened from a rolling five years to the remaining four years (2026-2029). In addition, the updated business plan for Addiko Bank Slovenia projects lower profitability over the assessment period, further reducing recoverability. The combined effects resulted in a EUR -2.1 million re-assessment of existing stock of DTA from taxable losses in 2025 (2024: EUR -0.7 million).

#### 38.1. Reconciliation of effective tax rate

The reconciliation from calculated income tax to the effective tax is as follows:

|  | EUR m        |              |
|--|--------------|--------------|
|  | 2025         | 2024         |
| <b>Result before tax</b>   | <b>60.1</b>  | <b>60.4</b>  |
| Theoretical income tax expense based on Austrian corporate tax rate of 23% (2024: 23%) | -13.8        | -13.9        |
| Effects from divergent foreign tax rates   | 7.2          | 7.1          |
| Tax effect of:   |              |              |
| Income not subject to tax  | 0.4          | 0.2          |
| Investment related tax relief and other effects reducing the tax burden                | 1.9          | 2.2          |
| Non-deductible expenses  | -1.6         | -1.4         |
| Withholding taxes for which no tax credit was available                                | -1.7         | -1.2         |
| Current-year losses for which no DTA is recognised                                     | -6.2         | -7.1         |
| Re-assessment of existing stock of DTA from taxable losses                             | -2.1         | -0.7         |
| Recognition/non-recognition of temporary differences                                   | -0.7         | -0.7         |
| Deferred tax liability on undistributed profits  | -0.5         | -0.6         |
| Other  | 1.1          | 1.1          |
| <b>Actual income tax</b>   | <b>-16.0</b> | <b>-15.0</b> |
| Effective tax rate   | 26.7%        | 24.8%        |

Each entity within the Addiko Group is taxable as required by its respective local tax regulation. The income tax rates for these entities range from 9% to 23%.

The development of the effective tax rate was mainly influenced by the non-recognition of deferred tax assets on current year losses generated by the parent company in amount of EUR 6.2 million (2024: EUR 7.1 million), because it is not probable that future taxable profits will be available against which the deferred tax assets can be utilised. Furthermore, the reassessment of deferred tax assets from existing taxable losses in the Slovenian entity was leading to a decrease of EUR 2.1 million (2024: EUR 0.7 million). Deferred tax liabilities related to undistributed profits include withholding tax which should be paid in the year 2026 on projected dividends.

## 38.2. Movements in deferred tax balances

In the financial year, deferred tax assets and liabilities were netted as far as the requirements according to IAS 12 were fulfilled. Deferred taxes (tax assets or tax liabilities) have been recorded for the differences between carrying amounts for tax purposes and IFRS values and for unused tax losses as presented in the following table:

|   | Net<br>balance<br>01.01. | Recognised<br>in income<br>statement | Recognised<br>in OCI | Balance at 31 December |                           |                                |
|---|--------------------------|--------------------------------------|----------------------|------------------------|---------------------------|--------------------------------|
|   |                          |                                      |                      | Net                    | Deferred<br>tax<br>assets | Deferred<br>tax<br>liabilities |
| <b>2025</b>   |                          |                                      |                      |                        |                           |                                |
| Financial assets designated at FVTPL  | 0.3                      | -0.3                                 | 2.0                  | 2.0                    | 2.0                       | 0.0                            |
| Financial assets at FVTOCI  | 4.5                      | 0.0                                  | -4.5                 | 0.0                    | 0.0                       | 0.0                            |
| Financial assets at amortised cost  | 0.6                      | 0.2                                  | 0.0                  | 0.8                    | 0.8                       | 0.0                            |
| Tangible assets (including right of use assets)                                   | -0.6                     | -0.9                                 | 0.0                  | -1.5                   | 1.4                       | -2.9                           |
| Intangible assets   | 0.2                      | 0.0                                  | 0.0                  | 0.1                    | 0.1                       | 0.0                            |
| Financial liabilities held for trading  | 0.7                      | -0.4                                 | 0.0                  | 0.3                    | 0.3                       | 0.0                            |
| Financial liabilities measured at amortised cost<br>(including lease liabilities) | 2.0                      | 0.7                                  | 0.0                  | 2.7                    | 2.7                       | 0.0                            |
| Provisions  | 7.8                      | -2.0                                 | 0.0                  | 5.7                    | 5.7                       | 0.0                            |
| Undistributed profits of subsidiaries   | -1.7                     | -0.5                                 | 0.0                  | -2.2                   | 0.0                       | -2.2                           |
| Other   | 1.2                      | 0.1                                  | 0.0                  | 1.3                    | 1.6                       | -0.3                           |
| Tax losses carried forward  | 12.1                     | -3.2                                 | 0.0                  | 8.9                    | 8.9                       | 0.0                            |
| <b>Tax assets (liabilities) before set-off</b>                                    | <b>26.9</b>              | <b>-6.2</b>                          | <b>-2.6</b>          | <b>18.2</b>            | <b>23.6</b>               | <b>-5.4</b>                    |
| Set-off of tax  | 0.0                      | 0.0                                  | 0.0                  | 0.0                    | -3.2                      | 3.2                            |
| <b>Tax assets (liabilities)</b>   | <b>26.9</b>              | <b>-6.2</b>                          | <b>-2.6</b>          | <b>18.2</b>            | <b>20.4</b>               | <b>-2.2</b>                    |

Deferred tax liability related to undistributed profits includes withholding tax which shall be paid in the following year on projected dividends.

|   | Net<br>balance<br>01.01. | Recognised<br>in income<br>statement | Recognised<br>in OCI | Balance at 31 December |                           |                                |
|---|--------------------------|--------------------------------------|----------------------|------------------------|---------------------------|--------------------------------|
|   |                          |                                      |                      | Net                    | Deferred<br>tax<br>assets | Deferred<br>tax<br>liabilities |
| <b>2024</b>   |                          |                                      |                      |                        |                           |                                |
| Financial assets designated at FVTPL  | 0.3                      | 0.0                                  | 0.0                  | 0.3                    | 0.3                       | 0.0                            |
| Financial assets at FVTOCI  | 7.7                      | 0.0                                  | -3.2                 | 4.5                    | 4.5                       | 0.0                            |
| Financial assets at amortised cost  | 0.5                      | 0.1                                  | 0.0                  | 0.6                    | 0.8                       | -0.2                           |
| Tangible assets (including right of use assets)                                   | -1.1                     | 0.5                                  | 0.0                  | -0.6                   | 1.5                       | -2.1                           |
| Intangible assets   | 0.3                      | -0.1                                 | 0.0                  | 0.2                    | 0.2                       | 0.0                            |
| Financial liabilities held for trading  | 0.5                      | 0.2                                  | 0.0                  | 0.7                    | 0.7                       | 0.0                            |
| Financial liabilities measured at amortised cost<br>(including lease liabilities) | 2.5                      | -0.5                                 | 0.0                  | 2.0                    | 2.0                       | 0.0                            |
| Provisions  | 10.3                     | -2.6                                 | 0.0                  | 7.8                    | 7.8                       | 0.0                            |
| Undistributed profits of subsidiaries   | -1.0                     | -0.7                                 | 0.0                  | -1.7                   | 0.0                       | -1.7                           |
| Other   | 2.3                      | -1.0                                 | -0.1                 | 1.2                    | 1.2                       | 0.0                            |
| Tax losses carried forward  | 12.8                     | -0.8                                 | 0.0                  | 12.1                   | 12.1                      | 0.0                            |
| <b>Tax assets (liabilities) before set-off</b>                                    | <b>35.1</b>              | <b>-4.8</b>                          | <b>-3.4</b>          | <b>26.9</b>            | <b>31.0</b>               | <b>-4.0</b>                    |
| Set-off of tax  | 0.0                      | 0.0                                  | 0.0                  | 0.0                    | -2.3                      | 2.3                            |
| <b>Tax assets (liabilities)</b>   | <b>35.1</b>              | <b>-4.8</b>                          | <b>-3.4</b>          | <b>26.9</b>            | <b>28.6</b>               | <b>-1.7</b>                    |

The total change in deferred taxes is EUR -8.8 million (2024: EUR -8.2 million). Of this, EUR -6.2 million (2024: EUR -4.8 million) is reflected in the current income statement as deferred tax income and an amount of EUR -2.6 million (2024: EUR -3.4 million) is shown in other comprehensive income in equity.

### 38.3. Unrecognised deferred tax assets

Deferred tax assets have not been recognised for the following items because it is not probable that sufficient taxable profits will be available within the shorter of (i) the five-year utilisation period reflected in the Group's business plan or (ii) the utilisation period prescribed by the relevant local tax legislation.

|                                  | 2025          |             | 2024          |             | EUR m |
|----------------------------------|---------------|-------------|---------------|-------------|-------|
|                                  | Gross amounts | Tax effects | Gross amounts | Tax effects |       |
| Deductible temporary differences | 0.0           | 0.0         | 0.0           | 0.0         | 0.0   |
| Tax losses                       | 380.0         | 86.5        | 350.9         | 79.9        |       |
| <b>Total</b>                     | <b>380.0</b>  | <b>86.5</b> | <b>350.9</b>  | <b>79.9</b> |       |

### 38.4. Unrecognised deferred tax liabilities

The aggregate amount of temporary differences associated with investments in subsidiaries for which deferred tax liabilities have not been recognised because the parent company is able to control the timing of reversal of the temporary difference and it is probably that the temporary difference will not reverse in the foreseeable future, is equivalent to EUR 83.7 million (YE24: EUR 85.1 million), translating into theoretical deferred tax liabilities of EUR 4.2 million (YE24: EUR 4.3 million).

### 38.5. Tax losses carried forward

The utilisation of the unused tax losses from previous years and their possibility to be carried forward are presented in the following table:

| Tax losses per country - 2025                            | ABS          |  | ABH          | Total | EUR m        |
|--|--------------|--|--------------|-------|--------------|
|  |              |  |              |       |              |
| applicable tax rate                                      | 22.0%        |  | 23.0%        |       |              |
| Total tax losses carried forward (never expire)          | 0.0          |  | 290.2        |       | 290.2        |
| Total tax losses carried forward (restricted utilisable) | 130.4        |  | 0.0          |       | 130.4        |
| <b>Total tax losses carried forward</b>                  | <b>130.4</b> |  | <b>290.2</b> |       | <b>420.6</b> |
| <b>Theoretical Deferred Tax asset</b>                    | <b>28.7</b>  |  | <b>66.7</b>  |       | <b>95.4</b>  |
| Recognised DTA   | 8.9          |  | 0.0          |       | 8.9          |
| Unrecognised DTA   | 19.8         |  | 66.7         |       | 86.5         |

| Tax losses per country - 2024                            | ABS          |  | ABH          | Total | EUR m        |
|--|--------------|--|--------------|-------|--------------|
|  |              |  |              |       |              |
| applicable tax rate                                      | 22.0%        |  | 23.0%        |       |              |
| Total tax losses carried forward (never expire)          | 0.0          |  | 263.1        |       | 263.1        |
| Total tax losses carried forward (restricted utilisable) | 135.1        |  | 0.0          |       | 135.1        |
| <b>Total tax losses carried forward</b>                  | <b>135.1</b> |  | <b>263.1</b> |       | <b>398.2</b> |
| <b>Theoretical Deferred Tax asset</b>                    | <b>29.7</b>  |  | <b>60.5</b>  |       | <b>90.2</b>  |
| Recognised DTA   | 12.1         |  | 0.0          |       | 12.1         |
| Unrecognised DTA   | 17.6         |  | 60.5         |       | 78.2         |

Comparative figures have been restated to reflect the final determination of the ABH taxable result. Following the completion of this calculation, the amount of cumulative taxable losses was revised from EUR 270.6 million, as reported at year-end 2024, to EUR 263.1 million.

#### 38.5.1. Slovenia

Since the amendment to the Corporate Income Tax Act, approved in Slovenia in 2024 and effective from 1 January 2025, the carry-forward of tax losses has been limited to a five-year period (previously, tax losses could be carried forward without restriction). This new limitation affects the Group's ability to fully utilise the existing taxable losses. As of 31 December 2025, the Slovenian subsidiary held taxable losses of EUR 130.4 million (2024: EUR 135.1 million), which can now be utilised only until the end of 2029.

In 2025, DTA arising from the carry-forward of taxable losses amounted to EUR 8.9 million (YE24: EUR 12.1 million). Additional DTA of EUR 19.8 million (2024: EUR 17.6 million) relating to these taxable losses could not be recognised, as it is not probable that the entity will generate sufficient taxable profits within the next 4 years to fully utilise the existing taxable losses. The DTA recognised in 2025 are based on the applicable corporate tax rate and the Slovenian subsidiary's tax plan for the years 2026-2029, taking into account that the utilisation of tax losses is limited to 50% of the actual tax base. Due to uncertainties arising from external factors (such as the regulatory environment and market conditions), a lower range of expected outcomes was applied in the DTA calculation.

The following table presents a sensitivity analysis for the main assumptions made in the five-year tax plan, illustrating the effects on the DTA amount by changes in the relevant assumptions (while all other factors remain constant) that were reasonably possible at the reporting date:

|   | EUR m      |            |
|---|------------|------------|
|   | 31.12.2025 | 31.12.2024 |
| Average interest rate loans to customers +50bps | 1.9        | 2.2        |
| Average interest rate loans to customers -50bps | -1.9       | -2.2       |
| Cost of risk +25bps                             | -1.0       | -1.3       |
| Cost of risk -25bps                             | 1.0        | 1.3        |

### 38.5.2. Austria

In 2025, the Group's parent company, recognised additional tax losses in amount of EUR 27.0 million (2024: EUR 30.8 million), increasing the cumulative tax losses to EUR 290.2 million (2024: EUR 270.6 million as reported; EUR 263.1 million after final calculation). Although these tax losses can be carried forward without limitation, Addiko did not recognise any DTA from the loss carry-forward. This is due to the uncertainty regarding the utilisation of the tax losses, as it is not considered probable that sufficient taxable profit will be available in the foreseeable future.

### 38.6. Uncertainty over income tax treatments

Addiko Group has assessed whether it has any uncertain tax positions, particularly those relating to transfer pricing. In general, tax inspection, which may result in additional tax liability, default interest and penalties, may be initiated at any time within four to six years from the date of tax return or from the year in which the tax should have been assessed.

Based on its tax compliance procedures and transfer pricing documentation, Addiko Group considers it probable that its tax treatments will be accepted by the relevant tax authorities. However, as the Group is subject to a large number of tax regulations which, in some cases, have only been in effect for a short period, are frequently amended, and are interpreted and enforced by various governmental bodies, there remains a risk that tax audits could, due to divergent interpretations, result in assessments of tax additional obligations that were not previously anticipated.

### 38.7. Global minimum tax

To address concerns about uneven profit distribution and tax contributions of large multinational groups, several global agreements have been reached, including the commitment by more than 135 jurisdictions to introduce a global minimum tax rate of 15%. Following the draft legislative framework published by the Organisation for Economic Co-operation and Development (OECD) in December 2021 and the accompanying detailed guidance released in March 2022, the EU Council approved Directive 2022/2523 in December 2022. Austria transposed this directive into national law through the Minimum Tax Act, which entered into force at the beginning of 2024.

The rules apply to large company groups with at least EUR 750 million in consolidated net sales in at least two of the last four financial years, irrespective of whether the group operates solely domestically or internationally. As the Addiko Group has not exceeded this threshold in previous years, it is currently not within the scope of the top-up tax.

## Notes to the consolidated statement of financial position

### (39) Cash and cash equivalents

|                                |                       | EUR m         |                       |
|--------------------------------|-----------------------|---------------|-----------------------|
| 31.12.2025                     | Gross Carrying amount | ECL allowance | Carrying amount (net) |
| Cash on hand                   | 151.2                 | 0.0           | 151.2                 |
| Cash balances at central banks | 859.5                 | -0.2          | 859.3                 |
| Other demand deposits          | 46.6                  | 0.0           | 46.6                  |
| <b>Total</b>                   | <b>1,057.3</b>        | <b>-0.2</b>   | <b>1,057.2</b>        |

|                                |                       | EUR m         |                       |
|--------------------------------|-----------------------|---------------|-----------------------|
| 31.12.2024                     | Gross carrying amount | ECL allowance | Carrying amount (net) |
| Cash on hand                   | 131.8                 | 0.0           | 131.8                 |
| Cash balances at central banks | 1,003.9               | 0.0           | 1,003.9               |
| Other demand deposits          | 115.8                 | 0.0           | 115.8                 |
| <b>Total</b>                   | <b>1,251.5</b>        | <b>0.0</b>    | <b>1,251.4</b>        |

The total amount of cash balances at central banks and other demand deposits is considered as low risk business and is classified within stage 1 (12-month ECL).

The cash balances at central banks include EUR 212.4 million (YE24: EUR 233.3 million) minimum reserves which the parent company and its subsidiaries were holding at the reporting date in their current accounts at their national central banks in order to meet on average during the maintenance period the prescribed requirements.

### (40) Financial assets held for trading

|                        |  | EUR m      |             |
|------------------------|--|------------|-------------|
|                        |  | 31.12.2025 | 31.12.2024  |
| <b>Derivatives</b>     |  | <b>2.3</b> | <b>5.0</b>  |
| <b>Debt securities</b> |  | <b>7.5</b> | <b>9.4</b>  |
| Governments            |  | 7.5        | 9.4         |
| <b>Total</b>           |  | <b>9.8</b> | <b>14.4</b> |

### (41) Loans and advances

The Addiko Group measures all loans and advances at amortised cost.

#### 41.1. Loans and advances to credit institutions

|   |                       | EUR m         |                       |
|---|-----------------------|---------------|-----------------------|
| Loans and advances to credit institutions | Gross carrying amount | ECL allowance | Carrying amount (net) |
| <b>31.12.2025</b>                         | <b>75.1</b>           | <b>0.0</b>    | <b>75.1</b>           |
| <b>31.12.2024</b>                         | <b>44.3</b>           | <b>0.0</b>    | <b>44.2</b>           |

As the ECL allowance amounts to less than EUR 0.1 million, no breakdown into stages and no development of the gross carrying amount is provided.

## 41.2. Loans and advances to customers

| 31.12.2025                   | Gross carrying amount | ECL          |              |              |             | Carrying amount (net) |
|------------------------------|-----------------------|--------------|--------------|--------------|-------------|-----------------------|
|                              |                       | Stage 1      | Stage 2      | Stage 3      | POCI        |                       |
| Households                   | 2,534.6               | -15.4        | -19.1        | -62.3        | -0.2        | 2,437.5               |
| Non-financial corporations   | 1,243.8               | -9.7         | -7.8         | -36.9        | 0.0         | 1,189.3               |
| Governments                  | 10.3                  | 0.0          | 0.0          | 0.0          | 0.0         | 10.3                  |
| Other financial corporations | 39.8                  | -0.2         | -0.1         | 0.0          | 0.0         | 39.5                  |
| <b>Total</b>                 | <b>3,828.5</b>        | <b>-25.3</b> | <b>-27.0</b> | <b>-99.2</b> | <b>-0.2</b> | <b>3,676.6</b>        |

| 31.12.2024                   | Gross carrying amount | ECL          |              |               |             | Carrying amount (net) |
|------------------------------|-----------------------|--------------|--------------|---------------|-------------|-----------------------|
|                              |                       | Stage 1      | Stage 2      | Stage 3       | POCI        |                       |
| Households                   | 2,380.6               | -17.2        | -17.6        | -65.3         | -0.2        | 2,280.2               |
| Non-financial corporations   | 1,251.9               | -8.0         | -9.0         | -46.6         | 0.0         | 1,188.2               |
| Governments                  | 14.0                  | 0.0          | 0.0          | 0.0           | 0.0         | 13.9                  |
| Other financial corporations | 24.2                  | -0.1         | 0.0          | 0.0           | 0.0         | 24.0                  |
| <b>Total</b>                 | <b>3,670.6</b>        | <b>-25.4</b> | <b>-26.6</b> | <b>-112.0</b> | <b>-0.2</b> | <b>3,506.4</b>        |

| 2025                   | GCA            |              | ECL          |              | GCA          |               | ECL        |             | GCA            |               | ECL |  |
|------------------------|----------------|--------------|--------------|--------------|--------------|---------------|------------|-------------|----------------|---------------|-----|--|
|                        | S1             | S1           | S2           | S2           | S3           | S3            | POCI       | POCI        | GCA            | ECL           |     |  |
| <b>Opening balance</b> | <b>3,216.5</b> | <b>-25.4</b> | <b>311.2</b> | <b>-26.6</b> | <b>136.7</b> | <b>-112.0</b> | <b>6.2</b> | <b>-0.2</b> | <b>3,670.6</b> | <b>-164.2</b> |     |  |
| Transfer               | -131.3         | 1.9          | 66.4         | 4.9          | 64.9         | -6.7          | 0.0        | 0.0         | 0.0            | 0.0           |     |  |
| Transfer to stage 1    | 153.4          | -9.9         | -146.1       | 7.4          | -7.3         | 2.6           | 0.0        | 0.0         | 0.0            | 0.0           |     |  |
| Transfer to stage 2    | -249.8         | 4.7          | 254.8        | -7.2         | -4.9         | 2.5           | 0.0        | 0.0         | 0.0            | 0.0           |     |  |
| Transfer to stage 3    | -34.9          | 7.1          | -42.2        | 4.7          | 77.1         | -11.8         | 0.0        | 0.0         | 0.0            | 0.0           |     |  |
| Changes GCA and ECL    | 339.4          | -1.9         | -90.7        | -5.4         | -25.4        | -39.1         | -0.5       | -0.1        | 222.8          | -46.4         |     |  |
| Increase               | 2,120.9        | -42.8        | 57.4         | -26.8        | 15.5         | -71.5         | 0.5        | -0.3        | 2,194.4        | -141.4        |     |  |
| Decrease               | -1,781.5       | 40.9         | -148.1       | 21.5         | -40.9        | 32.4          | -1.0       | 0.2         | -1,971.6       | 95.0          |     |  |
| Write-off              | -0.1           | 0.0          | -0.1         | 0.1          | -56.9        | 56.2          | -0.1       | 0.1         | -57.2          | 56.4          |     |  |
| Other adjustments      | -4.4           | 0.0          | -3.6         | 0.0          | 0.2          | 2.4           | 0.0        | 0.0         | -7.8           | 2.4           |     |  |
| <b>Closing balance</b> | <b>3,420.1</b> | <b>-25.3</b> | <b>283.3</b> | <b>-27.0</b> | <b>119.5</b> | <b>-99.2</b>  | <b>5.6</b> | <b>-0.2</b> | <b>3,828.5</b> | <b>-151.8</b> |     |  |

The ECL stock for loans and advances to customers slightly decreased compared with the previous reporting period. The decrease was driven by stage 2 and stage 3, where the decrease of GCA was stronger than decrease of ECL, leading to a higher ECL coverage of stage 2 and stage 3, despite absolute amount of ECL decreasing.

The presentation has been updated to include transfer movements for each credit risk stage and to present the development of gross carrying amounts together with the corresponding ECLs in a single overview. This enhances transparency by illustrating how changes in gross carrying amounts affect expected credit losses. In this context, comparative figures have been restated for presentation purposes. These presentation adjustments have been applied to the separate tables showing the development of the loans and advances to households and to non-financial corporations.

| EUR m                  |                |              |              |              |              |               |             |             |                |               |
|------------------------|----------------|--------------|--------------|--------------|--------------|---------------|-------------|-------------|----------------|---------------|
| 2024                   | GCA<br>S1      | ECL<br>S1    | GCA<br>S2    | ECL<br>S2    | GCA<br>S3    | ECL<br>S3     | GCA<br>POCI | ECL<br>POCI | GCA            | ECL           |
| <b>Opening balance</b> | <b>3,014.8</b> | <b>-18.4</b> | <b>498.5</b> | <b>-34.5</b> | <b>130.9</b> | <b>-107.1</b> | <b>6.2</b>  | <b>-1.1</b> | <b>3,650.3</b> | <b>-161.2</b> |
| Transfer               | -48.2          | -16.5        | 2.5          | 11.9         | 45.7         | 4.6           | 0.0         | 0.0         | 0.0            | 0.0           |
| Transfer to stage 1    | 216.7          | -20.8        | -208.3       | 14.2         | -8.4         | 6.7           | 0.0         | 0.0         | 0.0            | 0.0           |
| Transfer to stage 2    | -250.6         | 2.3          | 255.2        | -5.9         | -4.6         | 3.5           | 0.0         | 0.0         | 0.0            | 0.0           |
| Transfer to stage 3    | -14.3          | 1.9          | -44.4        | 3.6          | 58.7         | -5.6          | 0.0         | 0.0         | 0.0            | 0.0           |
| Changes GCA and ECL    | 254.2          | 9.7          | -182.9       | -4.3         | 5.4          | -59.9         | 0.7         | -0.1        | 77.4           | -54.7         |
| Increase               | 1,890.3        | -49.9        | 50.5         | -43.3        | 72.5         | -110.5        | 1.7         | -0.8        | 2,014.9        | -204.4        |
| Decrease               | -1,636.1       | 59.6         | -233.4       | 39.0         | -67.1        | 50.5          | -0.9        | 0.6         | -1,937.5       | 149.7         |
| Write-off              | 0.0            | 0.0          | 0.0          | 0.0          | -46.0        | 45.2          | -1.0        | 1.0         | -47.1          | 46.2          |
| Other adjustments      | -4.3           | -0.1         | -6.8         | 0.3          | 0.7          | 5.3           | 0.3         | -0.1        | -10.1          | 5.4           |
| <b>Closing balance</b> | <b>3,216.5</b> | <b>-25.4</b> | <b>311.2</b> | <b>-26.6</b> | <b>136.7</b> | <b>-112.0</b> | <b>6.2</b>  | <b>-0.2</b> | <b>3,670.6</b> | <b>-164.2</b> |

#### 41.2.1. Loans and advances to households

| EUR m                  |                |              |              |              |             |              |             |             |                |               |
|------------------------|----------------|--------------|--------------|--------------|-------------|--------------|-------------|-------------|----------------|---------------|
| 2025                   | GCA<br>S1      | ECL<br>S1    | GCA<br>S2    | ECL<br>S2    | GCA<br>S3   | ECL<br>S3    | GCA<br>POCI | ECL<br>POCI | GCA            | ECL           |
| <b>Opening balance</b> | <b>2,117.5</b> | <b>-17.2</b> | <b>179.1</b> | <b>-17.6</b> | <b>79.8</b> | <b>-65.3</b> | <b>4.2</b>  | <b>-0.2</b> | <b>2,380.6</b> | <b>-100.4</b> |
| Transfer               | -66.1          | -0.8         | 28.6         | 2.8          | 37.5        | -2.1         | 0.0         | 0.0         | 0.0            | 0.0           |
| Transfer to stage 1    | 103.4          | -7.7         | -96.3        | 5.2          | -7.1        | 2.5          | 0.0         | 0.0         | 0.0            | 0.0           |
| Transfer to stage 2    | -149.4         | 3.7          | 154.1        | -6.1         | -4.7        | 2.4          | 0.0         | 0.0         | 0.0            | 0.0           |
| Transfer to stage 3    | -20.0          | 3.3          | -29.2        | 3.7          | 49.2        | -7.0         | 0.0         | 0.0         | 0.0            | 0.0           |
| Changes GCA and ECL    | 240.2          | 2.6          | -40.0        | -4.4         | -18.4       | -18.8        | -0.1        | 0.0         | 181.7          | -20.6         |
| Increase               | 1,218.7        | -24.3        | 20.9         | -18.8        | 5.3         | -36.8        | 0.4         | -0.2        | 1,245.2        | -80.2         |
| Decrease               | -978.5         | 26.9         | -60.9        | 14.4         | -23.6       | 18.1         | -0.4        | 0.2         | -1,063.5       | 59.6          |
| Write-off              | 0.0            | 0.0          | -0.1         | 0.1          | -22.8       | 22.4         | -0.1        | 0.1         | -23.0          | 22.6          |
| Other adjustments      | -5.3           | -0.1         | 0.3          | 0.0          | 0.3         | 1.4          | 0.0         | 0.0         | -4.7           | 1.4           |
| <b>Closing balance</b> | <b>2,286.2</b> | <b>-15.4</b> | <b>167.9</b> | <b>-19.1</b> | <b>76.4</b> | <b>-62.3</b> | <b>4.1</b>  | <b>-0.2</b> | <b>2,534.6</b> | <b>-97.0</b>  |

The ECL stock for loans and advances to households slightly decreased compared with the previous reporting period, driven by decreased carrying amount in stage 3 and decreased ECL coverage in stage 1.

| EUR m                  |                |              |              |              |             |              |             |             |                |               |
|------------------------|----------------|--------------|--------------|--------------|-------------|--------------|-------------|-------------|----------------|---------------|
| 2024                   | GCA<br>S1      | ECL<br>S1    | GCA<br>S2    | ECL<br>S2    | GCA<br>S3   | ECL<br>S3    | GCA<br>POCI | ECL<br>POCI | GCA            | ECL           |
| <b>Opening balance</b> | <b>1,875.0</b> | <b>-11.5</b> | <b>291.2</b> | <b>-21.1</b> | <b>76.0</b> | <b>-61.9</b> | <b>5.4</b>  | <b>-1.1</b> | <b>2,247.7</b> | <b>-95.6</b>  |
| Transfer               | 5.2            | -12.4        | -37.1        | 10.3         | 31.9        | 2.1          | 0.0         | 0.0         | 0.0            | 0.0           |
| Transfer to stage 1    | 152.8          | -15.7        | -147.7       | 11.5         | -5.0        | 4.2          | 0.0         | 0.0         | 0.0            | 0.0           |
| Transfer to stage 2    | -139.0         | 1.6          | 141.7        | -3.8         | -2.7        | 2.2          | 0.0         | 0.0         | 0.0            | 0.0           |
| Transfer to stage 3    | -8.5           | 1.7          | -31.1        | 2.5          | 39.6        | -4.2         | 0.0         | 0.0         | 0.0            | 0.0           |
| Changes GCA and ECL    | 235.3          | 6.8          | -71.4        | -7.0         | -7.9        | -27.3        | -0.5        | -0.1        | 155.6          | -27.6         |
| Increase               | 1,050.5        | -22.2        | 25.5         | -31.1        | 25.2        | -58.6        | 0.5         | -0.8        | 1,101.8        | -112.7        |
| Decrease               | -815.2         | 29.0         | -97.0        | 24.2         | -33.1       | 31.3         | -0.9        | 0.6         | -946.2         | 85.1          |
| Write-off              | 0.0            | 0.0          | 0.0          | 0.0          | -18.7       | 18.3         | -1.0        | 1.0         | -19.8          | 19.3          |
| Other adjustments      | 1.9            | -0.1         | -3.6         | 0.2          | -1.4        | 3.6          | 0.3         | -0.1        | -2.9           | 3.6           |
| <b>Closing balance</b> | <b>2,117.5</b> | <b>-17.2</b> | <b>179.1</b> | <b>-17.6</b> | <b>79.8</b> | <b>-65.3</b> | <b>4.2</b>  | <b>-0.2</b> | <b>2,380.6</b> | <b>-100.4</b> |

## 41.2.2. Loans and advances to Non-financial corporations

EUR m

| 2025                   | GCA            | ECL         | GCA          | ECL         | GCA         | ECL          | GCA        | ECL        | GCA            | ECL          |
|------------------------|----------------|-------------|--------------|-------------|-------------|--------------|------------|------------|----------------|--------------|
|                        | S1             | S1          | S2           | S2          | S3          | S3           | POCI       | POCI       |                |              |
| <b>Opening balance</b> | <b>1,061.6</b> | <b>-8.0</b> | <b>131.4</b> | <b>-9.0</b> | <b>56.9</b> | <b>-46.6</b> | <b>2.0</b> | <b>0.0</b> | <b>1,251.9</b> | <b>-63.6</b> |
| Transfer               | -65.4          | 2.6         | 38.0         | 2.0         | 27.4        | -4.7         | 0.0        | 0.0        | 0.0            | 0.0          |
| Transfer to stage 1    | 49.4           | -2.2        | -49.1        | 2.1         | -0.2        | 0.1          | 0.0        | 0.0        | 0.0            | 0.0          |
| Transfer to stage 2    | -99.9          | 1.0         | 100.1        | -1.1        | -0.3        | 0.1          | 0.0        | 0.0        | 0.0            | 0.0          |
| Transfer to stage 3    | -14.8          | 3.8         | -13.1        | 1.0         | 27.9        | -4.8         | 0.0        | 0.0        | 0.0            | 0.0          |
| Changes GCA and ECL    | 87.4           | -4.4        | -51.2        | -0.9        | -7.1        | -20.3        | -0.5       | -0.1       | 28.7           | -25.7        |
| Increase               | 841.2          | -18.0       | 35.2         | -7.9        | 10.2        | -34.6        | 0.1        | -0.1       | 886.7          | -60.7        |
| Decrease               | -753.8         | 13.7        | -86.3        | 7.0         | -17.3       | 14.3         | -0.5       | 0.0        | -857.9         | 35.0         |
| Write-off              | 0.0            | 0.0         | 0.0          | 0.0         | -34.1       | 33.8         | 0.0        | 0.0        | -34.1          | 33.8         |
| Other adjustments      | 1.3            | 0.0         | -3.9         | 0.0         | 0.0         | 1.0          | 0.0        | 0.0        | -2.7           | 1.1          |
| <b>Closing balance</b> | <b>1,084.9</b> | <b>-9.7</b> | <b>114.3</b> | <b>-7.8</b> | <b>43.1</b> | <b>-36.9</b> | <b>1.5</b> | <b>0.0</b> | <b>1,243.8</b> | <b>-54.5</b> |

The ECL stock for loans and advances to non-financial corporations slightly decreased compared with the previous reporting period, mostly driven by decrease of GCA in stage 2 and stage 3, while the ECL coverage stayed the same or slightly increased (in stage 3).

EUR m

| 2024                   | GCA            | ECL         | GCA          | ECL          | GCA         | ECL          | GCA        | ECL        | GCA            | ECL          |
|------------------------|----------------|-------------|--------------|--------------|-------------|--------------|------------|------------|----------------|--------------|
|                        | S1             | S1          | S2           | S2           | S3          | S3           | POCI       | POCI       |                |              |
| <b>Opening balance</b> | <b>1,086.1</b> | <b>-6.7</b> | <b>200.1</b> | <b>-12.9</b> | <b>54.9</b> | <b>-45.2</b> | <b>0.8</b> | <b>0.0</b> | <b>1,341.9</b> | <b>-64.9</b> |
| Transfer               | -54.2          | -4.1        | 40.4         | 1.5          | 13.8        | 2.6          | 0.0        | 0.0        | 0.0            | 0.0          |
| Transfer to stage 1    | 60.8           | -5.0        | -57.4        | 2.5          | -3.4        | 2.5          | 0.0        | 0.0        | 0.0            | 0.0          |
| Transfer to stage 2    | -109.3         | 0.7         | 111.2        | -2.1         | -1.9        | 1.4          | 0.0        | 0.0        | 0.0            | 0.0          |
| Transfer to stage 3    | -5.7           | 0.2         | -13.3        | 1.1          | 19.0        | -1.3         | 0.0        | 0.0        | 0.0            | 0.0          |
| Changes GCA and ECL    | 37.8           | 2.8         | -106.0       | 2.3          | 13.3        | -32.6        | 1.2        | 0.0        | -53.7          | -27.5        |
| Increase               | 800.3          | -27.5       | 22.7         | -11.8        | 47.2        | -51.8        | 1.2        | 0.0        | 871.3          | -91.1        |
| Decrease               | -762.5         | 30.3        | -128.7       | 14.1         | -33.9       | 19.3         | 0.0        | 0.0        | -925.1         | 63.6         |
| Write-off              | 0.0            | 0.0         | 0.0          | 0.0          | -27.2       | 26.9         | 0.0        | 0.0        | -27.2          | 26.9         |
| Other adjustments      | -8.0           | 0.0         | -3.2         | 0.1          | 2.1         | 1.7          | 0.0        | 0.0        | -9.1           | 1.8          |
| <b>Closing balance</b> | <b>1,061.6</b> | <b>-8.0</b> | <b>131.4</b> | <b>-9.0</b>  | <b>56.9</b> | <b>-46.6</b> | <b>2.0</b> | <b>0.0</b> | <b>1,251.9</b> | <b>-63.6</b> |

## 41.3. Loans and advances subject to contractual modifications that did not result in derecognitions

The table below presents debt financial instruments measured at amortised costs, assigned to stage 2 or stage 3 and were subject to contractual modification during the reporting period that did not result in derecognition.

EUR m

|                              | 31.12.2025                              |                              | 31.12.2024                              |                              |
|------------------------------|---|------------------------------|---|------------------------------|
|                              | Amortised costs before the modification | Modification gains or losses | Amortised costs before the modification | Modification gains or losses |
| Other financial corporations | 0.0                                     | 0.0                          | 0.0                                     | 0.0                          |
| Non-financial corporations   | 12.0                                    | -0.1                         | 4.4                                     | 0.0                          |
| Households                   | 4.1                                     | 0.0                          | 5.3                                     | -0.1                         |
| <b>Total</b>                 | <b>16.1</b>                             | <b>-0.1</b>                  | <b>9.7</b>                              | <b>-0.1</b>                  |

The total gross carrying amount of debt financial assets measured at amortised costs that were contractually modified without derecognition while in stage 2 or stage 3 and subsequently reclassified to stage 1 during the year 2025 amounted to EUR 0.4 million as at 31 December 2025 (YE24: EUR 0.4 million).

## (42) Investment securities

|  | EUR m          |                |
|--|----------------|----------------|
|  | 31.12.2025     | 31.12.2024     |
| Fair value through other comprehensive income (FVTOCI)   | 612.1          | 686.8          |
| Mandatorily at fair value through profit or loss (FVTPL) | 1.3            | 1.4            |
| At amortised cost  | 862.2          | 776.5          |
| <b>Total</b>   | <b>1,475.6</b> | <b>1,464.7</b> |

### 42.1. Fair value through other comprehensive income (FVTOCI)

|                              | EUR m        |              |
|------------------------------|--------------|--------------|
|                              | 31.12.2025   | 31.12.2024   |
| <b>Debt securities</b>       | <b>588.7</b> | <b>664.6</b> |
| Governments                  | 516.0        | 575.8        |
| Credit institutions          | 67.5         | 83.6         |
| Other financial corporations | 5.3          | 5.1          |
| Non-financial corporations   | 0.0          | 0.0          |
| <b>Equity instruments</b>    | <b>23.4</b>  | <b>22.1</b>  |
| Governments                  | 13.9         | 13.6         |
| Other financial corporations | 9.1          | 8.2          |
| Non-financial corporations   | 0.4          | 0.4          |
| <b>Total</b>                 | <b>612.1</b> | <b>686.8</b> |

|   | EUR m        |              |
|---|--------------|--------------|
|   | 31.12.2025   | 31.12.2024   |
| <b>Fair value through other comprehensive income (FVTOCI) - Debt securities</b> |              |              |
| Gross carrying amount   | 608.4        | 701.2        |
| ECL allowance   | -0.2         | -0.1         |
| <b>Amortised cost</b>   | <b>608.2</b> | <b>701.1</b> |
| Accumulated OCI changes   | -19.5        | -36.5        |
| <b>Fair value</b>   | <b>588.7</b> | <b>664.6</b> |

The following table shows equity instruments designated to be measured at FVTOCI and their fair values:

|                                 | EUR m       |             |
|---------------------------------|-------------|-------------|
|                                 | 31.12.2025  | 31.12.2024  |
| Slovenian Bank Liquidation Fund | 13.9        | 13.6        |
| VISA Inc.                       | 8.3         | 7.7         |
| Other equity instruments        | 1.1         | 0.9         |
| <b>Total</b>                    | <b>23.4</b> | <b>22.1</b> |

In Addiko Group, the most material equity instrument irrevocably designated as FVOCI is the investment in the Slovenian Bank Liquidation Fund. This fund, which succeeded the former Bank Resolution Fund, is managed by Banka Slovenje to ensure the orderly winding-up of banks and is financed by contributions from Slovenian banks to support measures such as asset transfers, business sales, and liquidity during involuntary liquidation proceedings. By law, the Bank Liquidation Fund will cease its operations on 31 December 2030. The Group elected FVOCI designation at initial recognition because the investment was established by law, is held for regulatory compliance purposes, and is not intended for active trading.

## 42.2. Mandatorily at fair value through profit or loss (FVTPL)

|                              | EUR m      |            |
|------------------------------|------------|------------|
|                              | 31.12.2025 | 31.12.2024 |
| <b>Debt securities</b>       | <b>0.4</b> | <b>1.1</b> |
| Other financial corporations | 0.4        | 1.1        |
| <b>Equity instruments</b>    | <b>0.8</b> | <b>0.3</b> |
| Non-financial corporations   | 0.8        | 0.3        |
| <b>Total</b>                 | <b>1.3</b> | <b>1.4</b> |

## 42.3. At amortised cost

|                            | EUR m        |              |
|----------------------------|--------------|--------------|
|                            | 31.12.2025   | 31.12.2024   |
| <b>Debt securities</b>     | <b>862.2</b> | <b>776.5</b> |
| Governments                | 838.8        | 743.6        |
| Credit institutions        | 20.0         | 29.6         |
| Non-financial corporations | 3.3          | 3.3          |
| <b>Total</b>               | <b>862.2</b> | <b>776.5</b> |

For instruments measured at amortised cost the ECL allowance are EUR 0.2 million (2024: EUR 0.1 million).

## (43) Tangible assets

|  | EUR m       |             |
|--|-------------|-------------|
|  | 31.12.2025  | 31.12.2024  |
| <b>Owned property, plant and equipment</b> | <b>36.0</b> | <b>36.3</b> |
| Land and buildings                         | 26.8        | 27.8        |
| Plant and equipment                        | 7.6         | 6.9         |
| Plant and equipment - under construction   | 1.6         | 1.6         |
| <b>Owned investment properties</b>         | <b>0.8</b>  | <b>1.9</b>  |
| <b>Right of use assets</b>                 | <b>23.1</b> | <b>17.2</b> |
| Land and buildings                         | 19.3        | 12.9        |
| Plant and equipment                        | 3.7         | 3.9         |
| Investment properties                      | 0.0         | 0.4         |
| <b>Total</b>                               | <b>59.9</b> | <b>55.4</b> |

(44) Development of tangible assets

44.1. Development of Property, Plant and Equipment and Owned investment properties

EUR m

|  | Land and buildings | Plant and equipment | Plant and equipment - under construction | Owned investment properties | Total        |
|--|--------------------|---------------------|--|-----------------------------|--------------|
| <b>Acquisition cost 01.01.2024</b>                       | <b>71.5</b>        | <b>51.6</b>         | <b>1.3</b>                               | <b>5.7</b>                  | <b>130.2</b> |
| Foreign exchange differences                             | 0.0                | 0.0                 | 0.0                                      | 0.0                         | 0.0          |
| Additions  | 0.2                | 1.6                 | 1.6                                      | 0.0                         | 3.4          |
| Disposals  | -0.5               | -6.5                | 0.0                                      | -0.5                        | -7.5         |
| Other changes  | 1.0                | 0.5                 | -1.4                                     | -0.7                        | -0.7         |
| <b>Acquisition cost 31.12.2024</b>                       | <b>72.2</b>        | <b>47.2</b>         | <b>1.6</b>                               | <b>4.4</b>                  | <b>125.4</b> |
| <b>Acquisition cost 01.01.2025</b>                       | <b>72.2</b>        | <b>47.2</b>         | <b>1.6</b>                               | <b>4.4</b>                  | <b>125.4</b> |
| Foreign exchange differences                             | 0.0                | 0.0                 | 0.0                                      | 0.0                         | 0.0          |
| Additions  | 0.5                | 1.3                 | 2.5                                      | 0.0                         | 4.2          |
| Disposals  | -0.8               | -1.8                | 0.0                                      | -2.1                        | -4.8         |
| Other changes  | 0.5                | 2.0                 | -2.5                                     | 0.0                         | 0.0          |
| <b>Acquisition cost 31.12.2025</b>                       | <b>72.4</b>        | <b>48.6</b>         | <b>1.6</b>                               | <b>2.3</b>                  | <b>124.8</b> |
| <b>Cumulative depreciation and impairment</b>            |                    |                     |  |                             |              |
| <b>01.01.2024</b>  | <b>-41.2</b>       | <b>-44.5</b>        | <b>0.0</b>                               | <b>-3.0</b>                 | <b>-88.7</b> |
| Foreign exchange differences                             | 0.0                | 0.0                 | 0.0                                      | 0.0                         | 0.0          |
| Disposals  | 0.3                | 6.4                 | 0.0                                      | 0.4                         | 7.1          |
| Scheduled depreciation                                   | -3.4               | -2.2                | 0.0                                      | -0.1                        | -5.6         |
| Impairment   | -0.4               | 0.0                 | 0.0                                      | 0.0                         | -0.4         |
| Other changes  | 0.0                | 0.0                 | 0.0                                      | 0.2                         | 0.2          |
| Write-up   | 0.2                | 0.0                 | 0.0                                      | 0.0                         | 0.2          |
| <b>Cumulative depreciation and impairment 31.12.2024</b> | <b>-44.4</b>       | <b>-40.3</b>        | <b>0.0</b>                               | <b>-2.5</b>                 | <b>-87.2</b> |
| <b>Cumulative depreciation and impairment 01.01.2025</b> | <b>-44.4</b>       | <b>-40.3</b>        | <b>0.0</b>                               | <b>-2.5</b>                 | <b>-87.2</b> |
| Foreign exchange differences                             | 0.0                | 0.0                 | 0.0                                      | 0.0                         | 0.0          |
| Disposals  | 0.6                | 1.8                 | 0.0                                      | 1.1                         | 3.4          |
| Scheduled depreciation                                   | -1.7               | -2.4                | 0.0                                      | 0.0                         | -4.2         |
| Impairment   | -0.2               | -0.1                | 0.0                                      | 0.0                         | -0.4         |
| Other changes  | 0.0                | 0.0                 | 0.0                                      | 0.0                         | 0.0          |
| Write-up   | 0.3                | 0.0                 | 0.0                                      | 0.0                         | 0.3          |
| <b>Cumulative depreciation and impairment 31.12.2025</b> | <b>-45.5</b>       | <b>-41.0</b>        | <b>0.0</b>                               | <b>-1.5</b>                 | <b>-88.0</b> |
| <b>Carrying amount 01.01.2024</b>                        | <b>30.4</b>        | <b>7.1</b>          | <b>1.3</b>                               | <b>2.7</b>                  | <b>41.5</b>  |
| <b>Carrying amount 31.12.2024</b>                        | <b>27.8</b>        | <b>6.9</b>          | <b>1.6</b>                               | <b>1.9</b>                  | <b>38.2</b>  |
| <b>Carrying amount 31.12.2025</b>                        | <b>26.8</b>        | <b>7.6</b>          | <b>1.6</b>                               | <b>0.8</b>                  | <b>36.8</b>  |

## 44.2. Development of Right of use assets

|  | EUR m              |                     |                       |              |
|--|--------------------|---------------------|-----------------------|--------------|
|  | Land and buildings | Plant and equipment | Investment properties | Total        |
| <b>Acquisition cost 01.01.2024</b>                       | <b>31.9</b>        | <b>5.2</b>          | <b>1.0</b>            | <b>38.1</b>  |
| Foreign exchange differences                             | 0.0                | 0.0                 | 0.0                   | 0.0          |
| Additions  | 2.3                | 3.4                 | 0.0                   | 5.8          |
| Disposals  | -0.7               | -0.1                | 0.0                   | -0.8         |
| Other changes  | 0.4                | 0.0                 | 0.0                   | 0.4          |
| <b>Acquisition cost 31.12.2024</b>                       | <b>33.9</b>        | <b>8.5</b>          | <b>0.9</b>            | <b>43.4</b>  |
| <b>Acquisition cost 01.01.2025</b>                       | <b>33.9</b>        | <b>8.5</b>          | <b>0.9</b>            | <b>43.4</b>  |
| Foreign exchange differences                             | 0.0                | 0.0                 | 0.0                   | 0.0          |
| Additions  | 11.3               | 1.1                 | 0.0                   | 12.4         |
| Disposals  | -4.4               | -0.3                | -0.6                  | -5.3         |
| Other changes  | 0.7                | -0.1                | -0.3                  | 0.3          |
| <b>Acquisition cost 31.12.2025</b>                       | <b>41.5</b>        | <b>9.2</b>          | <b>0.1</b>            | <b>50.8</b>  |
| <b>Cumulative depreciation and impairment</b>            |                    |                     |                       |              |
| <b>01.01.2024</b>  | <b>-17.8</b>       | <b>-3.9</b>         | <b>-0.4</b>           | <b>-22.0</b> |
| Foreign exchange differences                             | 0.0                | 0.0                 | 0.0                   | 0.0          |
| Disposals  | 0.6                | 0.1                 | 0.0                   | 0.7          |
| Scheduled depreciation                                   | -3.9               | -0.8                | -0.2                  | -5.0         |
| Impairment   | 0.0                | 0.0                 | 0.0                   | 0.0          |
| Other changes  | 0.0                | 0.0                 | 0.0                   | 0.0          |
| Write-up   | 0.0                | 0.0                 | 0.0                   | 0.0          |
| <b>Cumulative depreciation and impairment 31.12.2024</b> | <b>-21.1</b>       | <b>-4.6</b>         | <b>-0.6</b>           | <b>-26.2</b> |
| <b>Cumulative depreciation and impairment 01.01.2025</b> | <b>-21.1</b>       | <b>-4.6</b>         | <b>-0.6</b>           | <b>-26.2</b> |
| Foreign exchange differences                             | 0.0                | 0.0                 | 0.0                   | 0.0          |
| Disposals  | 4.2                | 0.3                 | 0.6                   | 5.1          |
| Scheduled depreciation                                   | -5.3               | -1.2                | -0.1                  | -6.6         |
| Impairment   | 0.0                | 0.0                 | 0.0                   | 0.0          |
| Other changes  | 0.0                | 0.0                 | 0.0                   | 0.0          |
| Write-up   | 0.0                | 0.0                 | 0.0                   | 0.0          |
| <b>Cumulative depreciation and impairment 31.12.2025</b> | <b>-22.2</b>       | <b>-5.5</b>         | <b>-0.1</b>           | <b>-27.8</b> |
| <b>Carrying amount 01.01.2024</b>                        | <b>14.2</b>        | <b>1.3</b>          | <b>0.6</b>            | <b>16.1</b>  |
| <b>Carrying amount 31.12.2024</b>                        | <b>12.9</b>        | <b>3.9</b>          | <b>0.4</b>            | <b>17.2</b>  |
| <b>Carrying amount 31.12.2025</b>                        | <b>19.3</b>        | <b>3.7</b>          | <b>0.0</b>            | <b>23.1</b>  |

Disclosures in this note have been reorganised and combined to enhance clarity and readability. These changes are purely presentational and do not affect the amounts reported or the information disclosed in prior periods.

## (45) Intangible assets

|                                     | EUR m       |             |
|-------------------------------------|-------------|-------------|
|                                     | 31.12.2025  | 31.12.2024  |
| Purchased software                  | 21.5        | 18.7        |
| Internally generated software       | 2.2         | 2.0         |
| Intangible assets under development | 5.2         | 4.9         |
| <b>Total</b>                        | <b>28.9</b> | <b>25.7</b> |

**(46) Development of intangible assets**

EUR m

|  | Intangible assets  |                    |                                | Total         |
|--|--------------------|--------------------|--------------------------------|---------------|
|  | Purchased software | Developed software | Under development/ prepayments |               |
| <b>Acquisition cost 01.01.2024</b>                       | <b>113.7</b>       | <b>4.5</b>         | <b>3.5</b>                     | <b>121.7</b>  |
| Foreign exchange differences                             | 0.0                | 0.0                | 0.0                            | 0.0           |
| Additions  | 2.5                | 0.0                | 4.3                            | 6.8           |
| Internal development                                     | 0.0                | 0.0                | 2.4                            | 2.4           |
| Disposals  | -0.8               | 0.0                | -0.1                           | -0.8          |
| Transfers  | 4.3                | 0.9                | -5.2                           | 0.0           |
| <b>Acquisition cost 31.12.2024</b>                       | <b>119.7</b>       | <b>5.4</b>         | <b>4.9</b>                     | <b>130.1</b>  |
| <b>Acquisition cost 01.01.2025</b>                       | <b>119.7</b>       | <b>5.4</b>         | <b>4.9</b>                     | <b>130.1</b>  |
| Foreign exchange differences                             | -0.1               | 0.0                | 0.0                            | -0.1          |
| Additions  | 3.2                | 0.0                | 4.7                            | 7.9           |
| Internal development                                     | 0.0                | 0.0                | 2.8                            | 2.8           |
| Disposals  | -1.6               | 0.0                | 0.0                            | -1.6          |
| Transfers  | 6.1                | 1.2                | -7.2                           | 0.0           |
| <b>Acquisition cost 31.12.2025</b>                       | <b>127.3</b>       | <b>6.5</b>         | <b>5.2</b>                     | <b>139.1</b>  |
| <b>Cumulative amortisation and impairment 01.01.2024</b> | <b>-95.7</b>       | <b>-2.6</b>        | <b>0.0</b>                     | <b>-98.3</b>  |
| Foreign exchange differences                             | 0.0                | 0.0                | 0.0                            | 0.0           |
| Disposals  | 0.8                | 0.0                | 0.0                            | 0.8           |
| Scheduled amortisation                                   | -5.9               | -0.7               | 0.0                            | -6.6          |
| Impairment   | 0.0                | 0.0                | 0.0                            | 0.0           |
| Other changes  | -0.1               | 0.0                | 0.0                            | -0.1          |
| Write-up   | 0.0                | 0.0                | 0.0                            | 0.0           |
| <b>Cumulative amortisation and impairment 31.12.2024</b> | <b>-100.9</b>      | <b>-3.4</b>        | <b>0.0</b>                     | <b>-104.4</b> |
| <b>Cumulative amortisation and impairment 01.01.2025</b> | <b>-100.9</b>      | <b>-3.4</b>        | <b>0.0</b>                     | <b>-104.4</b> |
| Foreign exchange differences                             | 0.1                | 0.0                | 0.0                            | 0.1           |
| Disposals  | 1.6                | 0.0                | 0.0                            | 1.6           |
| Scheduled amortisation                                   | -6.5               | -0.9               | 0.0                            | -7.4          |
| Impairment   | -0.1               | 0.0                | 0.0                            | -0.1          |
| Other changes  | 0.0                | 0.0                | 0.0                            | 0.0           |
| Write-up   | 0.0                | 0.0                | 0.0                            | 0.0           |
| <b>Cumulative amortisation and impairment 31.12.2025</b> | <b>-105.9</b>      | <b>-4.3</b>        | <b>0.0</b>                     | <b>-110.2</b> |
| <b>Carrying amount 01.01.2024</b>                        | <b>18.0</b>        | <b>1.8</b>         | <b>3.5</b>                     | <b>23.3</b>   |
| <b>Carrying amount 31.12.2024</b>                        | <b>18.8</b>        | <b>2.0</b>         | <b>4.9</b>                     | <b>25.7</b>   |
| <b>Carrying amount 31.12.2025</b>                        | <b>21.5</b>        | <b>2.2</b>         | <b>5.2</b>                     | <b>28.9</b>   |

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## (47) Other assets

|  | EUR m       |             |
|--|-------------|-------------|
|  | 31.12.2025  | 31.12.2024  |
| Prepayments and accrued income         | 9.7         | 9.8         |
| Inventories (repossessed assets, etc.) | 0.3         | 0.4         |
| Incentives from business partners      | 0.8         | 0.9         |
| Other remaining assets                 | 3.1         | 3.7         |
| <b>Total</b>                           | <b>14.0</b> | <b>14.8</b> |

Amounts included in the line items Prepayments and accrued income and Inventories are expected to be recovered within the next 12 months.

## (48) Financial liabilities held for trading

|              | EUR m      |            |
|--------------|------------|------------|
|              | 31.12.2025 | 31.12.2024 |
| Derivatives  | 2.1        | 4.4        |
| <b>Total</b> | <b>2.1</b> | <b>4.4</b> |

## (49) Financial liabilities measured at amortised cost

|  | EUR m          |                |
|--|----------------|----------------|
|  | 31.12.2025     | 31.12.2024     |
| Deposits and borrowings from credit institutions | 74.2           | 77.3           |
| Deposits and borrowings from customers           | 5,252.8        | 5,290.0        |
| Lease liabilities                                | 21.7           | 15.2           |
| Other financial liabilities                      | 42.2           | 39.2           |
| <b>Total</b>                                     | <b>5,391.0</b> | <b>5,421.7</b> |

### 49.1. Deposits and borrowings of credit institutions

|                                       | EUR m       |             |
|---------------------------------------|-------------|-------------|
|                                       | 31.12.2025  | 31.12.2024  |
| Current accounts / overnight deposits | 27.4        | 12.6        |
| Deposits with agreed terms            | 46.8        | 64.6        |
| <b>Total</b>                          | <b>74.2</b> | <b>77.3</b> |

## 49.2. Deposits and borrowings of customers

|  | EUR m          |                |
|--|----------------|----------------|
|  | 31.12.2025     | 31.12.2024     |
| <b>Current accounts / overnight deposits</b> | <b>3,373.8</b> | <b>3,153.1</b> |
| Governments                                  | 124.8          | 139.4          |
| Other financial corporations                 | 25.2           | 24.4           |
| Non-financial corporations                   | 908.0          | 921.5          |
| Households                                   | 2,315.8        | 2,067.7        |
| <b>Deposits with agreed terms</b>            | <b>1,878.0</b> | <b>2,133.8</b> |
| Governments                                  | 66.3           | 44.6           |
| Other financial corporations                 | 203.7          | 197.3          |
| Non-financial corporations                   | 268.6          | 258.5          |
| Households                                   | 1,339.3        | 1,633.4        |
| <b>Deposits redeemable at notice</b>         | <b>1.1</b>     | <b>3.2</b>     |
| Governments                                  | 0.5            | 1.0            |
| Non-financial corporations                   | 0.5            | 2.1            |
| <b>Total</b>                                 | <b>5,252.8</b> | <b>5,290.0</b> |

## (50) Provisions

|  | EUR m       |             |
|--|-------------|-------------|
|  | 31.12.2025  | 31.12.2024  |
| Commitments and guarantees granted                             | 8.9         | 7.6         |
| Pending legal disputes   | 67.2        | 80.1        |
| Other provisions   | 5.5         | 6.4         |
| Pensions and other post-employment defined benefit obligations | 2.3         | 2.5         |
| Other long term employee benefits                              | 0.5         | 0.5         |
| Restructuring measures   | 0.3         | 1.4         |
| Provisions for operational risk                                | 0.2         | 0.2         |
| Remaining other provisions                                     | 2.1         | 1.9         |
| <b>Total</b>   | <b>81.6</b> | <b>94.1</b> |

### 50.1. Provisions for commitments and guarantees granted

|                        | EUR m            |             |                  |             |                  |             |               |             |
|------------------------|------------------|-------------|------------------|-------------|------------------|-------------|---------------|-------------|
| 2025                   | Nominal value S1 | ECL S1      | Nominal value S2 | ECL S2      | Nominal value S3 | ECL S3      | Nominal value | ECL         |
| <b>Opening balance</b> | <b>789.8</b>     | <b>-3.2</b> | <b>38.3</b>      | <b>-1.4</b> | <b>5.0</b>       | <b>-3.0</b> | <b>833.1</b>  | <b>-7.6</b> |
| Transfer               | -18.7            | 0.8         | 13.9             | -0.6        | 4.8              | -0.2        | 0.0           | 0.0         |
| Transfer to stage 1    | 20.4             | 0.2         | -20.2            | -0.2        | -0.2             | 0.0         | 0.0           | 0.0         |
| Transfer to stage 2    | -34.7            | 0.5         | 34.8             | -0.4        | -0.1             | -0.1        | 0.0           | 0.0         |
| Transfer to stage 3    | -4.4             | 0.1         | -0.7             | 0.0         | 5.1              | -0.1        | 0.0           | 0.0         |
| Changes GCA and ECL    | 7.7              | -1.1        | -10.7            | -0.2        | -5.1             | 0.0         | -8.1          | -1.3        |
| Increase               | 609.1            | -5.1        | 21.4             | -1.8        | 1.0              | -3.1        | 631.5         | -10.0       |
| Decrease               | -601.4           | 4.0         | -32.1            | 1.6         | -6.1             | 3.0         | -639.6        | 8.7         |
| Other adjustments      | 2.6              | 0.0         | -5.8             | 0.0         | -0.4             | 0.0         | -3.7          | 0.0         |
| <b>Closing balance</b> | <b>781.4</b>     | <b>-3.6</b> | <b>35.6</b>      | <b>-2.2</b> | <b>4.3</b>       | <b>-3.1</b> | <b>821.3</b>  | <b>-8.9</b> |

The ECL stock for commitments and guarantees granted slightly increased compared with the previous reporting period, driven by increased ECL coverage in stage 1 and stage 2.

EUR m

| 2024                   | Nominal value S1 | ECL S1      | Nominal value S2 | ECL S2      | Nominal value S3 | ECL S3      | Nominal value | ECL         |
|------------------------|------------------|-------------|------------------|-------------|------------------|-------------|---------------|-------------|
| <b>Opening balance</b> | <b>796.1</b>     | <b>-2.3</b> | <b>77.5</b>      | <b>-2.0</b> | <b>4.2</b>       | <b>-2.9</b> | <b>877.8</b>  | <b>-7.2</b> |
| Transfer               | -7.3             | -0.8        | 4.0              | 0.9         | 3.3              | -0.1        | 0.0           | 0.0         |
| Transfer to stage 1    | 17.4             | -1.0        | -17.4            | 1.0         | 0.0              | 0.1         | 0.0           | 0.0         |
| Transfer to stage 2    | -24.3            | 0.2         | 24.3             | -0.2        | 0.0              | 0.0         | 0.0           | 0.0         |
| Transfer to stage 3    | -0.4             | 0.0         | -3.0             | 0.1         | 3.4              | -0.1        | 0.0           | 0.0         |
| Changes GCA and ECL    | 0.7              | -0.1        | -43.1            | -0.3        | -2.5             | 0.0         | -44.9         | -0.4        |
| Increase               | 628.9            | -4.9        | 38.7             | -3.3        | 2.0              | -2.4        | 669.5         | -10.6       |
| Decrease               | -628.2           | 4.8         | -81.8            | 2.9         | -4.5             | 2.4         | -714.5        | 10.1        |
| Other adjustments      | 0.2              | 0.0         | 0.0              | 0.0         | 0.0              | 0.0         | 0.2           | 0.0         |
| <b>Closing balance</b> | <b>789.8</b>     | <b>-3.2</b> | <b>38.3</b>      | <b>-1.4</b> | <b>5.0</b>       | <b>-3.0</b> | <b>833.1</b>  | <b>-7.6</b> |

The presentation of the above tables has been updated to show transfer movements for each credit risk stage and to combine the development of nominal amounts and the corresponding ECLs in a single overview. This enhances transparency by illustrating how changes in nominal amounts affect expected credit losses. In this context, comparative figures have been restated for presentation purposes.

## 50.2. Provisions for pending legal disputes

The item “Pending legal disputes” includes provisions for litigations from lending business or litigations with customer protection associations. Several subsidiaries of Addiko Group are involved in legal disputes regarding consumer protection claims. The proceedings mainly relate to allegations that certain contractual provisions, particularly in respect of consumer loans, violate mandatory consumer protection laws and that all or parts of the payments made by both parties under a contract or certain fees or parts of interest payments charged to customers in the past for the adjustment of interest rates and currencies must be repaid. In some jurisdictions, the legal risks in connection with loans granted in the past are also increased by the enactment of politically motivated laws impacting existing lending relationships, which may result in repayment obligations towards customers, as well as a level of unpredictability of judicial decisions that exceeds the level of uncertainty generally inherent in court proceedings.

The following tables set out the development of the provisions for pending legal disputes:

EUR m

|                            | Carrying amount 01.01. | Allocations | Use   | Releases | Effect of discounting | Carrying amount 31.12. |
|----------------------------|------------------------|-------------|-------|----------|-----------------------|------------------------|
| <b>01.01. - 31.12.2025</b> | <b>80.1</b>            | 14.3        | -27.8 | -0.9     | 1.4                   | <b>67.2</b>            |
| <b>01.01. - 31.12.2024</b> | <b>85.1</b>            | 15.2        | -20.7 | -1.0     | 1.6                   | <b>80.1</b>            |

## Retail - contractual clauses used in Swiss Franc-denominated loans

In 2025, the Group recognised additional provisions of EUR 9.8 million (2024: EUR 8.0 million) for pending legal disputes arising from contractual terms used in legacy CHF-linked retail loans, primarily in Slovenia and Croatia. These increase reflected (i) in Slovenia, a higher case inflow and a reassessment of expected loss rates following a change in Supreme Court case-law that heightens banks’ pre-contract information duties and, where unmet, can lead to nullity of CHF consumer loans (see Note 68.2 - Legal matters by country: Slovenia), and (ii) in Croatia, additional received claims (including fee- and interest-related claims) and recent case-law activity that continues to require re-calculations of loans following the nullity of certain CHF and unilateral interest terms (see Note 68.2 - Legal matters by country: Croatia). During the reporting period, provisions amounting to EUR 23.2 million (2024: EUR 18.1 million) were utilised (settlements and paid judgements), and an unwinding/discounting effect of EUR 1.4 million (2024: EUR 1.6 million) was recorded. As a result, the closing provision for CHF- related claims decreased from EUR 62.7 million to EUR 50.8 million.

The provisions represent the Group’s best estimate of the expenditures required to settle these obligations at the reporting date, in accordance with IAS 37. The calculation is based on specific models that incorporate historical data,

claim characteristics and statistical methods, applying probability-weighted scenarios to estimate expected cash outflows.

The estimation of legal risk costs for Swiss Franc loans is inherently complex and requires significant judgement, particularly in relation to the following key assumptions:

- **Information duties and good faith:** The Group's ability to demonstrate that it fulfilled its information obligations at loan origination and acted in good faith.
- **Estimated loss per contract:** Expected refunds to customers are based on clustering of similar cases and average expected loss per group. Uncertainties relate in particular to the potential inclusion of penalty interest, which depends on courts' assessment of Addiko's good-faith conduct.
- **Compensation for the use of funds:** Following developments in judicial practice, some courts apply the originally agreed contractual interest rate (comprising Swiss Franc LIBOR and margin) as a fixed rate for the whole loan duration. However, individual first-instance courts may deviate from this approach or conclude that no compensation is due. In such cases, Addiko will pursue further legal remedies.
- **Statute of limitation:** Provisions are based on the assessment that borrowers' restitution claims became time-barred in Slovenia at the end of 2020 and in Croatia in June 2023. This view is supported by legal opinions from several law firms and a recognised legal scholar. While Addiko expects courts to follow this interpretation, the risk of alternative judicial views remains.

Given these uncertainties, the actual cash outflow may differ from the current estimate once individual case outcomes are known. Payments are expected over the next two to three business years; however, timing may vary significantly depending on the progress and outcome of ongoing proceedings.

Changes in the assumptions, applying reasonable alternatives for the first three items above, could lead to an increase in provisions ranging from EUR 1.0 million and EUR 4.0 million per parameter, consistent with YE24 sensitivities, assuming all other factors remain unchanged. If the statute of limitation were not applied in Slovenia, an additional increase in provisions of approximately EUR 17.2 million (YE24: EUR 13.8 million) would arise.

Further details on legal proceedings related to Swiss franc unilateral interest rate change and Swiss franc currency clauses are provided in note (68) Legal risk.

#### Consumer fee claims (loan processing and early repayment fees)

During the 2025 additional provisions for pending legal disputes were recognised also on cases connected with loan processing and early repayment fees of EUR 2.5 million (2024: EUR 1.6 million) were recognised from the reassessment of existing and new court cases. By taking into account also the EUR 0.8 million utilisations (2024: EUR 0.5 million), and the releases of EUR 0.1 million (2024: EUR 0.0 million) the overall stock of provisions for this kind of cases increased in 2025 to EUR 5.1 million (YE24: EUR 3.5 million).

#### Corporate Damage Claims

Addiko is involved in a number of legal claims in which corporate customers are seeking reimbursement of alleged losses, including claims related to variable interest margin arrangements and other alleged damage events. During the reporting period, additional provisions of EUR 0.6 million (2024: EUR 0.7 million) were recognised across several Group entities; releases of EUR 0.5 million (2024: EUR 0.3 million) and provisions amounting to EUR 0.9 million (2024: EUR 0.6 million) were utilised. As a result, the total stock of provisions for this category of claims decreased from EUR 7.5 million to EUR 6.8 million during 2025.

One of the main cases concerns a claim for damages in connection with the reduction and subsequent termination of a corporate loan. The claimant alleges that the reduction of the loan amount and the eventual termination lacked legal basis and ultimately resulted in the loss of its business. The proceedings have been ongoing before the first-instance court since 2014. The main hearing has commenced, and court-appointed experts on damages are currently being cross-examined. The core question in dispute is whether the loan reduction was carried out based on validly signed contractual annexes. Following disbursement of the reduced loan amount, the claimant ceased making interest payments and has not repaid any amounts to date.

Another legal claim was filed against one of the Group's banking subsidiaries alleging improper conduct in connection with the assignment of a receivable and subsequent enforcement actions. The claimant argues that the receivable assigned did not exist and that these circumstances resulted in financial harm. The Group entity rejects the allegations and has submitted a response disputing both the factual basis and the legal grounds of the claim. The subsidiary contests the claimant's entitlement to damages and argues that essential legal prerequisites—such as wrongdoing, causation, and demonstrable loss—are not met. Proceedings remain ongoing, and no judgment has been issued as of the reporting date.

A further case concerns alleged irregularities in the processing of collateral instruments and the handling of term-deposit accounts related to a corporate customer. The claimant asserts that these actions caused financial loss to a third party and is seeking monetary compensation. The subsidiary disputes the allegations in their entirety, maintaining that all processes were performed in line with applicable procedures and that neither entitlement to compensation nor a causal link between the alleged conduct and the claimed damage has been demonstrated. The case is currently being contested on both factual and legal grounds, and no judgment has been rendered to date.

### 50.3. Other provisions

The following tables set out the other provisions:

| 2025   |                           |             |             |            |               | EUR m                     |  |
|--|---------------------------|-------------|-------------|------------|---------------|---------------------------|--|
|  | Carrying amount<br>01.01. | Allocations | Use         | Releases   | Other changes | Carrying amount<br>31.12. |  |
| Pensions and other post-employment defined benefit obligations | 2.5                       | 0.3         | 0.0         | 0.0        | -0.4          | 2.3                       |  |
| Other long term employee benefits                              | 0.5                       | 0.0         | 0.0         | 0.0        | 0.0           | 0.5                       |  |
| Restructuring measures   | 1.4                       | 0.2         | -1.3        | 0.0        | 0.0           | 0.3                       |  |
| Provisions for operational risk                                | 0.2                       | 0.3         | -0.3        | 0.0        | 0.0           | 0.2                       |  |
| Remaining other provisions                                     | 1.9                       | 0.4         | -0.1        | 0.0        | 0.0           | 2.1                       |  |
| <b>Total</b>   | <b>6.4</b>                | <b>1.2</b>  | <b>-1.7</b> | <b>0.0</b> | <b>-0.4</b>   | <b>5.4</b>                |  |

| 2024   |                           |             |             |             |               | EUR m                     |  |
|--|---------------------------|-------------|-------------|-------------|---------------|---------------------------|--|
|  | Carrying amount<br>01.01. | Allocations | Use         | Releases    | Other changes | Carrying amount<br>31.12. |  |
| Pensions and other post-employment defined benefit obligations | 2.1                       | 0.4         | -0.1        | 0.0         | 0.1           | 2.5                       |  |
| Other long term employee benefits                              | 0.3                       | 0.1         | 0.0         | 0.0         | 0.1           | 0.5                       |  |
| Restructuring measures   | 1.4                       | 0.9         | -0.9        | 0.0         | 0.0           | 1.4                       |  |
| Provisions for operational risk                                | 0.7                       | 0.3         | -0.1        | -0.7        | 0.0           | 0.2                       |  |
| Remaining other provisions                                     | 2.5                       | 1.5         | -1.1        | -0.9        | 0.0           | 1.9                       |  |
| <b>Total</b>   | <b>6.9</b>                | <b>3.2</b>  | <b>-2.2</b> | <b>-1.6</b> | <b>0.1</b>    | <b>6.4</b>                |  |

Actuarial gains and losses are presented in the column Other changes.

**50.3.1. Defined benefit obligations**

The development of the present value of obligations relating to retirement benefits and severance payments is presented below. For reasons of immateriality, disclosures were summarised.

|  | EUR m      |            |
|--|------------|------------|
|  | 2025       | 2024       |
| <b>Present value of the defined benefit obligations as of 01.01.</b>     | <b>2.5</b> | <b>2.1</b> |
| + Current service cost   | 0.2        | 0.1        |
| +/- Actuarial gains/losses   | -0.4       | 0.1        |
| +/- Actuarial gains/losses arising from changes in financial assumptions | -0.4       | 0.0        |
| - Payments from the plan   | 0.0        | -0.1       |
| + Past service cost  | 0.0        | 0.1        |
| +/- Other changes  | 0.0        | 0.1        |
| <b>Present value of the defined benefit obligations as of 31.12.</b>     | <b>2.3</b> | <b>2.5</b> |

**50.3.2. Restructuring measures**

In connection with the second pillar of the concluded “Acceleration Program”, the Operational Excellence stream aimed at achieving further End-to-End optimisation of core processes across the Group, the Group recognised restructuring expenses of EUR 0.2 million in 2025 (2024: EUR 0.9 million) and utilised EUR 1.3 million (2024: EUR 0.9 million). This resulted in a closing provision balance of EUR 0.3 million (YE24: EUR 1.4 million). The remaining provisions are expected to be used during the year ending 31 December 2026.

**50.3.3. Provisions for operational risk**

Amounts included in this position are expected to be used within the next 12 months.

**(51) Other liabilities**

|   | EUR m       |             |
|---|-------------|-------------|
|   | 31.12.2025  | 31.12.2024  |
| Deferred income                                   | 1.7         | 1.7         |
| Accruals  | 12.0        | 13.4        |
| Other liabilities                                 | 29.2        | 29.1        |
| Liabilities for variable payments                 | 16.7        | 14.1        |
| Liabilities for cash-settled share-based payments | 2.8         | 3.5         |
| Liabilities for other taxes                       | 3.5         | 6.0         |
| Liabilities for other taxes on salaries           | 0.9         | 0.8         |
| Liabilities for contributions on salaries         | 1.5         | 1.4         |
| Liabilities for net salaries                      | 2.9         | 2.9         |
| Remaining other liabilities                       | 0.8         | 0.3         |
| <b>Total</b>                                      | <b>42.8</b> | <b>44.2</b> |

Deferred income as at 31 December 2025 contains contract liabilities in accordance with IFRS 15 in the amount of EUR 1.4 million (YE24: EUR 1.5 million). Contract liabilities arose from earned but not accrued yet fees in scope of IFRS 15, for services provided over the reporting period. The amount of EUR 0.5 million included in contract liabilities as at 31 December 2024 has been recognised as revenue in 2025 (2024: EUR 0.5 million).

## (52) Equity

|  | EUR m        |              |
|--|--------------|--------------|
|  | 31.12.2025   | 31.12.2024   |
| <b>Equity holders of parent</b>        | <b>898.5</b> | <b>839.5</b> |
| Subscribed capital                     | 195.0        | 195.0        |
| Treasury shares                        | -2.9         | -2.9         |
| Capital reserves                       | 237.9        | 237.9        |
| Fair value reserve debt instruments    | -16.3        | -30.8        |
| Fair value reserve equity instruments  | 5.3          | 4.8          |
| Remeasurement on defined benefit plans | 0.7          | 0.3          |
| Foreign currency reserve               | -11.4        | -10.9        |
| Cumulated result and other reserves    | 490.1        | 446.1        |
| <b>Total</b>                           | <b>898.5</b> | <b>839.5</b> |

The subscribed capital is based on the separate financial statements prepared by Addiko Bank AG under UGB/BWG as at 31 December 2025. The total amount of EUR 195.0 million (YE24: EUR 195.0 million) corresponds to the fully paid in share capital of Addiko Bank AG, which is divided into 19,500,000 (YE24: 19,500,000) no-par registered shares. The proportionate amount of the share capital per share amounts EUR 10.0 (YE24: EUR 10.0). As at 31 December 2025, 212,858 (YE24: 212,858) of those were own shares, and consequently 19,287,142 shares (YE24: 19,287,142) were in circulation as of the reporting date.

Cumulated results and other reserves developed during the business year as follows:

|  | EUR m         |                   |                |                   |                                     |
|--|---------------|-------------------|----------------|-------------------|-------------------------------------|
| 2025                                     | Legal Reserve | Liability Reserve | Other Reserves | Retained earnings | Cumulated result and other reserves |
| <b>Opening Balance 01.01.</b>            | <b>19.5</b>   | <b>22.7</b>       | <b>56.0</b>    | <b>347.8</b>      | <b>446.1</b>                        |
| Dividends paid                           | 0.0           | 0.0               | 0.0            | 0.0               | 0.0                                 |
| Share-based payments and treasury shares | 0.0           | 0.0               | 0.0            | 0.0               | 0.0                                 |
| Transfers to capital reserves            | 0.0           | 0.0               | 0.0            | 0.0               | 0.0                                 |
| Result after tax                         | 0.0           | 0.0               | 0.0            | 44.0              | 44.0                                |
| Other changes                            | 0.0           | 0.0               | 0.5            | -0.5              | 0.0                                 |
| <b>Closing Balance 31.12.</b>            | <b>19.5</b>   | <b>22.7</b>       | <b>56.6</b>    | <b>391.3</b>      | <b>490.1</b>                        |

|  | EUR m         |                   |                |                   |                                     |
|--|---------------|-------------------|----------------|-------------------|-------------------------------------|
| 2024                                     | Legal Reserve | Liability Reserve | Other Reserves | Retained earnings | Cumulated result and other reserves |
| <b>Opening Balance 01.01.</b>            | <b>19.5</b>   | <b>22.7</b>       | <b>55.4</b>    | <b>328.8</b>      | <b>426.5</b>                        |
| Dividends paid                           | 0.0           | 0.0               | 0.0            | -24.3             | -24.3                               |
| Share-based payments and treasury shares | 0.0           | 0.0               | 0.0            | -1.5              | -1.5                                |
| Result after tax                         | 0.0           | 0.0               | 0.0            | 45.4              | 45.4                                |
| Other changes                            | 0.0           | 0.0               | 0.6            | -0.6              | 0.0                                 |
| <b>Closing Balance 31.12.</b>            | <b>19.5</b>   | <b>22.7</b>       | <b>56.0</b>    | <b>347.9</b>      | <b>446.1</b>                        |

Liability reserves and legal reserves present only the reserves of Addiko Bank AG in Austria. Liability reserves need to be set up for credit institutions according to Section 57 para. 5 BWG. For the legal reserve a certain percentage of the profit for the year is required to be allocated until an amount equal to 10% of subscribed capital is reached.

Addiko Bank AG posts in its financial statements according to UGB/BWG as of 31 December 2025 net accumulated profits available for distribution in the amount of EUR 0.0 million (YE24: EUR 0.0 million). In line with supervisory expectations and regulatory requirements, the dividend distribution for the 2025 financial year remains suspended, taking into account regulatory considerations related to the current ownership structure.

## (53) Earnings per share

|   | 31.12.2025 | 31.12.2024 |
|---|------------|------------|
| Shares outstanding as of 1 January            | 19,287,142 | 19,333,116 |
| Purchase of treasury shares                   | 0          | -77,505    |
| Disposal of treasury shares                   | 0          | 31,531     |
| Shares outstanding as of 31 December          | 19,287,142 | 19,287,142 |
| Treasury Shares                               | -212,858   | -212,858   |
| Number of shares issued at the reporting date | 19,500,000 | 19,500,000 |
| Weighted average number of outstanding shares | 19,287,142 | 19,289,603 |

The basic earnings per share is calculated by dividing the net result by the weighted average number of ordinary shares. As there are no stock options issued by Addiko Bank AG, the basic (undiluted) earnings per share equal the diluted earnings per share.

|   | 31.12.2025 | 31.12.2024 |
|---|------------|------------|
| Result after tax attributable to ordinary shareholders (in EUR m)           | 44.0       | 45.4       |
| Weighted-average number of outstanding ordinary shares (in units of shares) | 19,287,142 | 19,289,603 |
| Earnings per share (in EUR)   | 2.28       | 2.35       |

## (54) Statement of cash flows

The statement of cash flows according to IAS 7 represents the changes in cash and cash equivalents of the Addiko Group due to cash flows from operating, investment and financing activities:

- The cash flow from **operating activities** of the Addiko Group contains cash inflows and outflows arising from loans and receivables from credit institutions and customers, liabilities to credit institutions and customers, and debt securities (except for securities measured at amortised costs). Changes in assets and liabilities held for trading are also included, as are the cash flows from dividends received and taxes paid.
- The cash flow from **investing activities** includes cash inflows and outflows arising from debt securities measured at amortised costs, intangible assets, property, plant and equipment and assets held for sale. Reclassifications regarding non-current assets and liabilities classified as held for sale are reflected in the respective items.
- **Lease payments** and cash flows from **own equity instruments** are disclosed in the cash flow from financing activities. In addition, the section includes capital increases/decreases and dividend payments.
- **Cash and cash equivalents** include cash, cash balances at central banks that are due on demand, and deposits that are repayable on demand.

## Segment Reporting

The Addiko Group segment reporting is based on IFRS 8 Operating Segments, which follows the management approach. Accordingly, segment data is prepared based on internal management reporting, which is regularly reviewed by the leadership team acting as the chief operating decision makers (CODM) to assess segment performance and make decisions regarding resource allocation. Business segmentation is subdivided into Consumer and SME segments, which are the focus segments, and into non-focus segment, which include Large Corporate, Public Finance and Mortgages.

The Addiko Group does not have revenues from transactions with any single external customer amounting to 10% or more of the Addiko Group's total revenues.

### Business Segmentation

Segment reporting comprises the following business segments:

- **Consumer:** serves approximately 0.8 million customers (YE24: 0.8million), including private Individuals (excluding mortgage and housing loans), through a hybrid distribution model consisting of 154 branches (YE24: 155) and digital channels.
- **SME:** serves around 40 thousand SME clients (YE24: 40 thousand) (companies and private entrepreneurs with annual turnover between EUR 0 million and EUR 50 million) in the CSEE region.
- **Mortgage:** includes retail customers with loans related to real estate purchases (including housing loans not backed by collateral) or loans secured by private real estate.
- **Large Corporate & Public Finance:** covers legal entities with annual gross revenues exceeding EUR 50 million (YE24: EUR 50 million), and businesses oriented on participation in public tenders for the financing needs of key public institutions in CSEE countries, including ministries of finance, state enterprises and local governments.
- **Corporate Center:** consists of the Treasury business and central functions such as overhead, project-related operating expenses, contributions to the Single Resolution Fund, bank levies, and intercompany reconciliation. It also includes direct deposit activities with customers in Austria and Germany.

## (55) Segments overview

| EUR m   |                |              |                    |                                  |                  |               |
|---|----------------|--------------|--------------------|----------------------------------|------------------|---------------|
| 2025  | Focus segments |              | Non-focus segments |                                  | Corporate Center | Total         |
|   | Consumer       | SME Business | Mortgage           | Large Corporate & Public Finance |                  |               |
| Net banking income  | 181.9          | 84.4         | 1.8                | 10.3                             | 38.4             | 316.9         |
| Net interest income                                       | 133.3          | 57.7         | 1.8                | 7.4                              | 38.2             | 238.4         |
| o/w regular interest income                               | 141.7          | 66.8         | 11.3               | 2.6                              | 62.0             | 284.4         |
| Net fee and commission income                             | 48.6           | 26.7         | 0.0                | 2.9                              | 0.2              | 78.5          |
| Net result from financial instruments                     | 0.0            | 0.0          | 0.0                | 0.0                              | 1.8              | 1.8           |
| Other operating result                                    | 0.0            | 0.0          | 0.0                | 0.0                              | -13.5            | -13.5         |
| <b>Operating income</b>                                   | <b>181.9</b>   | <b>84.4</b>  | <b>1.8</b>         | <b>10.3</b>                      | <b>26.8</b>      | <b>305.2</b>  |
| <b>General administrative expenses</b>                    | <b>-97.4</b>   | <b>-37.6</b> | <b>-1.1</b>        | <b>-4.2</b>                      | <b>-55.1</b>     | <b>-195.4</b> |
| <b>Operating result before impairments and provisions</b> | <b>84.5</b>    | <b>46.8</b>  | <b>0.7</b>         | <b>6.1</b>                       | <b>-28.3</b>     | <b>109.8</b>  |
| Other result  | 0.0            | 0.0          | 0.0                | 0.0                              | -14.6            | -14.6         |
| Expected credit loss expenses on financial assets         | -16.2          | -24.7        | 4.4                | 2.0                              | -0.7             | -35.2         |
| <b>Result before tax</b>                                  | <b>68.3</b>    | <b>22.2</b>  | <b>5.1</b>         | <b>8.1</b>                       | <b>-43.6</b>     | <b>60.1</b>   |
| <b>Business volume</b>                                    |                |              |                    |                                  |                  |               |
| Net loans and receivables                                 | 2,044.9        | 1,297.5      | 257.4              | 45.5                             | 106.5            | 3,751.8       |
| o/w gross performing loans customers                      | 2,058.1        | 1,306.6      | 258.1              | 44.8                             |                  | 3,667.6       |
| Gross disbursements                                       | 1,017.7        | 782.5        | 0.0                | 16.9                             |                  | 1,817.1       |
| Financial liabilities at AC <sup>1)</sup>                 | 2,963.8        | 1,134.8      | 0.0                | 390.3                            | 902.1            | 5,391.0       |
| RWA <sup>2)</sup>   | 1,575.1        | 910.2        | 149.2              | 85.4                             | 552.3            | 3,272.3       |
| <b>Key ratios</b>   |                |              |                    |                                  |                  |               |
| NIM <sup>3)</sup>   | 5.6%           | 4.4%         | -0.3%              | 2.8%                             |                  | 3.7%          |
| Cost/Income ratio <sup>4)</sup>                           | 53.5%          | 44.6%        | 63.5%              | 40.8%                            |                  | 61.7%         |
| Cost of risk ratio (CRB)                                  | -0.7%          | -1.3%        | 1.7%               | 1.1%                             |                  | -0.7%         |
| Cost of risk ratio (on net loans)                         | -0.8%          | -1.9%        | 1.7%               | 4.4%                             |                  | -1.0%         |
| Loan to deposit ratio                                     | 69.0%          | 114.3%       | 0.0%               | 11.7%                            |                  | 70.0%         |
| NPE ratio (on balance loans)                              | 3.1%           | 2.8%         | 3.1%               | 15.0%                            |                  | 2.5%          |
| NPE coverage ratio  | 81.0%          | 81.3%        | 81.8%              | 88.1%                            |                  | 81.7%         |
| Yield GPL (simple average)                                | 7.2%           | 5.2%         | 4.0%               | 5.0%                             |                  | 6.2%          |

<sup>1)</sup> Financial liabilities at AC include in the Corporate Center segment the Direct deposits (Austria/Germany) amounting to EUR 504 million, EUR 74 million Deposits from credit institutions and EUR 324 million other liabilities including treasury deposits. <sup>2)</sup> Includes only credit risk. <sup>3)</sup> Net interest margin at segment level is the sum of interest income (without interest income on NPE) and expenses, including funds transfer pricing but without asset contribution, divided by the respective average business volume using daily balances. <sup>4)</sup> Cost/income ratio (CIR) is calculated as the sum of general administrated expenses divided by operating income including asset contribution on segment level.

EUR m

| 2024  | Focus segments |              | Non-focus segments |                                  | Corporate Center | Total         |
|---|----------------|--------------|--------------------|----------------------------------|------------------|---------------|
|   | Consumer       | SME Business | Mortgage           | Large Corporate & Public Finance |                  |               |
| Net banking income  | 174.5          | 101.9        | 13.5               | 10.5                             | 15.4             | 315.8         |
| Net interest income                                       | 131.2          | 74.4         | 13.5               | 7.9                              | 15.9             | 242.9         |
| o/w regular interest income                               | 133.2          | 74.5         | 14.7               | 4.9                              | 70.3             | 297.6         |
| Net fee and commission income                             | 43.2           | 27.6         | 0.0                | 2.7                              | -0.5             | 73.0          |
| Net result from financial instruments                     | 0.0            | 0.0          | 0.0                | 0.0                              | 1.2              | 1.2           |
| Other operating result                                    | 0.0            | 0.0          | 0.0                | 0.0                              | -12.3            | -12.3         |
| <b>Operating income</b>                                   | <b>174.5</b>   | <b>101.9</b> | <b>13.5</b>        | <b>10.5</b>                      | <b>4.3</b>       | <b>304.7</b>  |
| <b>General administrative expenses</b>                    | <b>-91.2</b>   | <b>-37.0</b> | <b>-1.4</b>        | <b>-4.3</b>                      | <b>-58.5</b>     | <b>-192.4</b> |
| <b>Operating result before impairments and provisions</b> | <b>83.3</b>    | <b>64.9</b>  | <b>12.1</b>        | <b>6.2</b>                       | <b>-54.2</b>     | <b>112.3</b>  |
| Other result  | 0.0            | 0.0          | 0.0                | 0.0                              | -15.8            | -15.8         |
| Expected credit loss expenses on financial assets         | -20.4          | -27.3        | 8.7                | 2.2                              | 0.7              | -36.0         |
| <b>Result before tax</b>                                  | <b>62.9</b>    | <b>37.7</b>  | <b>20.8</b>        | <b>8.4</b>                       | <b>-69.3</b>     | <b>60.4</b>   |
| <b>Business volume</b>                                    |                |              |                    |                                  |                  |               |
| Net loans and receivables                                 | 1,861.7        | 1,256.7      | 306.2              | 63.7                             | 62.4             | 3,550.6       |
| o/w gross performing loans customers                      | 1,877.1        | 1,260.6      | 306.8              | 61.8                             |                  | 3,506.4       |
| Gross disbursements                                       | 851.4          | 705.8        | 0.1                | 11.0                             |                  | 1,568.3       |
| Financial liabilities at AC <sup>1)</sup>                 | 2,945.5        | 1,149.0      | 0.0                | 390.5                            | 936.8            | 5,421.7       |
| RWA <sup>2)</sup>   | 1,419.0        | 871.8        | 175.4              | 73.3                             | 493.9            | 3,033.4       |
| <b>Key ratios</b>   |                |              |                    |                                  |                  |               |
| NIM <sup>3)</sup>   | 5.5%           | 4.1%         | -0.7%              | 2.4%                             |                  | 3.9%          |
| Cost/Income ratio <sup>4)</sup>                           | 52.3%          | 36.3%        | 10.4%              | 41.2%                            |                  | 60.9%         |
| Cost of risk ratio (CRB)                                  | -1.0%          | -1.4%        | 2.7%               | 1.4%                             |                  | -0.8%         |
| Cost of risk ratio (on net loans)                         | -1.1%          | -2.2%        | 2.8%               | 3.5%                             |                  | -1.0%         |
| Loan to deposit ratio                                     | 63.2%          | 109.4%       | 0.0%               | 16.3%                            |                  | 66.3%         |
| NPE ratio (on balance loans)                              | 3.4%           | 3.8%         | 3.5%               | 15.9%                            |                  | 2.9%          |
| NPE coverage ratio  | 81.5%          | 77.6%        | 80.2%              | 81.4%                            |                  | 80.0%         |
| Yield GPL (simple average)                                | 7.4%           | 5.8%         | 4.4%               | 5.8%                             |                  | 6.5%          |

<sup>1)</sup> Financial liabilities at AC include in the Corporate Center segment the Direct deposits (Austria/Germany) amounting to EUR 585 million, EUR 77 million Deposits from credit institutions and EUR 146 million other liabilities. <sup>2)</sup> Includes only credit risk. <sup>3)</sup> Net interest margin at segment level is the sum of interest income (without interest income on NPE) and expenses, including funds transfer pricing but without asset contribution, divided by the respective average business volume using daily balances. <sup>4)</sup> Cost/income ratio (CIR) is calculated as the sum of general administrated expenses divided by operating income including asset contribution on segment level.

EUR m

| Consolidation items<br>reflected in Corporate Center      | 2025                             |                             |                                | 2024                             |                             |                                |
|---|----------------------------------|-----------------------------|--------------------------------|----------------------------------|-----------------------------|--------------------------------|
|   | Corporate<br>Center<br>(uncons.) | Consoli-<br>dation<br>Items | Corporate<br>Center<br>(cons.) | Corporate<br>Center<br>(uncons.) | Consoli-<br>dation<br>Items | Corporate<br>Center<br>(cons.) |
| Net interest income                                       | 39.7                             | -1.5                        | 38.2                           | 17.7                             | -1.8                        | 15.9                           |
| o/w regular interest income                               | 69.8                             | -7.9                        | 62.0                           | 79.1                             | -8.8                        | 70.3                           |
| Net fee and commission income                             | 0.0                              | 0.2                         | 0.2                            | -0.5                             | 0.0                         | -0.5                           |
| Net result from financial instruments                     | 73.9                             | -72.1                       | 1.8                            | 38.7                             | -37.5                       | 1.2                            |
| Other operating result                                    | -11.4                            | -2.1                        | -13.5                          | -12.8                            | 0.5                         | -12.3                          |
| <b>Operating income</b>                                   | <b>102.2</b>                     | <b>-75.4</b>                | <b>26.8</b>                    | <b>43.1</b>                      | <b>-38.8</b>                | <b>4.3</b>                     |
| <b>General administrative expenses</b>                    | <b>-48.5</b>                     | <b>-6.5</b>                 | <b>-55.1</b>                   | <b>-50.9</b>                     | <b>-7.6</b>                 | <b>-58.5</b>                   |
| <b>Operating result before impairments and provisions</b> | <b>53.6</b>                      | <b>-81.9</b>                | <b>-28.3</b>                   | <b>-7.8</b>                      | <b>-46.4</b>                | <b>-54.2</b>                   |
| Other result  | -17.1                            | 2.6                         | -14.6                          | -20.0                            | 4.2                         | -15.8                          |
| Expected credit loss expenses on financial assets         | 0.0                              | -0.7                        | -0.7                           | 1.2                              | -0.5                        | 0.7                            |
| <b>Result before tax</b>                                  | <b>36.5</b>                      | <b>-80.1</b>                | <b>-43.6</b>                   | <b>-26.6</b>                     | <b>-42.7</b>                | <b>-69.3</b>                   |
| <b>Business volume</b>                                    |                                  |                             |                                |                                  |                             |                                |
| Net loans and receivables                                 | 210.8                            | -104.3                      | 106.5                          | 135.9                            | -73.5                       | 62.4                           |
| Financial liabilities at AC                               | 1,021.4                          | -119.3                      | 902.1                          | 1,073.1                          | -136.3                      | 936.8                          |

The Consolidation Items includes dividend income from consolidated subsidiaries of EUR 83.6 million (2024: EUR 56.4 million).

## 55.1. Net interest income breakdown and reportable segment

The net interest income breakdown provides a detailed view of the net interest income details by segment, up to the total bank level. It includes all sub-components of the net interest income, such as customer margin on assets and liabilities, as well as the key elements within the Interest Gap Contribution and Asset Contribution. In YE25, the Interest Gap Contribution and the Asset Contribution were impacted by the implementation of equity valuation adjustments in the fourth quarter of 2024 and a modified asset contribution methodology introduced from 2025 onwards.

### Asset Contribution

Net interest income in the Corporate Center at YE25 includes a portion of the positive impact from interest and liquidity gap contribution (IGC) in the amount of EUR 47.2 million (2024: EUR 80.4 million). A share of the IGC, totalling EUR 21.5 million (2024: EUR 64.7 million), is redistributed to the market segments based on the structural benefits they provide on the asset and liability side.

The IGC results from partially funding longer-term assets with stable but shorter-term liabilities. The extent of this maturity transformation is strictly managed in accordance with regulatory and internal limits. Addiko's Funds Transfer Pricing (FTP) methodology assigns internal funding costs to assets and internal funding benefits to liabilities on a matched maturity basis. As a result, if the maturities of loans and deposits in a given segment were equal, IGC would be zero.

Since a portion of longer-term assets is funded by shorter-term liabilities, market segments are charged more for their assets than they are compensated for their liabilities under the FTP methodology. By compensating those market segments delivering longer term assets against shorter term liabilities, the respective part of IGC is re-distributed from the segment Corporate Center to the originator of the IGC, i.e. the respective market segment.

From 2025 onwards, the asset contribution methodology and its re-distribution to the market segments was slightly modified to enhance the treatment of deposit surpluses generated by the market segments.

EUR m

| 2025                                      | Focus segments |              | Non-focus segments |                                  | Corporate Center | Total        |
|---|----------------|--------------|--------------------|----------------------------------|------------------|--------------|
|   | Consumer       | SME Business | Mortgage           | Large Corporate & Public Finance |                  |              |
| <b>Net interest income</b>                | <b>133.3</b>   | <b>57.7</b>  | <b>1.8</b>         | <b>7.4</b>                       | <b>38.2</b>      | <b>238.4</b> |
| <b>o/w Interest income</b>                | <b>147.7</b>   | <b>71.6</b>  | <b>12.4</b>        | <b>2.9</b>                       | <b>62.0</b>      | <b>296.5</b> |
| o/w Regular interest income               | 141.7          | 66.8         | 11.3               | 2.6                              | 62.0             | 284.4        |
| o/w Interest income on NPE                | 1.2            | 0.3          | 0.2                | 0.1                              | 0.0              | 1.8          |
| o/w Interest like income                  | 4.9            | 4.4          | 0.9                | 0.2                              | 0.0              | 10.3         |
| <b>o/w Interest expenses</b>              | <b>-26.0</b>   | <b>-5.1</b>  | <b>0.0</b>         | <b>-4.0</b>                      | <b>-23.1</b>     | <b>-58.1</b> |
| <b>o/w FTP (assets &amp; liabilities)</b> | <b>-0.3</b>    | <b>-13.2</b> | <b>-13.2</b>       | <b>5.8</b>                       | <b>-26.4</b>     | <b>-47.2</b> |
| <b>o/w Interest gap contribution</b>      | <b>11.9</b>    | <b>4.4</b>   | <b>2.6</b>         | <b>2.6</b>                       | <b>25.7</b>      | <b>47.2</b>  |
| o/w Asset contribution                    | 11.9           | 4.4          | 2.6                | 2.6                              | -21.5            | 0.0          |
| o/w Interest gap contribution             | 0.0            | 0.0          | 0.0                | 0.0                              | 47.2             | 47.2         |

EUR m

| 2024                                      | Focus segments |              | Non-focus segments |                                  | Corporate Center | Total        |
|---|----------------|--------------|--------------------|----------------------------------|------------------|--------------|
|   | Consumer       | SME Business | Mortgage           | Large Corporate & Public Finance |                  |              |
| <b>Net interest income</b>                | <b>131.2</b>   | <b>74.4</b>  | <b>13.5</b>        | <b>7.9</b>                       | <b>15.9</b>      | <b>242.9</b> |
| <b>o/w Interest income</b>                | <b>140.0</b>   | <b>79.2</b>  | <b>16.4</b>        | <b>5.3</b>                       | <b>70.3</b>      | <b>311.1</b> |
| o/w Regular interest income               | 133.2          | 74.5         | 14.7               | 4.9                              | 70.3             | 297.6        |
| o/w Interest income on NPE                | 1.2            | 0.3          | 0.2                | 0.2                              | 0.0              | 1.8          |
| o/w Interest like income                  | 5.6            | 4.4          | 1.5                | 0.2                              | 0.0              | 11.7         |
| <b>o/w Interest expenses</b>              | <b>-29.2</b>   | <b>-5.2</b>  | <b>0.0</b>         | <b>-4.2</b>                      | <b>-29.6</b>     | <b>-68.3</b> |
| <b>o/w FTP (assets &amp; liabilities)</b> | <b>-1.7</b>    | <b>-23.6</b> | <b>-18.7</b>       | <b>4.0</b>                       | <b>-40.5</b>     | <b>-80.4</b> |
| <b>o/w Interest gap contribution</b>      | <b>22.1</b>    | <b>24.0</b>  | <b>15.7</b>        | <b>2.8</b>                       | <b>15.8</b>      | <b>80.4</b>  |
| o/w Asset contribution                    | 22.1           | 24.0         | 15.7               | 2.8                              | -64.7            | 0.0          |
| o/w Interest gap contribution             | 0.0            | 0.0          | 0.0                | 0.0                              | 80.4             | 80.4         |

## 55.2. Net commission income and reportable segment

The relation between net commission income and reportable segments is presented in the tables below:

| 2025                                 | Focus segments |              | Non-focus segments <sup>1)</sup> | Corporate Center | Total        |
|--------------------------------------|----------------|--------------|----------------------------------|------------------|--------------|
|                                      | Consumer       | SME Business | Large Corporate & Public Finance |                  |              |
| Accounts and Packages                | 24.6           | 7.0          | 0.2                              | 0.0              | 31.9         |
| Transactions                         | 18.3           | 2.3          | 0.1                              | 0.0              | 20.6         |
| Cards                                | 5.7            | 11.9         | 1.6                              | 0.8              | 20.0         |
| Bancassurance                        | 12.5           | 0.3          | 0.0                              | 0.0              | 12.8         |
| Foreign exchange & Dynamic currency  | 4.5            | 2.2          | 0.2                              | 0.3              | 7.3          |
| Loans                                | 3.8            | 2.5          | 0.1                              | 0.0              | 6.3          |
| Trade finance                        | 0.0            | 4.0          | 1.0                              | 0.1              | 5.1          |
| Securities                           | 0.0            | 0.0          | 0.2                              | -0.2             | 0.0          |
| Other                                | 0.6            | 0.4          | 0.0                              | 0.4              | 1.4          |
| <b>Fee and commission income</b>     | <b>70.0</b>    | <b>30.7</b>  | <b>3.4</b>                       | <b>1.3</b>       | <b>105.4</b> |
| Cards                                | -14.6          | -0.8         | 0.0                              | 0.4              | -15.0        |
| Transactions                         | -1.7           | -2.0         | -0.3                             | -0.3             | -4.4         |
| Client and sales incentives          | -1.9           | -0.6         | 0.0                              | 0.0              | -2.5         |
| Accounts and Packages                | -1.1           | -0.2         | 0.0                              | -0.3             | -1.6         |
| Loans                                | -1.1           | -0.1         | 0.0                              | -0.1             | -1.3         |
| Bancassurance                        | -0.8           | 0.0          | 0.0                              | 0.0              | -0.8         |
| Securities                           | 0.0            | 0.0          | -0.1                             | -0.1             | -0.2         |
| Foreign exchange & Dynamic currency  | -0.1           | 0.0          | 0.0                              | 0.0              | -0.2         |
| Trade finance                        | 0.0            | 0.0          | 0.0                              | -0.1             | -0.1         |
| Other                                | -0.1           | -0.1         | 0.0                              | -0.6             | -0.8         |
| <b>Fee and commission expenses</b>   | <b>-21.4</b>   | <b>-3.9</b>  | <b>-0.5</b>                      | <b>-1.1</b>      | <b>-27.0</b> |
| <b>Net fee and commission income</b> | <b>48.6</b>    | <b>26.7</b>  | <b>2.9</b>                       | <b>0.2</b>       | <b>78.5</b>  |

<sup>1)</sup> Segment Mortgage not presented in this table as the segment does not generate net commission income.

EUR m

| 2024                                 | Focus segments |              | Non-focus segments <sup>1)</sup> | Corporate Center | Total        |
|--------------------------------------|----------------|--------------|----------------------------------|------------------|--------------|
|                                      | Consumer       | SME Business | Large Corporate & Public Finance |                  |              |
| Accounts and Packages                | 23.7           | 6.8          | 0.3                              | 0.0              | 30.9         |
| Transactions                         | 5.5            | 12.5         | 1.6                              | 0.8              | 20.4         |
| Cards                                | 17.3           | 2.2          | 0.0                              | 0.0              | 19.5         |
| Bancassurance                        | 7.3            | 0.0          | 0.0                              | 0.0              | 7.4          |
| Foreign exchange & Dynamic currency  | 5.1            | 2.3          | 0.1                              | 0.4              | 7.8          |
| Trade finance                        | 0.0            | 4.6          | 0.8                              | 0.1              | 5.5          |
| Loans                                | 2.8            | 2.5          | 0.1                              | 0.0              | 5.4          |
| Securities                           | 0.0            | 0.0          | 0.2                              | -0.2             | 0.0          |
| Other                                | 0.6            | 0.4          | 0.0                              | 0.0              | 1.0          |
| <b>Fee and commission income</b>     | <b>62.4</b>    | <b>31.3</b>  | <b>3.2</b>                       | <b>1.2</b>       | <b>98.0</b>  |
| Cards                                | -12.9          | -0.7         | 0.0                              | 0.0              | -13.7        |
| Transactions                         | -1.7           | -2.2         | -0.4                             | -0.3             | -4.6         |
| Client and sales incentives          | -1.8           | -0.5         | 0.0                              | 0.0              | -2.3         |
| Accounts and Packages                | -1.1           | -0.1         | 0.0                              | -0.3             | -1.4         |
| Loans                                | -1.2           | -0.1         | 0.0                              | 0.0              | -1.3         |
| Bancassurance                        | -0.4           | 0.0          | 0.0                              | 0.0              | -0.4         |
| Securities                           | 0.0            | 0.0          | -0.1                             | -0.1             | -0.2         |
| Foreign exchange & Dynamic currency  | 0.0            | 0.0          | 0.0                              | -0.1             | -0.1         |
| Trade finance                        | 0.0            | 0.0          | 0.0                              | 0.0              | -0.1         |
| Other                                | -0.1           | 0.0          | 0.0                              | -0.8             | -0.9         |
| <b>Fee and commission expenses</b>   | <b>-19.2</b>   | <b>-3.7</b>  | <b>-0.6</b>                      | <b>-1.6</b>      | <b>-25.1</b> |
| <b>Net fee and commission income</b> | <b>43.2</b>    | <b>27.6</b>  | <b>2.7</b>                       | <b>-0.5</b>      | <b>73.0</b>  |

<sup>1)</sup> Segment Mortgage not presented in this table as the segment does not generate net commission income.

## (56) Geographical Segmentation

Addiko Group is an international banking group headquartered in Vienna, Austria, operating through six banks, with its core business in Croatia (ABC), Slovenia (ABS), Bosnia & Herzegovina with two separate banks in Banja Luka (ABBL) and Sarajevo (ABSA), Serbia (ABSE) and Montenegro (ABM). Therefore, revenues are primarily generated in the CSEE region. In Austria, the Group offers only online deposits services to clients in Austria and Germany. Customer groups are not aggregated and assigned to a single country but are instead allocated to their respective countries at the individual entity level. The geographical segmentation of income from external customers is presented in accordance with IFRS requirements. However, this does not reflect the Group's internal management structure. Management believes that the business segmentation provides a more informative representation of the Group's activities. The "Reco" column primarily includes intercompany reconciliation items.

|   | EUR m          |                |              |              |              |              |                   |               |                |
|---|----------------|----------------|--------------|--------------|--------------|--------------|-------------------|---------------|----------------|
| 2025  | ABS            | ABC            | ABSE         | ABSA         | ABBL         | ABM          | ABH <sup>4)</sup> | Reco          | Addiko Group   |
| Net banking income  | 75.4           | 103.1          | 56.1         | 32.3         | 34.3         | 15.1         | 1.9               | -1.3          | 316.9          |
| Net interest income                                       | 57.6           | 78.5           | 42.8         | 22.6         | 23.5         | 12.6         | 2.2               | -1.5          | 238.4          |
| o/w regular interest income <sup>1)</sup>                 | 71.9           | 88.0           | 51.0         | 24.6         | 27.0         | 13.3         | 16.4              | -7.9          | 284.4          |
| Net fee and commission income                             | 17.8           | 24.5           | 13.3         | 9.7          | 10.8         | 2.5          | -0.4              | 0.2           | 78.5           |
| Net result from financial instruments                     | 1.0            | 1.3            | -0.2         | 0.0          | 0.0          | 0.0          | 71.7              | -72.1         | 1.8            |
| Other operating result                                    | -4.8           | -0.5           | -1.8         | -0.9         | -1.6         | -1.4         | -0.4              | -2.1          | -13.5          |
| <b>Operating income</b>                                   | <b>71.7</b>    | <b>103.8</b>   | <b>54.0</b>  | <b>31.4</b>  | <b>32.7</b>  | <b>13.7</b>  | <b>73.3</b>       | <b>-75.4</b>  | <b>305.2</b>   |
| <b>General administrative expenses</b>                    | <b>-34.3</b>   | <b>-43.9</b>   | <b>-32.4</b> | <b>-17.5</b> | <b>-17.5</b> | <b>-10.1</b> | <b>-33.2</b>      | <b>-6.5</b>   | <b>-195.4</b>  |
| <b>Operating result before impairments and provisions</b> | <b>37.3</b>    | <b>59.9</b>    | <b>21.6</b>  | <b>13.9</b>  | <b>15.2</b>  | <b>3.7</b>   | <b>40.1</b>       | <b>-81.9</b>  | <b>109.8</b>   |
| <b>Other result</b>                                       | <b>-5.6</b>    | <b>-10.2</b>   | <b>-1.6</b>  | <b>0.6</b>   | <b>-0.1</b>  | <b>-0.1</b>  | <b>-0.3</b>       | <b>2.6</b>    | <b>-14.6</b>   |
| Expected credit loss expenses on financial assets         | -21.7          | -7.5           | -3.4         | -1.8         | -1.3         | 0.8          | 0.5               | -0.7          | -35.2          |
| <b>Result before tax</b>                                  | <b>10.0</b>    | <b>42.2</b>    | <b>16.7</b>  | <b>12.7</b>  | <b>13.8</b>  | <b>4.4</b>   | <b>40.3</b>       | <b>-80.1</b>  | <b>60.1</b>    |
| <b>Total assets</b>                                       | <b>1,428.9</b> | <b>2,382.0</b> | <b>885.1</b> | <b>656.5</b> | <b>583.1</b> | <b>248.0</b> | <b>1,065.5</b>    | <b>-829.6</b> | <b>6,419.5</b> |
| <b>Business volume</b>                                    |                |                |              |              |              |              |                   |               |                |
| Net loans and receivables                                 | 989.8          | 1,225.8        | 593.3        | 380.2        | 400.0        | 176.0        | 91.1              | -104.3        | 3,751.8        |
| o/w gross performing loans customers                      | 998.1          | 1,200.3        | 590.3        | 322.2        | 383.7        | 172.9        | 0.0               |               | 3,667.6        |
| Gross disbursements                                       | 402.8          | 489.3          | 466.0        | 188.9        | 168.2        | 101.8        | 0.0               |               | 1,817.1        |
| Financial liabilities at AC <sup>2)</sup>                 | 1,214.1        | 1,895.7        | 662.0        | 543.0        | 469.1        | 202.0        | 524.4             | -119.3        | 5,391.0        |
| RWA <sup>3)</sup>   | 757.2          | 1,019.3        | 536.2        | 384.6        | 353.7        | 176.6        | 45.4              | -0.8          | 3,272.3        |
| <b>Key ratios</b>   |                |                |              |              |              |              |                   |               |                |
| NIM   | 4.1%           | 3.3%           | 4.7%         | 3.4%         | 4.1%         | 5.2%         | 0.2%              |               | 3.7%           |
| Cost/Income ratio   | 45.5%          | 42.6%          | 57.8%        | 54.2%        | 51.1%        | 66.7%        | n.m.              |               | 61.7%          |
| Cost of risk ratio (CRB)                                  | -1.6%          | -0.5%          | -0.4%        | -0.4%        | -0.3%        | 0.4%         | 0.5%              |               | -0.7%          |
| Cost of risk ratio (on net loans)                         | -2.2%          | -0.6%          | -0.6%        | -0.6%        | -0.3%        | 0.5%         | n.m.              |               | -1.0%          |
| Loan to deposit ratio                                     | 86.9%          | 67.5%          | 95.1%        | 60.3%        | 82.7%        | 92.0%        | n.m.              |               | 70.0%          |
| NPE ratio (on balance loans)                              | 2.6%           | 1.9%           | 3.5%         | 2.2%         | 3.2%         | 3.2%         |                   |               | 2.5%           |
| NPE coverage ratio  | 81.0%          | 86.3%          | 75.9%        | 78.9%        | 85.2%        | 80.6%        |                   |               | 81.7%          |
| Yield GPL (simple average)                                | 6.2%           | 5.4%           | 7.4%         | 6.0%         | 6.5%         | 7.7%         |                   |               | 6.2%           |

<sup>1)</sup> Regular interest income is related to booked interests excluding interest like income, interest income on NPE and funds transfer pricing. <sup>2)</sup> Direct deposits (Austria/Germany) amounting to EUR 504 million presented in ABH. <sup>3)</sup> Includes only credit risk. <sup>4)</sup> In ABH intragroup exposures are included.

|   | EUR m          |                |              |              |              |              |                   |               | Addiko Group   |
|---|----------------|----------------|--------------|--------------|--------------|--------------|-------------------|---------------|----------------|
| 2024  | ABS            | ABC            | ABSE         | ABSA         | ABBL         | ABM          | ABH <sup>4)</sup> | Reco          |                |
| Net banking income  | 77.2           | 100.7          | 59.0         | 33.8         | 32.3         | 14.9         | -0.2              | -1.8          | 315.8          |
| Net interest income                                       | 61.4           | 76.7           | 46.6         | 24.2         | 22.6         | 12.8         | 0.3               | -1.8          | 242.9          |
| o/w regular interest income <sup>1)</sup>                 | 78.2           | 87.4           | 56.5         | 26.1         | 26.1         | 13.5         | 18.7              | -8.8          | 297.6          |
| Net fee and commission income                             | 15.7           | 24.0           | 12.4         | 9.6          | 9.7          | 2.0          | -0.5              | 0.0           | 73.0           |
| Net result from financial instruments                     | 0.6            | 0.4            | 0.3          | 0.1          | 0.2          | 0.1          | 37.0              | -37.5         | 1.2            |
| Other operating result                                    | -4.2           | -1.6           | -2.3         | -0.4         | -1.0         | -1.6         | -1.6              | 0.5           | -12.3          |
| <b>Operating income</b>                                   | <b>73.5</b>    | <b>99.6</b>    | <b>57.0</b>  | <b>33.5</b>  | <b>31.5</b>  | <b>13.3</b>  | <b>35.2</b>       | <b>-38.8</b>  | <b>304.7</b>   |
| <b>General administrative expenses</b>                    | <b>-31.9</b>   | <b>-43.1</b>   | <b>-30.5</b> | <b>-16.5</b> | <b>-16.6</b> | <b>-9.5</b>  | <b>-36.6</b>      | <b>-7.6</b>   | <b>-192.4</b>  |
| <b>Operating result before impairments and provisions</b> | <b>41.6</b>    | <b>56.5</b>    | <b>26.5</b>  | <b>16.9</b>  | <b>14.9</b>  | <b>3.7</b>   | <b>-1.4</b>       | <b>-46.4</b>  | <b>112.3</b>   |
| Other result  | -5.8           | -8.6           | -5.0         | -0.5         | 0.1          | -0.2         | 0.0               | 4.2           | -15.8          |
| Expected credit loss expenses on financial assets         | -19.0          | -0.7           | -11.7        | -2.5         | -2.4         | 0.6          | 0.1               | -0.5          | -36.0          |
| <b>Result before tax</b>                                  | <b>16.8</b>    | <b>47.1</b>    | <b>9.8</b>   | <b>13.9</b>  | <b>12.6</b>  | <b>4.1</b>   | <b>-1.2</b>       | <b>-42.7</b>  | <b>60.4</b>    |
| <b>Total assets</b>                                       | <b>1,375.9</b> | <b>2,343.5</b> | <b>924.9</b> | <b>675.6</b> | <b>556.5</b> | <b>240.4</b> | <b>1,151.5</b>    | <b>-859.3</b> | <b>6,408.9</b> |
| <b>Business volume</b>                                    |                |                |              |              |              |              |                   |               |                |
| Net loans and receivables                                 | 987.5          | 1,190.7        | 566.5        | 295.0        | 352.5        | 160.4        | 71.6              | -73.5         | 3,550.6        |
| o/w gross performing loans customers                      | 1,002.4        | 1,173.4        | 532.7        | 295.2        | 345.8        | 156.9        | 0.0               |               | 3,506.4        |
| Gross disbursements                                       | 381.7          | 479.1          | 318.2        | 161.6        | 151.7        | 76.0         | 0.0               |               | 1,568.3        |
| Financial liabilities at AC <sup>2)</sup>                 | 1,158.0        | 1,842.2        | 707.7        | 562.0        | 444.5        | 197.4        | 646.2             | -136.3        | 5,421.7        |
| RWA <sup>3)</sup>   | 722.6          | 981.4          | 513.2        | 307.2        | 312.2        | 167.5        | 27.1              | 2.2           | 3,033.4        |
| <b>Key ratios</b>   |                |                |              |              |              |              |                   |               |                |
| NIM   | 4.4%           | 3.4%           | 5.0%         | 3.9%         | 4.2%         | 5.4%         | 0.0%              |               | 3.9%           |
| Cost/income ratio   | 41.3%          | 42.8%          | 51.7%        | 49.0%        | 51.4%        | 64.2%        | n.m.              |               | 60.9%          |
| Cost of risk ratio (CRB)                                  | -1.5%          | 0.0%           | -1.6%        | -0.6%        | -0.5%        | 0.3%         | 0.1%              |               | -0.8%          |
| Cost of risk ratio (on net loans)                         | -1.9%          | -0.1%          | -2.2%        | -0.8%        | -0.7%        | 0.4%         | n.m.              |               | -1.0%          |
| Loan to deposit ratio                                     | 90.2%          | 66.8%          | 80.3%        | 53.7%        | 80.1%        | 83.0%        | n.m.              |               | 66.3%          |
| NPE ratio (on balance loans)                              | 2.6%           | 2.3%           | 4.5%         | 2.4%         | 3.7%         | 4.1%         |                   |               | 2.9%           |
| NPE coverage ratio  | 81.9%          | 87.5%          | 67.9%        | 83.8%        | 83.1%        | 75.3%        |                   |               | 80.0%          |
| Yield GPL (simple average)                                | 6.6%           | 5.3%           | 8.5%         | 6.2%         | 6.6%         | 7.9%         |                   |               | 6.5%           |

<sup>1)</sup> Regular interest income is related to booked interests excluding interest like income, interest income on NPE and funds transfer pricing. <sup>2)</sup> Direct deposits (Austria/Germany) amounting to EUR 585 million presented in ABH. <sup>3)</sup> Includes only credit risk. <sup>4)</sup> In ABH intragroup exposures are included.

## Risk Report

### (57) Risk control and monitoring

The Addiko Group steers and monitors its risks across all business segments, with the aim of optimising the risk/performance profile and guaranteeing risk-bearing capacity at all times and therefore protecting the bank's creditors. In this respect, it influences the business and risk policies of its participations through its involvement in shareholder and supervisory committees. In the case of participations, compatible risk control processes, strategies and methods are implemented.

The following central principles apply in the Addiko Group to the bank's overall controlling:

- Clearly defined processes and organisational structures are in place for all risk types, according to which all tasks, competencies and responsibilities of participants can be aligned.
- Front and back office as well as trading and settlement/monitoring units are functionally separated to prevent conflicts of interest in accordance with the "FMA Minimum Standards for Lending Business and other Transactions with Counterparty Risks" (FMA-MS-K) and the Austrian Banking Act (BWG).
- The Group implements appropriate, mutually compatible procedures for identifying, analysing, measuring, combining, controlling and monitoring the risk types.
- Appropriate limits are set and effectively monitored for material risk types.

### (58) Risk strategy & Risk Appetite Statement (RAS)

The Addiko Group's risk strategy is derived from the business strategy and describes the planned business structure, strategic development and growth, taking into consideration processes, methodologies and the organisational structure relevant for the management of risk factors. As such, the risk strategy represents the bridge between the Company's business strategy and risk positioning. It is also a management tool of the highest level for the purposes of bank's risk steering and as such it provides a framework for controlling, monitoring and limiting risks inherent in the banking business, as well as ensuring the adequacy of the internal capital, the bank's liquidity position and the overall through-the-cycle profitability.

The Addiko Group's risk strategy reflects key risk management approaches included in the business strategy. This is mirrored in the bank's risk objectives which will support safe and sustainable growth and ensure the preservation of the bank in line with regulatory requirements for adequate own funds with regard to risk-taking activities.

The Addiko Group has established a Risk Appetite Statement (RAS) which sets the bank's risk appetite and forms part of the process of development and implementation of the bank's business and risk strategy. Furthermore, it determines the risks undertaken in relation to its risk capacity. The framework of risk appetite measures defines the risk level the bank is willing to accept. The calibration of measures takes into consideration the budget, risk strategy and the Recovery Plan giving an interlinked framework for proper internal steering and surveillance.

### (59) Risk organisation

Ensuring adequate risk management structures and processes is in the responsibility of the Group's Chief Risk Officer (CRO), who is a member of the Addiko Bank AG Management Board. The CRO acts independently of market and trading units, with a focus on the Austrian Minimum Standards for the Credit Business as well as appropriate internal controls.

The core tasks of risk management are the individual risk management of counterparty default risks, the reorganisation of troubled loans, loan settlement, as well as risk control and monitoring of counterparty default, market, liquidity, operational and other risks at the portfolio level.

In 2025, the following organisational units were operative:

**Group Credit Risk Management** contains Retail Risk Management and Corporate Credit Risk:

- **Retail Risk Management** monitors and manages credit risk in the Retail lending portfolio of Addiko Group through portfolio reporting and analysis, tracking and evaluation of activities. The function has both an operational as well as strategic role in the credit risk management. Operationally it covers assessment and opinion of lending products and test initiatives as well as defines policies, procedures, manuals and guidelines related to the management of credit activities and collections. Additionally, also ensures that the risk appetite is in line with Addiko Group's budget expectations. Besides this, it continuously monitors the portfolio development and ensures the development and maintenance of a reporting toolkit that serves this purpose.
- **Corporate Credit Risk** provides risk opinion on individual cases with high risk, monitoring, and review for all non-Retail client segments and group wide standards for pre-workout, restructuring, collection and workout for all non-Retail client segments i.e. Standard segment, SME, Corporate, Public Finance, Sovereigns and Sub sovereigns and Financial institutions. Within Corporate Credit Risk, the function covers also Real Estate Valuations by providing group wide standards for real estate sale including monitoring of results and group wide steering for immovable and movable property value monitoring. It develops the group valuation monitoring strategy and processes for local execution.

**Group Integrated Risk Management** identifies, monitors, controls and reports on all material risks to Management and Supervisory Boards, proposes mitigation measures, initiates escalation in case defined limits are breached and defines methodology for risk measurement and assessment. GIRM also encompasses the CISO area, as well as the Outsourcing and ICT Risk management function. GIRM is actively involved in all major decisions relating to risk management and, thus, also the development and execution of the risk strategy as well as the forecasting of risk costs. Furthermore, GIRM is responsible to initiate and coordinate the escalation process prescribed in the Recovery Plan. Organisationally the following functions are embedded in Group Integrated Risk Management:

- **Group Market & Liquidity Risk** defines methodologies, produces internal and external reporting and oversees management and control activities related to market and liquidity risk. The function is located in Austria within Integrated Risk Management unit.
- **Strategic Risk Management** is operationally responsible for the update of the risk strategy, own funds and economic capital management, stress testing, credit risk budgeting, tracking of risk exposure and steering of the ICAAP and SREP process as well manages the same processes from methodological point of view and reports on them to the management. SRM also coordinates the preparation of and reporting on the Recovery Plan. Additionally, the relationship management towards supervisory authorities as well as the coordination of requested deliverables is in the responsibility of SRM.
- **Non-Financial Risk Management** is responsible for setting the strategic direction to efficiently manage all non-financial risk related activities and aims to ensure the adequate identification, measurement, management and mitigation of non-financial risks, a prudent conduct of business respecting all relevant laws, regulations, supervisory requirements and internal rules and decisions, thus supporting prudent, effective and efficient business operations.
- **Group Risk Modelling** manages model risk portfolio in terms of methodology, target model architecture, and the model landscape for regulatory and business purpose. Oversee the portfolio development process to deliver risk targets and deliver insightful reports and analysis which explain credit metrics related to capital, provisions and business development. GRM is responsible for leading continuous improvements in modelling methodology for credit and market risk models and sharing knowledge about these topics within the Group.

**Group Data and Validation** contains the following CSF functions and the oversees and drives the GSS Group Risk Validation:

- **Group Data Architecture** is the main responsible function for the enterprise data architecture in Addiko Group. GDA develops and maintains group-wide concepts and principles for enterprise data. In operational matters the GDA team is supporting business functions jointly with GIT to have adequate infrastructure to be able to have on time regular and ad-hoc reporting and access to data as needed. GDA also acts as local Data Architecture for Addiko Bank AG and in that capacity is applying its concepts and principles to the local ABH data landscape and the relevant connections to group data. Although GDA, is reporting to the Group Model & Data, its responsibilities and methods apply in principle to all functions of Addiko Group.

- **Group Data Management (GDM)** is the main responsible function for the business aspects of enterprise data management in Addiko Group. GDM develops and maintains group-wide methods, standards and definitions to achieve a common and harmonised view on enterprise data. In operational matters the GDM team is supporting business functions in regular and ad-hoc reporting, common/central data transformations and calculations and data quality monitoring and reporting. GDM also acts as local Data Office for Addiko Bank AG and in that capacity is applying its methods to the local ABH data landscape and the relevant connections to group data. Although GDM, is reporting to the Group Model & Data, its responsibilities and methods apply in principle to all functions of Addiko Group.
- **Data Engine Reporting & Analytics and Support Services**, located in Serbia, is preparing standardised portfolio reporting covering the entire credit cycle for Retail and Corporate portfolio, as well as supporting the governance setting over credit policy rules and changes in the Group selected decision engine (CRIF Credit Decision Engine). In addition, DERA is maintaining and developing group data engines, application process reports, collection reports, while providing the corresponding analytics.
- **Group Risk Validation** is responsible for ensuring adequacy and consistency of risk relevant processes and risk models with regards to regulatory expectation and business needs. GRV defines the quality standard for the whole group with regards to risk models. Furthermore, it controls and ensures the quality of new models, as well as models already in place. Jointly with business owners GRV enhances processes and resolves issues related to models. GRV also conducts analysis of new regulation and its effects on risk models.

The respective country CROs ensure compliance with the risk principles among all subsidiaries situated in the country.

## (60) Internal risk management guidelines

The Addiko Group defines Group wide standard risk management guidelines to ensure that risks are dealt with in a standardised manner. These guidelines are promptly adjusted to reflect organisational changes as well as changes to parts of the regulations such as processes, methodologies and procedures. The existing guidelines are reviewed yearly to determine whether an update is required. This ensures that the actual and documented processes match.

The Addiko Group has clearly defined responsibilities for all risk guidelines, including preparation, review and update as well as roll-out to the subsidiaries. Each of these guidelines must be implemented at local level by the subsidiaries and adjusted to local conditions. Compliance with these guidelines is ensured by those directly involved in the risk management process. The Group Audit Committee oversees how management monitors compliance with the Group's risk management policies and procedures, and reviews the adequacy of the risk management framework in relation to the risks faced by the Group. The Group Audit Committee is assisted in its oversight role by Internal Audit. Internal Audit undertakes both regular and ad hoc reviews of risk management controls and procedures, the results of which are reported to the Group Audit Committee.

## (61) Credit risk

### 61.1. Definition

In terms of scale, credit risk constitutes the most significant risk for the Addiko Group. Credit risk mainly arises from the lending business. Credit risk (or counterparty default risk) occurs when transactions result in claims against debtors, issuers of securities or counterparties. If these parties do not meet their obligations, losses result in the amount of non-received benefits less utilised collaterals, reduced by the achieved recovery rate of unsecured portions. This definition includes default and surety risks from credit transactions as well as issuer, replacement and fulfilment risks from trading transactions.

### 61.2. General requirements

The credit risk strategy within Addiko Risk Strategy provides concrete specifications for the organisational structure of the bank in the lending business as well as for risk control methods, and is supplemented by further policies as well as specific instructions.

In line with a Group wide instruction on authority levels as defined by the Management and Supervisory Boards, credit decisions are made by the Supervisory Board, Management Board and Credit Committee as well as by key staff in the back office and the analysis units of the Risk Office.

The Group Credit Committee is a permanent institution of the Addiko Group and the highest body for making credit decisions, subordinated only to the Management Board.

The Group Risk Executive Committee (GREC) is responsible for all methodological matters relating to credit risk, unless a decision by the Management Board is required.

### **61.3. Risk measurement**

The Addiko Group uses its own rating procedures to analyse and assess each individual borrower's credit rating. The allocation of debtors to rating classes is carried out on the basis of default probabilities on a 25-level master rating scale.

### **61.4. Risk limitation**

The steering of total Group wide commitments with an individual customer or a group of affiliated customers ("group of borrowers") depends on the respective customer segment or business area.

In the Addiko Group, limits towards financial institutions are set and monitored independently by a responsible unit. If limits are exceeded, this is communicated immediately to operative risk unit as well as front office and reported to the Group Risk Executive Committee. In all other segments, limit control is carried out through a Group wide authorisation level policy ("Pouvoir-Ordnung"). At portfolio level, there are country limits to prevent the formation of risk concentrations; limit breaches are escalated to the Management Board, and the front office is required to work together with the back office to define measures to control these risk concentrations.

Another important instrument in limiting risk is the acceptance and crediting of common banking collateral. The measurement and processing is carried out in line with the collateral policy, which defines in particular the measurement procedures as well as measurement discounts and frequencies of individual collateral types. Framework contracts for netting out mutual risks (close-out netting) are usually concluded for trading transactions involving derivatives. There are collateral agreements in place with certain business partners which limit the default risk with individual trading partners to an agreed maximum amount, and provide an entitlement to request additional collateral if the amount is exceeded. The methods used to accept collateral (formal requirements, preconditions) are governed by the internal processing guidelines for each individual type of collateral.

## 61.5. Reconciliation between Financial instruments classes and Credit risk exposure

The credit risk exposure comprises the gross carrying amount (or nominal value in the case of off-balance-sheet exposures) without taking into account expected credit losses (including those for guarantees), any collateral held, netting effects, other credit enhancements or credit risk mitigating transactions. Market values are used to calculate the relevant exposure for securities classified in the Hold-to-Collect&Sale business model, whereas amortised cost is used for loans and securities classified in the Hold-to-Collect business model. Unless explicitly stated differently, all values in the risk report are shown inclusive of the portfolio that is classified as held for sale according to IFRS 5.

| EUR m  |                |              |                |                |               |             |                |                |
|--|----------------|--------------|----------------|----------------|---------------|-------------|----------------|----------------|
| 31.12.2025   | Performing     |              |                | Non Performing |               |             | Total          |                |
| Financial instruments                              | Exposure       | ECL          | Net            | Exposure       | ECL           | Net         | Exposure       | Net            |
| Cash and cash equivalents <sup>1)</sup>            | 906.1          | -0.2         | 905.9          | 0.0            | 0.0           | 0.0         | 906.1          | 905.9          |
| Financial assets held for trading                  | 9.8            |              | 9.8            | 0.0            |               | 0.0         | 9.8            | 9.8            |
| Loans and receivables                              | 3,782.3        | -52.4        | 3,729.9        | 121.3          | -99.5         | 21.8        | 3,903.6        | 3,751.8        |
| of which credit institutions                       | 75.1           | 0.0          | 75.1           | 0.0            | 0.0           | 0.0         | 75.1           | 75.1           |
| of which customer loans                            | 3,707.2        | -52.4        | 3,654.8        | 121.3          | -99.5         | 21.8        | 3,828.5        | 3,676.6        |
| Investment Securities <sup>2)3)</sup>              | 1,485.5        | -0.8         | 1,465.2        | 0.0            | 0.0           | 0.0         | 1,485.5        | 1,465.2        |
| Other Assets - IFRS 5                              | 0.0            | 0.0          | 0.0            | 0.0            | 0.0           | 0.0         | 0.0            | 0.0            |
| <b>On balance total</b>                            | <b>6,183.8</b> | <b>-53.3</b> | <b>6,110.9</b> | <b>121.3</b>   | <b>-99.5</b>  | <b>21.8</b> | <b>6,305.0</b> | <b>6,132.7</b> |
| Off Balance  | 817.0          | -5.8         | 811.2          | 4.3            | -3.1          | 1.1         | 821.3          | 812.4          |
| ECL and FV on FVTOCI debt securities <sup>3)</sup> | -19.7          | 0.2          | 0.0            | 0.0            | 0.0           | 0.0         | -19.7          | 0.0            |
| <b>Total</b>                                       | <b>6,981.1</b> | <b>-58.9</b> | <b>6,922.2</b> | <b>125.5</b>   | <b>-102.6</b> | <b>22.9</b> | <b>7,106.6</b> | <b>6,945.1</b> |
| Adjustment <sup>4)</sup>                           | -0.9           |              | -0.9           |                |               | 0.0         | -0.9           | -0.9           |
| <b>Total credit risk exposure</b>                  | <b>6,980.2</b> | <b>-58.9</b> | <b>6,921.2</b> | <b>125.5</b>   | <b>-102.6</b> | <b>22.9</b> | <b>7,105.7</b> | <b>6,944.2</b> |

<sup>1)</sup> The position does not include cash on hand in amount of EUR 151,2 million. <sup>2)</sup> Investment securities, without equity instruments, including participation in the Slovenian Bank Liquidation Fund. <sup>3)</sup> For debt securities at FVTOCI the exposure is calculated based on the amortised cost before adjusting for any loss allowance and for this reason it does not include any changes of the fair value of the instruments. For credit risk purposes the fair value of the instruments is considered. For this reason, also the related ECL is not included as this is already reflected in the fair value of the underlying instruments.

<sup>4)</sup> Adjustment includes reconciliation differences between the gross carrying amount and the carrying amount of the credit risk exposure components.

| EUR m  |                |              |                |                |               |             |                |                |
|--|----------------|--------------|----------------|----------------|---------------|-------------|----------------|----------------|
| 31.12.2024   | Performing     |              |                | Non Performing |               |             | Total          |                |
| Financial instruments                              | Exposure       | ECL          | Net            | Exposure       | ECL           | Net         | Exposure       | Net            |
| Cash and cash equivalents <sup>1)</sup>            | 1,119.7        | 0.0          | 1,119.7        | 0.0            | 0.0           | 0.0         | 1,119.7        | 1,119.7        |
| Financial assets held for trading                  | 14.4           |              | 14.4           | 0.0            |               | 0.0         | 14.4           | 14.4           |
| Loans and receivables                              | 3,575.8        | -52.0        | 3,523.8        | 139.0          | -112.2        | 26.8        | 3,714.9        | 3,550.6        |
| of which credit institutions                       | 44.2           | 0.0          | 44.2           | 0.0            | 0.0           | 0.0         | 44.2           | 44.2           |
| of which customer loans                            | 3,531.6        | -52.0        | 3,479.6        | 139.0          | -112.2        | 26.8        | 3,670.6        | 3,506.4        |
| Investment Securities <sup>2)3)</sup>              | 1,492.5        | -0.3         | 1,455.8        | 0.0            | 0.0           | 0.0         | 1,492.5        | 1,455.8        |
| Other Assets - IFRS 5                              | 0.0            | 0.0          | 0.0            | 0.7            | -0.5          | 0.2         | 0.7            | 0.2            |
| <b>On balance total</b>                            | <b>6,202.5</b> | <b>-52.3</b> | <b>6,113.7</b> | <b>139.7</b>   | <b>-112.7</b> | <b>27.0</b> | <b>6,342.2</b> | <b>6,140.7</b> |
| Off-balance  | 828.1          | -4.6         | 823.5          | 5.0            | -3.0          | 2.0         | 833.1          | 825.5          |
| ECL and FV on FVTOCI debt securities <sup>3)</sup> | -36.6          | 0.1          | 0.0            | 0.0            | 0.0           | 0.0         | -36.6          | 0.0            |
| <b>Total</b>                                       | <b>6,994.0</b> | <b>-56.8</b> | <b>6,937.2</b> | <b>144.7</b>   | <b>-115.7</b> | <b>29.0</b> | <b>7,138.7</b> | <b>6,966.2</b> |
| Adjustment <sup>4)</sup>                           | -0.7           |              | -0.7           |                |               | 0.0         | -0.7           | -0.7           |
| <b>Total credit risk exposure</b>                  | <b>6,993.3</b> | <b>-56.8</b> | <b>6,936.5</b> | <b>144.7</b>   | <b>-115.7</b> | <b>29.0</b> | <b>7,138.0</b> | <b>6,965.5</b> |

<sup>1)</sup> The position does not include cash on hand in amount of EUR 131.8 million. <sup>2)</sup> Investment securities, without equity instruments, including participation in the bank resolution fund in Slovenia (effective 01.01.2025, renamed to the Slovenian Bank Liquidation Fund). <sup>3)</sup> For debt securities at FVTOCI the exposure is calculated based on the amortised cost before adjusting for any loss allowance and for this reason it does not include any changes of the fair value of the instruments. For credit risk purposes the fair value of the instruments is considered. For this reason, also the related ECL is not included as this is already reflected in the fair value of the underlying instruments. <sup>4)</sup> Adjustment includes reconciliation differences between the gross carrying amount and the carrying amount of the credit risk exposure components.

## 61.6. Allocation of credit risk exposure within the Group

As of 31 December 2025, the overall gross exposure within the Group decreased by EUR 32.3 million (or -0.5%) to EUR 7,105.7 million (YE24: EUR 7,138.0 million). The decrease was predominantly driven by the Corporate Center, followed by SME and according to the business strategy by reductions within Mortgage and Public Finance.

Exposure level decrease is impacted by reductions within Addiko Bank Holding, Addiko Bank Serbia and Addiko Bank Sarajevo.

Within the Group, the credit risk exposure breaks down as presented in the following table.

|                                | EUR m          |                |
|--------------------------------|----------------|----------------|
|                                | 31.12.2025     | 31.12.2024     |
| Addiko Croatia                 | 2,523.7        | 2,493.2        |
| Addiko Slovenia                | 1,722.4        | 1,648.2        |
| Addiko Serbia                  | 1,007.3        | 1,068.8        |
| Addiko in Bosnia & Herzegovina | 1,330.2        | 1,349.0        |
| Addiko in Montenegro           | 255.5          | 239.2          |
| Addiko Holding                 | 266.6          | 339.8          |
| <b>Total</b>                   | <b>7,105.7</b> | <b>7,138.0</b> |

## 61.7. Credit risk exposure by rating class

As of 31 December 2025 approximately 37.7% (YE24: 38.6%) of the exposure falls into rating classes 1A to 1E. This portion is largely associated with receivables from credit institutions and consumer loans with a minor part pertaining to corporate and sovereign debts.

During 2025 the NPE Stock decreased by EUR -19.2 million to EUR 125.5 million (YE24: EUR 144.7 million), which is especially driven by reductions within the SME portfolio in almost all group entities (except in Addiko Bank Slovenia and Addiko Bank Montenegro), followed by additional NPE reductions within the non-focus portfolio in all entities as well as reductions in Consumer within Addiko Bank Serbia and Addiko Bank Croatia, because of write offs and portfolio sales as well as due to collection effects. Mentioned NPE reductions in SME have been partially offset especially by defaults of several larger cases in Addiko Bank Slovenia during the first half of 2025.

The following table shows the exposure by rating classes and market segment as of 31 December 2025:

|                                | EUR m          |                |              |              |              |             |                |
|--------------------------------|----------------|----------------|--------------|--------------|--------------|-------------|----------------|
| 31.12.2025                     | 1A-1E          | 2A-2E          | 3A-3E        | 4A-4E        | NPE          | No rating   | Total          |
| Consumer                       | 275.3          | 1,455.2        | 356.4        | 147.9        | 65.5         | 5.0         | 2,305.2        |
| SME                            | 301.7          | 1,195.3        | 218.8        | 112.4        | 41.5         | 3.9         | 1,873.5        |
| Non Focus                      | 148.0          | 219.8          | 40.1         | 15.6         | 18.5         | 0.5         | 442.5          |
| o/w Large Corporate            | 11.6           | 108.4          | 21.4         | 6.2          | 10.0         | 0.4         | 157.9          |
| o/w Mortgage                   | 133.3          | 100.4          | 15.2         | 9.3          | 8.2          | 0.1         | 266.5          |
| o/w Public Finance             | 3.2            | 11.1           | 3.5          | 0.0          | 0.3          | 0.0         | 18.1           |
| Corporate Center <sup>1)</sup> | 1,954.8        | 332.4          | 192.8        | 1.0          | 0.0          | 3.4         | 2,484.4        |
| <b>Total</b>                   | <b>2,679.8</b> | <b>3,202.8</b> | <b>808.0</b> | <b>276.8</b> | <b>125.5</b> | <b>12.8</b> | <b>7,105.7</b> |

<sup>1)</sup> Corporate Center includes financial institutions considering national bank exposure, on demand deposits as well as securities.

The following table shows the exposure by rating classes and market segment as of 31 December 2024:

|                                | EUR m          |                |                |              |              |             |                |
|--------------------------------|----------------|----------------|----------------|--------------|--------------|-------------|----------------|
| 31.12.2024                     | 1A-1E          | 2A-2E          | 3A-3E          | 4A-4E        | NPE          | No rating   | Total          |
| Consumer                       | 329.3          | 1,202.2        | 363.0          | 151.0        | 67.2         | 4.1         | 2,116.9        |
| SME                            | 280.0          | 1,123.0        | 322.4          | 102.9        | 53.5         | 3.6         | 1,885.3        |
| Non-Focus                      | 184.0          | 207.8          | 45.8           | 16.4         | 24.0         | 1.3         | 479.3          |
| o/w Large Corporate            | 18.9           | 78.8           | 24.0           | 4.3          | 11.3         | 1.2         | 138.6          |
| o/w Mortgage                   | 157.8          | 119.5          | 18.9           | 10.7         | 11.3         | 0.1         | 318.3          |
| o/w Public Finance             | 7.3            | 9.5            | 2.8            | 1.3          | 1.4          | 0.0         | 22.4           |
| Corporate Center <sup>1)</sup> | 1,959.7        | 401.6          | 291.2          | 0.1          | 0.0          | 3.8         | 2,656.5        |
| <b>Total</b>                   | <b>2,753.1</b> | <b>2,934.6</b> | <b>1,022.4</b> | <b>270.4</b> | <b>144.7</b> | <b>12.8</b> | <b>7,138.0</b> |

<sup>1)</sup> Corporate Center includes financial institutions considering national bank exposure, on demand deposits as well as securities.

The classification of exposure into risk grades is based on Addiko internal ratings. For external reporting, internal rating grades are grouped into the following five risk categories:

- 1A-1E: representing customers with a very low risk, having the best, excellent or very good credit standing (comparable to Moody's rating Aaa-Baa3),
- 2A-2E: representing customers with a good or moderate credit standing (comparable to Moody's rating Ba1-B1),
- 3A-3E: representing customers with a medium or high credit risk (comparable to Moody's rating B2-Caa2),
- 4A-4E: representing customers with a very high credit risk or who are likely to default. This class includes customers which may have overdue payments or defaults in their credit history or may encounter debt repayment difficulties in the medium term (comparable to Moody's rating Caa3-C),
- NPE (default): one or more of the default criteria under Article 178 CRR are met: among others, interest or principal payments on a material exposure have been overdue for more than 90 days, the bank significantly doubts the customer's credit standing, there are risk-oriented restructuring measures leading to a forborne non-performing exposure, there is a realisation of a loan loss or bankruptcy proceedings are initiated (comparable to Moody's rating Default).

The mapping of internal rating classes used in Addiko to PD values can be seen in table below.

| Rating Class | PD                |
|--------------|-------------------|
| 1A-1E        | >0.00% - <=0.40%  |
| 2A-2E        | >0.40% - <=2.65%  |
| 3A-3E        | >2.65% - <=8.25%  |
| 4A-4E        | >8.25% - <100.00% |
| NPE          | 100%              |

The Addiko Group applies the customer view to all customer segments, including retail clients. If an obligor defaults on one deal, then all the customer's performing transactions are classified as non-performing as well. The classifications per rating class and ECL stage can be seen in the tables below.

Loans and advances to customers at amortised cost:

|                                    |                |              |              |            |                | EUR m |
|------------------------------------|----------------|--------------|--------------|------------|----------------|-------|
| 31.12.2025                         | Stage 1        | Stage 2      | Stage 3      | POCI       | Total          |       |
| 1A-1E                              | 579.5          | 9.8          | 0.0          | 0.8        | 590.1          |       |
| 2A-2E                              | 2,273.3        | 29.2         | 0.0          | 1.1        | 2,303.6        |       |
| 3A-3E                              | 516.7          | 32.9         | 0.0          | 0.2        | 549.7          |       |
| 4A-4E                              | 46.1           | 211.3        | 0.0          | 0.1        | 257.5          |       |
| NPE                                | 0.0            | 0.0          | 119.5        | 3.4        | 122.9          |       |
| No rating                          | 4.5            | 0.1          | 0.0          | 0.0        | 4.6            |       |
| <b>Total gross carrying amount</b> | <b>3,420.1</b> | <b>283.3</b> | <b>119.5</b> | <b>5.6</b> | <b>3,828.5</b> |       |
| Loss allowance                     | -25.3          | -27.0        | -99.2        | -0.2       | -151.8         |       |
| <b>Carrying amount</b>             | <b>3,394.7</b> | <b>256.3</b> | <b>20.3</b>  | <b>5.4</b> | <b>3,676.6</b> |       |

|                                    |                |              |              |            |                | EUR m |
|------------------------------------|----------------|--------------|--------------|------------|----------------|-------|
| 31.12.2024                         | Stage 1        | Stage 2      | Stage 3      | POCI       | Total          |       |
| 1A-1E                              | 570.9          | 13.5         | 0.0          | 0.9        | 585.3          |       |
| 2A-2E                              | 2,003.7        | 48.5         | 0.0          | 1.0        | 2,053.2        |       |
| 3A-3E                              | 589.7          | 38.2         | 0.0          | 0.0        | 627.9          |       |
| 4A-4E                              | 48.9           | 211.0        | 0.6          | 0.0        | 260.6          |       |
| NPE                                | 0.0            | 0.0          | 127.5        | 4.2        | 131.7          |       |
| No rating                          | 3.2            | 0.0          | 8.6          | 0.0        | 11.9           |       |
| <b>Total gross carrying amount</b> | <b>3,216.5</b> | <b>311.2</b> | <b>136.7</b> | <b>6.2</b> | <b>3,670.6</b> |       |
| Loss allowance                     | -25.4          | -26.6        | -112.0       | -0.2       | -164.2         |       |
| <b>Carrying amount</b>             | <b>3,191.1</b> | <b>284.6</b> | <b>24.7</b>  | <b>6.0</b> | <b>3,506.4</b> |       |

Loans and advances to credit institutions at amortised cost, cash balances at central banks and other demand deposits:

|                                    |              |            |            |            |              | EUR m |
|------------------------------------|--------------|------------|------------|------------|--------------|-------|
| 31.12.2025                         | Stage 1      | Stage 2    | Stage 3    | POCI       | Total        |       |
| 1A-1E                              | 734.5        | 0.0        | 0.0        | 0.0        | 734.5        |       |
| 2A-2E                              | 114.9        | 0.0        | 0.0        | 0.0        | 114.9        |       |
| 3A-3E                              | 131.9        | 0.0        | 0.0        | 0.0        | 131.9        |       |
| 4A-4E                              | 0.0          | 0.0        | 0.0        | 0.0        | 0.0          |       |
| NPE                                | 0.0          | 0.0        | 0.0        | 0.0        | 0.0          |       |
| No rating                          | 0.0          | 0.0        | 0.0        | 0.0        | 0.0          |       |
| <b>Total gross carrying amount</b> | <b>981.3</b> | <b>0.0</b> | <b>0.0</b> | <b>0.0</b> | <b>981.3</b> |       |
| Loss allowance                     | -0.2         | 0.0        | 0.0        | 0.0        | -0.2         |       |
| <b>Carrying amount</b>             | <b>981.1</b> | <b>0.0</b> | <b>0.0</b> | <b>0.0</b> | <b>981.1</b> |       |

|                                    |                |            |            |            |                | EUR m |
|------------------------------------|----------------|------------|------------|------------|----------------|-------|
| 31.12.2024                         | Stage 1        | Stage 2    | Stage 3    | POCI       | Total          |       |
| 1A-1E                              | 757.7          | 0.0        | 0.0        | 0.0        | 757.7          |       |
| 2A-2E                              | 161.0          | 0.0        | 0.0        | 0.0        | 161.0          |       |
| 3A-3E                              | 245.3          | 0.0        | 0.0        | 0.0        | 245.3          |       |
| 4A-4E                              | 0.0            | 0.0        | 0.0        | 0.0        | 0.0            |       |
| NPE                                | 0.0            | 0.0        | 0.0        | 0.0        | 0.0            |       |
| No rating                          | 0.0            | 0.0        | 0.0        | 0.0        | 0.0            |       |
| <b>Total gross carrying amount</b> | <b>1,164.0</b> | <b>0.0</b> | <b>0.0</b> | <b>0.0</b> | <b>1,164.0</b> |       |
| Loss allowance                     | -0.1           | 0.0        | 0.0        | 0.0        | -0.1           |       |
| <b>Carrying amount</b>             | <b>1,163.9</b> | <b>0.0</b> | <b>0.0</b> | <b>0.0</b> | <b>1,163.9</b> |       |

Debt instruments measured at FVTOCI:

|                                    |              |             |            |            |            | EUR m        |
|------------------------------------|--------------|-------------|------------|------------|------------|--------------|
| 31.12.2025                         | Stage 1      | Stage 2     | Stage 3    | POCI       | Total      |              |
| 1A-1E                              | 445.5        | 0.0         | 0.0        | 0.0        | 0.0        | 445.5        |
| 2A-2E                              | 136.6        | 0.0         | 0.0        | 0.0        | 0.0        | 136.6        |
| 3A-3E                              | 26.3         | 0.0         | 0.0        | 0.0        | 0.0        | 26.3         |
| 4A-4E                              | 0.0          | 0.0         | 0.0        | 0.0        | 0.0        | 0.0          |
| NPE                                | 0.0          | 0.0         | 0.0        | 0.0        | 0.0        | 0.0          |
| No rating                          | 0.0          | 0.0         | 0.0        | 0.0        | 0.0        | 0.0          |
| <b>Total gross carrying amount</b> | <b>608.4</b> | <b>0.0</b>  | <b>0.0</b> | <b>0.0</b> | <b>0.0</b> | <b>608.4</b> |
| Loss allowance                     | -0.2         | 0.0         | 0.0        | 0.0        | 0.0        | -0.2         |
| FV <sup>1)</sup>                   | -19.2        | -0.2        | 0.0        | 0.0        | 0.0        | -19.5        |
| <b>Carrying amount</b>             | <b>589.0</b> | <b>-0.2</b> | <b>0.0</b> | <b>0.0</b> | <b>0.0</b> | <b>588.8</b> |

<sup>1)</sup> For debt securities at FVTOCI the exposure is calculated based on the amortised cost before adjusting for any loss allowance and for this reason it does not include any changes of the fair value of the instruments. For credit risk purposes the fair value of the instruments is considered. For this reason, also the related ECL is not included as this is already reflected in the fair value of the underlying instruments.

|                                    |              |             |            |            |            | EUR m        |
|------------------------------------|--------------|-------------|------------|------------|------------|--------------|
| 31.12.2024                         | Stage 1      | Stage 2     | Stage 3    | POCI       | Total      |              |
| 1A-1E                              | 503.9        | 0.0         | 0.0        | 0.0        | 0.0        | 503.9        |
| 2A-2E                              | 170.8        | 0.0         | 0.0        | 0.0        | 0.0        | 170.8        |
| 3A-3E                              | 26.4         | 0.0         | 0.0        | 0.0        | 0.0        | 26.4         |
| 4A-4E                              | 0.0          | 0.0         | 0.0        | 0.0        | 0.0        | 0.0          |
| NPE                                | 0.0          | 0.0         | 0.0        | 0.0        | 0.0        | 0.0          |
| No rating                          | 0.0          | 0.0         | 0.0        | 0.0        | 0.0        | 0.0          |
| <b>Total gross carrying amount</b> | <b>701.2</b> | <b>0.0</b>  | <b>0.0</b> | <b>0.0</b> | <b>0.0</b> | <b>701.2</b> |
| Loss allowance                     | -0.1         | 0.0         | 0.0        | 0.0        | 0.0        | -0.1         |
| FV <sup>1)</sup>                   | -36.1        | -0.2        | 0.0        | 0.0        | 0.0        | -36.4        |
| <b>Carrying amount</b>             | <b>664.9</b> | <b>-0.2</b> | <b>0.0</b> | <b>0.0</b> | <b>0.0</b> | <b>664.7</b> |

<sup>1)</sup> For debt securities at FVTOCI the exposure is calculated based on the amortised cost before adjusting for any loss allowance and for this reason it does not include any changes of the fair value of the instruments. For credit risk purposes the fair value of the instruments is considered. For this reason, also the related ECL is not included as this is already reflected in the fair value of the underlying instruments.

Debt instruments measured at amortised cost:

|                                    |              |            |            |            |              | EUR m |
|------------------------------------|--------------|------------|------------|------------|--------------|-------|
| 31.12.2025                         | Stage 1      | Stage 2    | Stage 3    | POCI       | Total        |       |
| 1A-1E                              | 739.6        | 0.0        | 0.0        | 0.0        | 739.6        |       |
| 2A-2E                              | 93.4         | 0.0        | 0.0        | 0.0        | 93.4         |       |
| 3A-3E                              | 29.7         | 0.0        | 0.0        | 0.0        | 29.7         |       |
| 4A-4E                              | 0.0          | 0.0        | 0.0        | 0.0        | 0.0          |       |
| NPE                                | 0.0          | 0.0        | 0.0        | 0.0        | 0.0          |       |
| No rating                          | 0.0          | 0.0        | 0.0        | 0.0        | 0.0          |       |
| <b>Total gross carrying amount</b> | <b>862.7</b> | <b>0.0</b> | <b>0.0</b> | <b>0.0</b> | <b>862.7</b> |       |
| Loss allowance                     | -0.6         | 0.0        | 0.0        | 0.0        | -0.6         |       |
| <b>Carrying amount</b>             | <b>862.2</b> | <b>0.0</b> | <b>0.0</b> | <b>0.0</b> | <b>862.2</b> |       |

|                                    |              |            |            |            |              | EUR m |
|------------------------------------|--------------|------------|------------|------------|--------------|-------|
| 31.12.2024                         | Stage 1      | Stage 2    | Stage 3    | POCI       | Total        |       |
| 1A-1E                              | 712.2        | 0.0        | 0.0        | 0.0        | 712.2        |       |
| 2A-2E                              | 48.6         | 0.0        | 0.0        | 0.0        | 48.6         |       |
| 3A-3E                              | 15.9         | 0.0        | 0.0        | 0.0        | 15.9         |       |
| 4A-4E                              | 0.0          | 0.0        | 0.0        | 0.0        | 0.0          |       |
| NPE                                | 0.0          | 0.0        | 0.0        | 0.0        | 0.0          |       |
| No rating                          | 0.0          | 0.0        | 0.0        | 0.0        | 0.0          |       |
| <b>Total gross carrying amount</b> | <b>776.7</b> | <b>0.0</b> | <b>0.0</b> | <b>0.0</b> | <b>776.7</b> |       |
| Loss allowance                     | -0.1         | 0.0        | 0.0        | 0.0        | -0.1         |       |
| <b>Carrying amount</b>             | <b>776.5</b> | <b>0.0</b> | <b>0.0</b> | <b>0.0</b> | <b>776.5</b> |       |

Commitments and financial guarantees given:

|                                    |              |             |            |            |              | EUR m |
|------------------------------------|--------------|-------------|------------|------------|--------------|-------|
| 31.12.2025                         | Stage 1      | Stage 2     | Stage 3    | POCI       | Total        |       |
| 1A-1E                              | 159.0        | 3.7         | 0.0        | 0.0        | 162.7        |       |
| 2A-2E                              | 550.9        | 10.0        | 0.0        | 0.0        | 560.9        |       |
| 3A-3E                              | 67.2         | 4.3         | 0.0        | 0.0        | 71.5         |       |
| 4A-4E                              | 4.3          | 17.6        | 0.0        | 0.0        | 21.9         |       |
| NPE                                | 0.0          | 0.0         | 4.3        | 0.0        | 4.3          |       |
| No rating                          | 0.0          | 0.0         | 0.0        | 0.0        | 0.0          |       |
| <b>Total gross carrying amount</b> | <b>781.4</b> | <b>35.6</b> | <b>4.3</b> | <b>0.0</b> | <b>821.3</b> |       |
| Loss allowance                     | -3.6         | -2.2        | -3.1       | 0.0        | -8.9         |       |
| <b>Carrying amount</b>             | <b>777.8</b> | <b>33.4</b> | <b>1.1</b> | <b>0.0</b> | <b>812.4</b> |       |

|                                    |              |             |            |            |              | EUR m |
|------------------------------------|--------------|-------------|------------|------------|--------------|-------|
| 31.12.2024                         | Stage 1      | Stage 2     | Stage 3    | POCI       | Total        |       |
| 1A-1E                              | 221.7        | 2.2         | 0.0        | 0.0        | 223.9        |       |
| 2A-2E                              | 471.4        | 16.3        | 0.0        | 0.0        | 487.7        |       |
| 3A-3E                              | 95.7         | 8.3         | 0.0        | 0.0        | 104.0        |       |
| 4A-4E                              | 1.0          | 11.4        | 0.0        | 0.0        | 12.4         |       |
| NPE                                | 0.0          | 0.0         | 4.8        | 0.0        | 4.8          |       |
| No rating                          | 0.0          | 0.0         | 0.2        | 0.0        | 0.2          |       |
| <b>Total gross carrying amount</b> | <b>789.8</b> | <b>38.3</b> | <b>5.0</b> | <b>0.0</b> | <b>833.1</b> |       |
| Loss allowance                     | -3.2         | -1.4        | -3.0       | 0.0        | -7.6         |       |
| <b>Carrying amount</b>             | <b>786.6</b> | <b>36.9</b> | <b>2.0</b> | <b>0.0</b> | <b>825.5</b> |       |

## 61.8. Credit risk exposure by region

The Addiko Group's country portfolio focuses on Central and South-Eastern Europe. The following table shows the breakdown of exposure by region within the Group (at customer level):

|                        | EUR m          |                |
|------------------------|----------------|----------------|
|                        | 31.12.2025     | 31.12.2024     |
| SEE                    | 6,152.1        | 6,105.1        |
| Europe (excl. CEE/SEE) | 434.8          | 531.8          |
| CEE                    | 442.6          | 433.3          |
| Other                  | 76.2           | 67.9           |
| <b>Total</b>           | <b>7,105.7</b> | <b>7,138.0</b> |

## 61.9. Exposure by business sector and region

The following tables present the exposure by industry based on the classification code "NACE Code 2.0". This code is mapped into ten business sectors for reporting purposes.

The lower-risk business sector groups - financial institutions and the public sector - account for a share of 35.5% at YE25 (YE24: 37.8%). The private customers sector accounts for a share of 31.0% (YE24: 29.4%).

|                      |                        |              |              |             |                | EUR m |
|----------------------|------------------------|--------------|--------------|-------------|----------------|-------|
| 31.12.2025           | Europe (excl. CEE/SEE) |              |              |             |                |       |
| Business sector      | SEE                    | CEE/SEE      | CEE          | Other       | Total          |       |
| Private              | 2,190.8                | 1.4          | 11.3         | 0.7         | 2,204.3        |       |
| Financial services   | 885.5                  | 212.6        | 1.4          | 38.7        | 1,138.3        |       |
| Public sector        | 703.4                  | 214.4        | 429.8        | 33.7        | 1,381.3        |       |
| Industry             | 788.7                  | 2.4          | 0.0          | 2.8         | 793.9          |       |
| Trade and commerce   | 409.6                  | 0.5          | 0.0          | 0.0         | 410.1          |       |
| Services             | 703.0                  | 3.3          | 0.0          | 0.2         | 706.5          |       |
| Real estate business | 10.2                   | 0.0          | 0.0          | 0.0         | 10.2           |       |
| Tourism              | 54.0                   | 0.0          | 0.0          | 0.0         | 54.0           |       |
| Agriculture          | 28.6                   | 0.0          | 0.0          | 0.0         | 28.6           |       |
| Other                | 378.4                  | 0.2          | 0.0          | 0.0         | 378.5          |       |
| <b>Total</b>         | <b>6,152.1</b>         | <b>434.8</b> | <b>442.6</b> | <b>76.2</b> | <b>7,105.7</b> |       |

|                      |                        |              |              |             |                | EUR m |
|----------------------|------------------------|--------------|--------------|-------------|----------------|-------|
| 31.12.2024           | Europe (excl. CEE/SEE) |              |              |             |                |       |
| Business sector      | SEE                    | CEE/SEE      | CEE          | Other       | Total          |       |
| Private              | 2,089.6                | 2.4          | 9.7          | 0.4         | 2,102.1        |       |
| Financial services   | 980.7                  | 327.0        | 0.5          | 30.1        | 1,338.3        |       |
| Public sector        | 704.2                  | 196.1        | 423.0        | 33.4        | 1,356.7        |       |
| Industry             | 871.7                  | 3.9          | 0.0          | 2.9         | 878.6          |       |
| Trade and commerce   | 454.4                  | 0.0          | 0.0          | 0.0         | 454.4          |       |
| Services             | 531.3                  | 2.0          | 0.0          | 0.5         | 533.8          |       |
| Real estate business | 30.9                   | 0.0          | 0.0          | 0.0         | 30.9           |       |
| Tourism              | 61.7                   | 0.0          | 0.0          | 0.3         | 62.0           |       |
| Agriculture          | 34.4                   | 0.0          | 0.0          | 0.0         | 34.4           |       |
| Other                | 346.2                  | 0.3          | 0.0          | 0.3         | 346.8          |       |
| <b>Total</b>         | <b>6,105.1</b>         | <b>531.8</b> | <b>433.3</b> | <b>67.9</b> | <b>7,138.0</b> |       |

The figures are broken down according to the country of the customer's registered office. Corporate and Consumer business is mainly focused on the Addiko Group's core countries in Central and South-Eastern Europe. The business strategy envisages a further increase in this portion, particularly in the Consumer business.

## 61.10. Presentation of exposure by overdue days

|                     |                |                      |                         |                         |                             | EUR m          |
|---------------------|----------------|----------------------|-------------------------|-------------------------|-----------------------------|----------------|
| 31.12.2025          | No Overdue     | - overdue to 30 days | - overdue 31 to 60 days | - overdue 61 to 90 days | - overdue more than 90 days | Total          |
| Consumer            | 2,173.7        | 68.8                 | 9.8                     | 5.6                     | 47.3                        | 2,305.2        |
| SME                 | 1,797.9        | 32.1                 | 5.0                     | 2.1                     | 36.4                        | 1,873.5        |
| Non Focus           | 427.4          | 8.9                  | 1.0                     | 0.4                     | 5.0                         | 442.5          |
| o/w Large Corporate | 152.6          | 4.5                  | 0.0                     | 0.1                     | 0.9                         | 157.9          |
| o/w Mortgage        | 257.1          | 4.1                  | 1.0                     | 0.3                     | 4.1                         | 266.5          |
| o/w Public Finance  | 17.8           | 0.3                  | 0.0                     | 0.0                     | 0.0                         | 18.1           |
| Corporate Center    | 2,483.6        | 0.0                  | 0.0                     | 0.0                     | 0.9                         | 2,484.4        |
| <b>Total</b>        | <b>6,882.5</b> | <b>109.8</b>         | <b>15.8</b>             | <b>8.0</b>              | <b>89.5</b>                 | <b>7,105.7</b> |

The volatile macroeconomic environment accompanied by inflationary pressures did not result in a material increase of days past due on the portfolio.

|                     |                |                      |                         |                         |                             | EUR m          |
|---------------------|----------------|----------------------|-------------------------|-------------------------|-----------------------------|----------------|
| 31.12.2024          | No Overdue     | - overdue to 30 days | - overdue 31 to 60 days | - overdue 61 to 90 days | - overdue more than 90 days | Total          |
| Consumer            | 1,981.3        | 71.0                 | 9.3                     | 5.3                     | 50.0                        | 2,116.9        |
| SME                 | 1,800.5        | 30.9                 | 7.2                     | 6.7                     | 40.0                        | 1,885.3        |
| Non-Focus           | 455.6          | 15.1                 | 1.0                     | 0.4                     | 7.2                         | 479.3          |
| o/w Large Corporate | 130.0          | 7.8                  | 0.0                     | 0.0                     | 0.9                         | 138.6          |
| o/w Mortgage        | 304.7          | 5.9                  | 1.0                     | 0.4                     | 6.3                         | 318.3          |
| o/w Public Finance  | 21.0           | 1.4                  | 0.0                     | 0.0                     | 0.0                         | 22.4           |
| Corporate Center    | 2,656.3        | 0.2                  | 0.0                     | 0.0                     | 0.0                         | 2,656.5        |
| <b>Total</b>        | <b>6,893.7</b> | <b>117.2</b>         | <b>17.5</b>             | <b>12.4</b>             | <b>97.2</b>                 | <b>7,138.0</b> |

## 61.11. Presentation of exposure by size classes

As of 31 December 2025 around 54.5% (YE24: 52.3%) of the exposure is found in the size range < EUR 1 million. The bank pursues a strict strategy of reducing concentration risk in the corporate banking area.

The amount of EUR 1,691.3 million (YE24: EUR 1,848.2 million) of exposure in the range > EUR 100 million is entirely attributable to national banks or the public sector. These transactions are necessary for securing liquidity, minimum deposit levels and long-term investments as well as for hedge transactions. The presentation is based on the group of borrowers (GoBs).

| Size classes           | 31.12.2025     |                | 31.12.2024     |                |
|------------------------|----------------|----------------|----------------|----------------|
|                        | Exposure EUR m | GoBs           | Exposure EUR m | GoBs           |
| < 10,000               | 725.8          | 419,535        | 703.8          | 407,617        |
| 10,000-50,000          | 1,809.0        | 87,217         | 1,665.9        | 82,741         |
| 50,000-100,000         | 250.1          | 3,607          | 247.8          | 3,581          |
| 100,000-250,000        | 407.0          | 2,604          | 393.5          | 2,506          |
| 250,000-500,000        | 392.9          | 1,117          | 392.7          | 1,112          |
| 500,000-1,000,000      | 285.8          | 416            | 330.7          | 487            |
| 1,000,000-10,000,000   | 838.3          | 396            | 842.3          | 369            |
| 10,000,000-50,000,000  | 430.8          | 15             | 481.5          | 18             |
| 50,000,000-100,000,000 | 274.7          | 4              | 231.6          | 3              |
| > 100,000,000          | 1,691.3        | 8              | 1,848.2        | 9              |
| <b>Total</b>           | <b>7,105.7</b> | <b>514,919</b> | <b>7,138.0</b> | <b>498,443</b> |

**61.12. Breakdown of financial assets by degree of impairment**

Overdue but not impaired financial assets:

|  | EUR m        |             |              |             |
|--|--------------|-------------|--------------|-------------|
|  | 31.12.2025   |             | 31.12.2024   |             |
|  | Exposure     | Collateral  | Exposure     | Collateral  |
| <b>Loans and advances to customers (on- and off-balance)</b> |              |             |              |             |
| - overdue to 30 days   | 104.5        | 8.4         | 108.6        | 13.0        |
| - overdue 31 to 60 days                                      | 13.9         | 2.9         | 13.6         | 1.0         |
| - overdue 61 to 90 days                                      | 4.2          | 0.1         | 5.2          | 0.2         |
| - overdue 91 to 180 days                                     | 0.0          | 0.0         | 0.0          | 0.0         |
| - overdue 181 to 365 days                                    | 0.9          | 0.0         | 0.0          | 0.0         |
| - overdue over 1 year  | 0.0          | 0.0         | 0.0          | 0.0         |
| <b>Total</b>   | <b>123.5</b> | <b>11.5</b> | <b>127.3</b> | <b>14.3</b> |

Impaired financial instruments:

|  | EUR m      |            |
|--|------------|------------|
|  | 31.12.2025 | 31.12.2024 |
| <b>Loans and advances to customers (on- and off-balance)</b> |            |            |
| Exposure   | 125.5      | 144.6      |
| Provisions   | 102.6      | 115.7      |
| Collateral   | 26.5       | 34.0       |

All financial assets triggering the stage 3 classification criteria as described in 13.4.2 are considered impaired and provisioned accordingly. Consequently, an impairment calculation according to note (62.1) “Method of calculating provisions” of the group financial statements 2025 is performed. Receivables with rating category 4A or worse are regularly tested for potential impairment triggers within the monitoring and pre-workout process.

**61.12.1. Forbearance**

Forbearance measures are defined as concessions towards a borrower facing or about to face difficulties in meeting its financial commitments (“financial difficulties”). Forbearance measures and risks are monitored by the operative risk units responsible for Corporate and Retail risk management. Additionally, forbearance measures represent an indicator that financial assets might be credit impaired and are therefore classified in Stage 2 or Stage3 under IFRS 9.

In accordance with Regulation (EU) 680/2014 (Annex V, Part 2), Article 47a of CRR, and the Group’s internal policy, probation periods are applied before exposures can return to a performing status:

- From non-performing to performing forborne: a minimum of one year since the application of forbearance measures, with no past-due amounts, repayment of previously past-due or written-off amounts.
- From performing forborne to performing: a minimum two-year probation period, during which the borrower must make regular payments of more than an insignificant amount (defined as at least 5% of the remaining gross exposure) and no exposure is past due by more than 30 days at the end of the probation period.
- If additional forbearance measures are applied to a performing forborne exposure or the exposure becomes more than 30 days past due during probation, the exposure is reclassified as non-performing.

These requirements are consistently applied across all portfolios and reflect both regulatory and internal standards for credit risk management.

The following chart provides an overview of the forbearance status at the Addiko Group during 2025. The on-balance figures reflect the carrying amount; the off-balance positions only include loan commitments:

|  | EUR m       |  |  |  |             |
|--|-------------|--|--|--|-------------|
|  | 01.01.2025  | Classified as<br>forborne during<br>the year (+) | Transferred to<br>non-forborne<br>during the year<br>(-) | Repayments and<br>other changes<br>(+/-) | 31.12.2025  |
| Central banks  | 0.0         | 0.0  | 0.0  | 0.0                                      | 0.0         |
| General governments and<br>government related entities | 0.0         | 0.0  | 0.0  | 0.0                                      | 0.0         |
| Credit institutions                                    | 0.0         | 0.0  | 0.0  | 0.0                                      | 0.0         |
| Other financial corporations                           | 0.0         | 0.0  | 0.0  | 0.0                                      | 0.0         |
| Non-financial corporations                             | 43.0        | 9.1  | -5.9   | -15.6                                    | 30.7        |
| Households   | 25.5        | 7.7  | -6.8   | -3.0                                     | 23.5        |
| <b>Loans and advances</b>                              | <b>68.5</b> | <b>16.8</b>                                      | <b>-12.7</b>   | <b>-18.5</b>                             | <b>54.1</b> |
| Loan commitments given                                 | 0.0         | 0.0  | 0.0  | 0.0                                      | 0.0         |

The following table shows the forbearance status during 2024:

|  | EUR m       |  |  |  |             |
|--|-------------|--|--|--|-------------|
|  | 01.01.2024  | Classified as<br>forborne during<br>the year (+) | Transferred to<br>non-forborne<br>during the year<br>(-) | Repayments and<br>other changes<br>(+/-) | 31.12.2024  |
| Central banks  | 0.0         | 0.0  | 0.0  | 0.0                                      | 0.0         |
| General governments and<br>government related entities | 0.0         | 0.0  | 0.0  | 0.0                                      | 0.0         |
| Credit institutions                                    | 0.0         | 0.0  | 0.0  | 0.0                                      | 0.0         |
| Other financial corporations                           | 0.0         | 0.0  | 0.0  | 0.0                                      | 0.0         |
| Non-financial corporations                             | 30.2        | 32.8   | -4.3   | -15.7                                    | 43.0        |
| Households   | 31.2        | 5.5  | -7.4   | -3.7                                     | 25.5        |
| <b>Loans and advances</b>                              | <b>61.4</b> | <b>38.4</b>                                      | <b>-11.7</b>   | <b>-19.4</b>                             | <b>68.5</b> |
| Loan commitments given                                 | 0.1         | 0.0  | 0.0  | -0.1                                     | 0.0         |

The forbearance exposure as of YE25 as well as of YE24 can be broken down as follows:

|   | 31.12.2025  | Neither past due nor impaired | Past due but not impaired | EUR m<br>Impaired |
|---|-------------|-------------------------------|---------------------------|-------------------|
| General governments and government related entities | 0.0         | 0.0                           | 0.0                       | 0.0               |
| Credit institutions                                 | 0.0         | 0.0                           | 0.0                       | 0.0               |
| Other financial corporations                        | 0.0         | 0.0                           | 0.0                       | 0.0               |
| Non-financial corporations                          | 30.7        | 7.9                           | 3.3                       | 19.5              |
| Households  | 23.5        | 13.3                          | 2.4                       | 7.7               |
| <b>Loans and advances</b>                           | <b>54.1</b> | <b>21.3</b>                   | <b>5.7</b>                | <b>27.2</b>       |

|   | 31.12.2024  | Neither past due nor impaired | Past due but not impaired | EUR m<br>Impaired |
|---|-------------|-------------------------------|---------------------------|-------------------|
| General governments and government related entities | 0.0         | 0.0                           | 0.0                       | 0.0               |
| Credit institutions                                 | 0.0         | 0.0                           | 0.0                       | 0.0               |
| Other financial corporations                        | 0.0         | 0.0                           | 0.0                       | 0.0               |
| Non-financial corporations                          | 43.0        | 13.3                          | 3.6                       | 26.1              |
| Households  | 25.5        | 14.1                          | 2.9                       | 8.5               |
| <b>Loans and advances</b>                           | <b>68.5</b> | <b>27.4</b>                   | <b>6.5</b>                | <b>34.6</b>       |

The following tables show the collateral allocation for the forbearance exposure at the YE25 as well as at the YE24:

| Internal Collateral Value (ICV) in respect of forborne assets | ICV         | EUR m       |             |                              |                    |               |
|---|-------------|-------------|-------------|------------------------------|--------------------|---------------|
|   |             | thereof CRE | thereof RRE | thereof financial collateral | thereof guarantees | thereof other |
| Large Corporate   | 7.7         | 7.7         | 0.0         | 0.0                          | 0.0                | 0.0           |
| Medium and Small Corporate                                    | 8.8         | 7.6         | 0.2         | 0.0                          | 0.0                | 0.9           |
| Retail  | 7.4         | 1.5         | 5.2         | 0.0                          | 0.7                | 0.0           |
| <b>Total</b>  | <b>23.9</b> | <b>16.9</b> | <b>5.4</b>  | <b>0.0</b>                   | <b>0.7</b>         | <b>0.9</b>    |

| Internal Collateral Value (ICV) in respect of forborne assets | ICV         | EUR m       |             |                              |                    |               |
|---|-------------|-------------|-------------|------------------------------|--------------------|---------------|
|   |             | thereof CRE | thereof RRE | thereof financial collateral | thereof guarantees | thereof other |
| Large Corporate   | 8.3         | 8.3         | 0.0         | 0.0                          | 0.0                | 0.0           |
| Medium and Small Corporate                                    | 15.4        | 12.8        | 0.3         | 0.3                          | 1.2                | 0.8           |
| Retail  | 10.2        | 2.2         | 7.0         | 0.0                          | 1.0                | 0.0           |
| <b>Total</b>  | <b>34.0</b> | <b>23.3</b> | <b>7.3</b>  | <b>0.3</b>                   | <b>2.2</b>         | <b>0.8</b>    |

**(62) Risk provisions**

**62.1. Method of calculating risk provisions**

The risk provisions were modelled on transactional level and reflect the most recent macroeconomic forecasts provided by the Vienna Institute for International Economic Studies (wiiw). After the upward adjustment of the probability of pessimistic scenario by 5 p.p. (from 30% to 35%) mid-year, the most recent (Autumn) forecasts assumes risks and potential shock patterns rather stable, which still implies the same direction and intensity of probability adjustment relative to the last YE result (report) as shown in the table below. Consequently, probability of the baseline scenario was reduced to 60% (from 65%) and optimistic scenario remains low at 5%. The downside risks dominate on the basis of foreign sources like US policies (tariff hits and security re-balancing) and domestic ones like political unrests and constitutional crisis in non-EU countries of operation. These could hamper exports and foreign investments. Further fragmentation of the global economy can fuel inflation around the world and lead to a big drop in business and consumer confidence leading to large scale investment crisis. Fiscal stimuli that depend on the major defence spending programme, have potential to offset some of these factors, but it is still too early to disregard risks surrounding it (from low multiplier effects, renewed debt pressures and inflation impulses).

| Scenario probabilities | Baseline case | Optimistic case | Pessimistic case |
|------------------------|---------------|-----------------|------------------|
| YE24                   | 65%           | 5%              | 30%              |
| YE25                   | 60%           | 5%              | 35%              |

The following table summarises the quantitative elements of the baseline case, upside (optimistic) case and downside (pessimistic) case scenarios for selected forward-looking information/variables used to estimate the ECL as of 31 December 2025.

| Scenario                                  | Historical | Baseline case |          |                       | Alternative scenario |                       |                  |                       |
|---|------------|---------------|----------|-----------------------|----------------------|-----------------------|------------------|-----------------------|
|   |            | Estimate      | Forecast |                       | Optimistic case      |                       | Pessimistic case |                       |
| Sample period                             | 2024       | 2025e         | 2026     | 2027-28 <sup>1)</sup> | 2025                 | 2026-28 <sup>1)</sup> | 2025             | 2026-28 <sup>1)</sup> |
| <b>Real GDP (constant prices YoY, %)</b>  |            |               |          |                       |                      |                       |                  |                       |
| Croatia                                   | 3,9        | 3,0           | 2,8      | 2,7                   | 3,5                  | 4,7                   | 2,2              | 0,0                   |
| Slovenia                                  | 1,7        | 0,5           | 2,2      | 2,4                   | 1,0                  | 4,2                   | -0,1             | -0,3                  |
| Bosnia & Herzegovina                      | 2,5        | 2,3           | 2,8      | 3,1                   | 3,2                  | 5,2                   | 0,7              | -2,2                  |
| Serbia                                    | 3,9        | 2,0           | 3,5      | 3,8                   | 2,9                  | 5,9                   | 0,0              | -2,9                  |
| Montenegro                                | 3,2        | 3,4           | 3,4      | 3,2                   | 4,3                  | 5,5                   | 1,3              | -3,7                  |
| Euroarea                                  | 0,9        | 0,9           | 1,4      | 1,5                   | 1,3                  | 3,0                   | 0,5              | -0,2                  |
| <b>Unemployment Rate (ILO, average %)</b> |            |               |          |                       |                      |                       |                  |                       |
| Croatia                                   | 5,0        | 4,9           | 4,9      | 5,0                   | 4,6                  | 2,5                   | 5,2              | 7,4                   |
| Slovenia                                  | 3,7        | 3,7           | 3,6      | 3,5                   | 3,4                  | 1,7                   | 4,0              | 6,1                   |
| Bosnia & Herzegovina                      | 12,6       | 13,1          | 12,7     | 12,1                  | 12,4                 | 9,5                   | 13,8             | 15,2                  |
| Serbia                                    | 8,6        | 8,5           | 8,3      | 7,9                   | 7,8                  | 5,2                   | 9,2              | 10,9                  |
| Montenegro                                | 11,5       | 9,5           | 9,0      | 9,3                   | 8,8                  | 6,4                   | 10,2             | 12,1                  |
| Euroarea                                  | 6,4        | 6,3           | 6,3      | 6,3                   | 6,1                  | 4,4                   | 6,5              | 8,3                   |
| <b>Real-Estate (% of change)</b>          |            |               |          |                       |                      |                       |                  |                       |
| Croatia                                   | 10,4       | 9,0           | 6,5      | 4,5                   | 10,3                 | 11,3                  | 7,6              | -1,4                  |
| Slovenia                                  | 7,5        | 5,0           | 5,5      | 5,8                   | 5,9                  | 10,2                  | 4,0              | 0,8                   |
| Serbia                                    | 5,2        | 4,0           | 4,5      | 4,8                   | 5,6                  | 9,2                   | 1,7              | -2,5                  |
| Euroarea                                  | 2,0        | 2,3           | 2,2      | 4,5                   | 3,1                  | 7,4                   | 1,5              | 0,0                   |
| <b>CPI Inflation (average % YoY)</b>      |            |               |          |                       |                      |                       |                  |                       |
| Croatia                                   | 4,0        | 3,7           | 2,9      | 2,7                   | 3,3                  | 2,4                   | 4,3              | 4,3                   |
| Slovenia                                  | 2,0        | 2,8           | 2,0      | 2,0                   | 2,4                  | 1,9                   | 3,4              | 3,0                   |
| Bosnia & Herzegovina                      | 1,7        | 3,3           | 2,4      | 1,8                   | 2,8                  | 1,8                   | 5,1              | 7,3                   |
| Serbia                                    | 4,8        | 4,5           | 4,0      | 3,3                   | 4,0                  | 3,3                   | 5,9              | 7,4                   |
| Montenegro                                | 3,6        | 4,0           | 3,6      | 3,0                   | 3,5                  | 3,0                   | 5,3              | 6,4                   |
| Euroarea                                  | 2,4        | 2,1           | 1,9      | 1,9                   | 1,8                  | 1,4                   | 2,5              | 2,9                   |

<sup>1)</sup> Subject to statistical revisions. <sup>2)</sup> The numbers represent average values for the quoted periods.

Source: WIIW (October 2025): *Macro and financial scenario analysis for Addiko countries of operation*

The following table provides quantitative aspects of the baseline case, upside (optimistic) case and downside (pessimistic) case scenarios for selected forward-looking information/variables used to estimate the ECL as of 31 December 2024.

| Scenario                                  | Historical | Baseline case |          |                       | Alternative scenario |                       |      |                       |
|---|------------|---------------|----------|-----------------------|----------------------|-----------------------|------|-----------------------|
|   |            | Sample period | Estimate | Forecast              |                      | Optimistic case       |      | Pessimistic case      |
|   | 2023       | 2024e         | 2025     | 2026-27 <sup>1)</sup> | 2024                 | 2025-27 <sup>1)</sup> | 2024 | 2025-27 <sup>1)</sup> |
| <b>Real GDP (constant prices YoY, %)</b>  |            |               |          |                       |                      |                       |      |                       |
| Croatia                                   | 3.1        | 3.3           | 2.7      | 2.8                   | 4.8                  | 5.0                   | 1.5  | -0.1                  |
| Slovenia                                  | 2.1        | 1.7           | 2.2      | 2.7                   | 2.4                  | 4.3                   | 0.7  | -0.5                  |
| Bosnia & Herzegovina                      | 1.7        | 2.6           | 2.9      | 3.1                   | 4.1                  | 5.3                   | 0.3  | -3.0                  |
| Serbia                                    | 2.5        | 3.8           | 3.6      | 3.6                   | 4.8                  | 5.9                   | 1.5  | -4.0                  |
| Montenegro                                | 6.3        | 3.5           | 3.7      | 3.2                   | 4.5                  | 5.7                   | 1.2  | -4.2                  |
| Euroarea                                  | 0.4        | 0.6           | 1.4      | 1.6                   | 1.1                  | 3.1                   | 0.1  | -0.1                  |
| <b>Unemployment Rate (ILO, average %)</b> |            |               |          |                       |                      |                       |      |                       |
| Croatia                                   | 6.1        | 5.7           | 5.6      | 5.7                   | 5.0                  | 3.1                   | 6.4  | 8.3                   |
| Slovenia                                  | 3.7        | 3.7           | 3.6      | 3.7                   | 3.3                  | 1.5                   | 4.1  | 5.7                   |
| Bosnia & Herzegovina                      | 13.2       | 13.3          | 13.0     | 12.9                  | 13.2                 | 11.5                  | 13.5 | 14.3                  |
| Serbia                                    | 9.4        | 8.8           | 8.4      | 7.8                   | 8.7                  | 6.6                   | 8.9  | 9.4                   |
| Montenegro                                | 13.1       | 11.7          | 11.0     | 9.5                   | 11.6                 | 8.6                   | 11.8 | 11.4                  |
| Euroarea                                  | 6.6        | 6.7           | 6.6      | 6.6                   | 6.4                  | 4.8                   | 7.0  | 8.4                   |
| <b>Real-Estate (% of change)</b>          |            |               |          |                       |                      |                       |      |                       |
| Croatia                                   | 11.9       | 9.0           | 6.5      | 5.0                   | 13.0                 | 12.8                  | 5.3  | -0.6                  |
| Slovenia                                  | 7.2        | 5.5           | 4.5      | 5.3                   | 6.5                  | 9.2                   | 4.7  | 1.8                   |
| Serbia                                    | 9.3        | 7.0           | 5.0      | 5.0                   | 10.5                 | 10.5                  | 4.4  | 3.1                   |
| Euroarea                                  | -1.1       | 2.7           | 2.6      | 3.9                   | 4.4                  | 8.0                   | 1.3  | -0.2                  |
| <b>CPI Inflation (average % YoY)</b>      |            |               |          |                       |                      |                       |      |                       |
| Croatia                                   | 8.4        | 3.6           | 2.9      | 2.4                   | 2.7                  | 2.5                   | 4.8  | 3.7                   |
| Slovenia                                  | 7.2        | 2.5           | 2.3      | 2.2                   | 2.1                  | 2.2                   | 3.1  | 3.1                   |
| Bosnia & Herzegovina                      | 6.1        | 2.2           | 2.1      | 2.5                   | 1.9                  | 2.3                   | 4.7  | 11.1                  |
| Serbia                                    | 12.1       | 4.5           | 3.5      | 2.7                   | 4.2                  | 2.9                   | 5.8  | 6.7                   |
| Montenegro                                | 8.7        | 4.8           | 3.0      | 2.4                   | 4.5                  | 2.5                   | 6.3  | 7.3                   |
| Euroarea                                  | 5.4        | 2.5           | 2.2      | 2.0                   | 1.6                  | 1.8                   | 3.7  | 3.2                   |

<sup>1)</sup> Subject to statistical revisions. <sup>2)</sup> The numbers represent average values for the quoted periods.

Source: WIIW (October 2024): *Macro and financial scenario analysis for Addiko countries of operation*

The figures represent the average value of the macroeconomic variables over the first 12 months and the remaining 2-year forecast period for the baseline case, as well as average values of the entire projection horizon (3-year) for the optimistic and pessimistic cases.

The baseline forecast is the outcome of assessment of current economic developments, medium-term outlooks in the real and financial sector, and risks surrounding them. Alternative scenarios are differentiated by:

- the stance on economic and geopolitical risks, mainly reflecting the prolonged war conditions in Ukraine and Middle-East conflicts, further trade fragmentation and resurgence of protectionism;
- climate transition risks reflecting assumptions on decarbonisation policies impacting core economic scenarios.

The calibration of economic shocks that leads to core alternative scenarios is implicitly derived from the last available EBA's stress testing assumptions, i.e. any factor of conservatism that affected original deviation from the baseline path in EBA's exercise is indirectly transposed into the internal framework. Technically, the core adverse scenario (not shown in the table above as it is used for internal stress testing and not in ECL calculation) depends on EBA's deviation of adverse to baseline, which is imposed to wiiw's baseline trajectories. Optimistic and pessimistic cases are half of the deviation used as described above. On the other hand, climate-related and environmental risk factors were calibrated based on econometric modelling of carbon pricing policies (Bayesian Structural VAR (BSVAR) model developed by wiiw). They are specifically designed only for negative scenarios, while the baseline and optimistic case are already assumed to reflect climate effects stemming from "Paris Agreement setting" that implies no carbon dioxide removal efforts

beyond the already established limits keeping the global warming below 2.5°C. Therefore, the climate effects in the baseline and optimistic scenarios are not quantitatively isolated at this stage, while for the negative scenarios they are added as annual deviations on top of core economic scenario values, reflecting carbon pricing policies targeting more ambitious limits of emissions, i.e. to reduce global warming below 1.6°C. This leads to asymmetrically dispersed distribution of potential outcomes, conditional on risk assessment and its materialisation.

The respective narratives are as follows:

- Baseline:** The global economy has been increasingly affected by the rise in trade barriers and uncertain policy environment, while growth performance in the euro area remains weak. It negatively affects business confidence in the euro area, although this might change rather soon since growth acceleration is expected on account of the fiscal stimuli related to defense and infrastructure spending, stronger private consumption and a gradual reduction of uncertainty. This implies no major escalation of Russia-Ukraine conflict, Israel-Hamas conflict or broader regional conflict involving Iran and major energy-commodity producers (one can expect volatility on the energy markets, but most likely not to lead to a large-scale deviation of the energy prices from their medium-term averages). Subsiding inflation will support a firmer recovery of economic growth, especially in the euro area. This will be beneficial for the Addiko countries of operation, given that the single currency area is their main trading partner, source of foreign investment and remittances, and destination for emigrant workers. Therefore, from regional perspective external demand will remain strong, although 2025 estimates have been revised downward, especially in Serbia and Slovenia reflecting exports and foreign investment losing momentum. Investment in Serbia as well as Bosnia and Herzegovina is also being dragged down by domestic politics, amidst ongoing demonstrations and a growing constitutional crisis, respectively. On the other hand, strong tourism is helping Montenegro and Croatia generate healthy growth rates. Another point of contrast is public investment, which is strong in Montenegro due to fiscal expansion and in Serbia ahead of the upcoming EXPO summit. Thus, Addiko group of countries are most likely to experience modest, but robust expansion performance, producing growth acceleration up to 3% annually within next three years (still with non-EU part in the lead). Inflation dynamics patterns should consistently point to moderation. Turning to the climate risks, during 2025 one could see that the global interest in the prioritisation of the green agenda is continuously fading away. Importantly, however, renewables have been benefitting from the rise in prices amidst broader disruptions in the energy market, rather than being boosted by additional EU subsidies. At the same time, the weakening prospects of an end to current conflicts might keep emboldening the green transition to a point where even a partial return to Russian gas would become impractical. However, the proposed new EU budget for 2028-2034 and promising new technology in the extraction of critical materials have partly alleviated concerns that the green agenda would be irreversibly weakened. The new EU budget for 2028-2034 proposed in July delivered mixed news for climate priorities. On the one hand, it confirmed their relative relegation as, unlike several other policy areas, they did not feature explicitly under any of the six strategic priorities underpinning the budget. On the other hand, the “Draghi fund” for innovation worth almost half a billion euros over seven years is expected to be beneficial to green priorities by unlocking much-needed innovation in green technology. It is yet to be seen, however, whether climate policy might suffer further blows in the two upcoming negotiation years until the ratification of the budget in 2027, with increasingly powerful far-right forces in the EP vowing to work towards reducing green spending. As of the summer of 2025, the EU is considered to be on track to reach a 52% reduction in fossil fuel emissions by 2030 relative to 1990 levels - not drastically below its 55% target (Climate Action Tracker, 2025). Nonetheless, the countries in Addiko’s focus are still far from the global frontier in implementing the climate change mitigation policies. Considering that most of the physical risks are skewed towards the second half of the century, it can be expected that both the transition and physical risks are to remain minor over the forecast period.
- Optimistic:** This scenario assumes a highly favourable - and very unlikely - alignment of the global developments. Active warfare between Russia and Ukraine is presumed to end in the first quarter of 2026, followed by sustained political negotiations. Consequently, key trade restrictions on essential commodities would be gradually lifted, easing supply constraints and creating downward price pressures. Simultaneously, recently imposed US tariffs are removed completely, and trade tensions between major economies are resolved, contributing to a renewed momentum for regional cooperation and integration. This would in turn foster an upswing in investment, productivity, and potential growth. The Israel-Hamas war is also assumed to subside in this scenario, further reducing uncertainty and market volatilities. As geopolitical risks abate, global energy markets remain stable, and inflationary expectations remain well anchored. Financial conditions loosen further without triggering new credit risks, supporting capital inflows to emerging markets and leading to currency appreciations. Global manufacturing continues its

recovery, reinforcing the positive cycle (major economies recover faster than expected, and global growth accelerates). Regional scenario gains for the sample of countries where Addiko operates could reach 2.2 percentage points annually in relation to the baseline growth over the 2026-28 period, with Non-EU sub-sample of countries growing faster than the rest. In terms of inflation moderation it translates into 0,24 percentage points less annually. This scenario assumes that global emissions are broadly consistent with the achievement of existing Nationally Determined Contributions (NDCs) – their official climate pledges under the Paris Agreement - for 2025 and 2030. Most countries meet or slightly overperform their 2025 targets, and those that initially lag catch up quickly, keeping global ambition aligned with the NDC pathway. Beyond the current NDC target period (2025 and 2030), politicians believe that climate policy ambitions will remain comparable to the levels set by the NDC in the long run. These conditions imply policy ambition in terms of containing the global temperature increase below 2.5 degrees Celsius, and no increase in carbon price over the forecast horizon is simulated.

- **Pessimistic:** The negative scenario mirrors the opposite developments in contrast to the optimistic, but with higher probability of occurrence. It assumes that the conflict in Ukraine continues well into 2026 with no progress toward a negotiated settlement. Trade routes would remain disrupted, while sanctions and counter-sanctions intensify, keeping commodity markets volatile. The Middle East tensions connected with the Israel-Hamas war persist. US tariffs and other protectionist measures stay or even expand, prompting likely retaliatory actions in other regions and prolonging global uncertainty, which dampens cross-border investment. Monetary easing has ceased in this scenario, and credit risks emerge in real estate markets outside the EU, though without causing unmanageable spillovers to the EU financial system. Rising public debt and higher sovereign yields, triggered by increased defence spending in an environment of moderate economic growth, put additional strain on the financial sector. Meanwhile, emerging markets face capital outflows and currency depreciations, further constraining growth. Real economic activity would decelerate, causing labour markets to stagnate relative to baseline, in conjunction with the phenomena of inflation expectations being de-anchored and price stabilisation is reversed. This scenario follows a “Below 2°C” pathway (NGFS classification), in which climate policies are introduced early and steadily increase in stringency, giving a roughly 67% chance of keeping warming below 2°C. Climate policies are implemented immediately and gradually become more stringent, though not to the same extent as in the scenario of net-zero GHG emissions by 2050. Policy ambition in terms of global temperature increase can be described succinctly as keeping it below 1.6°C, while carbon price grows moderately. CO<sub>2</sub> emissions become zero only by 2070. The deployment of Carbon Dioxide Removal (CDR) technologies is relatively low, but physical and transitional risks are both low as well. Overall output loss for regional markets, in terms of cumulative 3-year GDP contraction in relation to the baseline trajectories, amounts to -6,0% and adding climate factors doubles this effect (on average).

The 31 December 2025 financial statements include also a post model adjustment (PMA) of EUR 1.2 million, which is a decrease from EUR 1.4 million which was booked at end of 2024.

The PMA at end of 2025 is booked due to compensate for limitations in elements of risk identification and assessment for specific portfolios, concretely:

- in Addiko Bank Slovenia PMA is booked for the sub-portfolios of retail clients where no sufficient data history exists for precise PD modelling (PMA amount at 31 December 2025: EUR 0.7 million);
- in Addiko Bank Serbia PMA is booked due to uncertainties related to U.S. sanctions for oil industry company where Addiko has exposures to employees of stated company which might suffer credit risk worsening (PMA amount at 31 December 2025: EUR 0.3 million),
- in Addiko Bank Montenegro the PMA is booked to compensate for limitations of the current PD model for portfolio of small corporate clients (PMA amount at 31 December 2025: EUR 0.2 million).

The following table illustrates the weighted impairment allowance as well as the results of the sensitivity analysis where stage 1 and stage 2 ECLs are measured under each scenario with 100% weight. The sensitivity analysis is based on the baseline ECL excluding the applied management adjustment, which is included in the total ECL stock after probability weighting the ECL of each scenario. The assumed distribution of scenario probabilities (baseline 60%, optimistic 5% and pessimistic 35%) allows the Group to cover the broad range of future expectations.

EUR m

|                   | ECL incl. post<br>model<br>adjustment | ECL excl. post<br>model<br>adjustment | Optimistic<br>scenario | Baseline<br>scenario | Pessimistic<br>scenario |
|-------------------|---------------------------------------|---------------------------------------|------------------------|----------------------|-------------------------|
| <b>31.12.2025</b> |                                       |                                       |                        |                      |                         |
| Retail            | 32.8                                  | 31.7                                  | 29.3                   | 30.8                 | 33.5                    |
| Non-Retail        | 23.3                                  | 23.2                                  | 17.9                   | 21.4                 | 27.0                    |
| Corporate Center  | 2.8                                   | 2.8                                   | 2.7                    | 2.8                  | 2.9                     |
| <b>Total</b>      | <b>58.9</b>                           | <b>57.7</b>                           | <b>49.9</b>            | <b>55.0</b>          | <b>63.4</b>             |

EUR m

|                   | ECL incl. post<br>model<br>adjustment | ECL excl. post<br>model<br>adjustment | Optimistic<br>scenario | Baseline<br>scenario | Pessimistic<br>scenario |
|-------------------|---------------------------------------|---------------------------------------|------------------------|----------------------|-------------------------|
| <b>31.12.2024</b> |                                       |                                       |                        |                      |                         |
| Retail            | 33.4                                  | 32.0                                  | 28.9                   | 31.0                 | 34.7                    |
| Non-Retail        | 23.0                                  | 22.9                                  | 20.1                   | 22.2                 | 25.0                    |
| Corporate Center  | 0.4                                   | 0.4                                   | 0.3                    | 0.4                  | 0.5                     |
| <b>Total</b>      | <b>56.8</b>                           | <b>55.4</b>                           | <b>49.2</b>            | <b>53.6</b>          | <b>60.2</b>             |

## 62.2. Development of risk provisions

The development of risk provisions during 2025 is mainly influenced by provision requirements in the consumer portfolio (EUR 16.1 million ECL expenses; 2024: EUR 20.4 million) as well as by provisions for big tickets within the SME segment (EUR 24.7 million ECL expenses; 2024: EUR 27.3 million) - mainly in Addiko Bank Slovenia, Addiko Bank Croatia, Addiko Bank Serbia and Addiko Bank Sarajevo - strongly driven by allocation in the NPE portfolio.

The NPE amount was decreased through collection, write-offs and other actions during 2025, bringing the total amount of NPE down to EUR 125.5 million (2024: EUR 144.7 million), while the provision allocation ensured that coverage of NPE (stage 3) by provisions at YE25 is higher than at YE24.

Tables showing the development of risk provisions are included in note (41.2) Loans and advances to customers. The overall ECL coverage for performing loans (stage 1 and 2) with 1.3% remains on the same level as YE24.

## 62.3. Changes in the calculation of portfolio risk provisions

Based on the ongoing model improvement framework at the Addiko Group, updates are performed regularly to make sure that the latest available information is considered and that methodologies are improved and aligned with portfolio development and market practice. During 2025 the IFRS9 PD models underwent a regular review cycle for all segment and entities, with IFRS9 PD models now deemed of sufficient quality not to require any general-level post model adjustments. Post model adjustments aimed to mitigate specific weaknesses in risk assessment for certain portfolios are described in the note (62.1).

## 62.4. Development of the coverage ratio

The Coverage Ratio 1 (81.7%) slightly increased compared to the YE24 (80.0%). increases are recognised in Addiko Bank Serbia, Addiko Bank Banja Luka and Addiko Bank Montenegro - and are mainly driven by the SME and large corporate portfolio.

Coverage Ratio 3, which in addition to Coverage Ratio 1 also reflects the undiscounted collateral values allocated to non-performing exposures (NPEs), amounted to 102.9% at YE25 (YE24: 103.5%). The slight movement year-on-year

mainly reflects developments in the SME and Non-Focus portfolios, where higher levels of collateralisation have a more pronounced impact on the ratio.

The following tables show the NPE and coverage ratios at YE25 and YE24:

|                                |                |              |              |                     |             |                                    |                     | EUR m               |  |
|--------------------------------|----------------|--------------|--------------|---------------------|-------------|------------------------------------|---------------------|---------------------|--|
| 31.12.2025                     | Exposure       | NPE          | Provisions   | Collateral<br>(NPE) | NPE Ratio   | NPE Ratio<br>(On-balance<br>loans) | Coverage<br>Ratio 1 | Coverage<br>Ratio 3 |  |
| Consumer                       | 2,305.2        | 65.5         | 53.1         | 0.1                 | 2.8%        | 3.1%                               | 81.0%               | 81.2%               |  |
| SME                            | 1,873.5        | 41.5         | 33.7         | 11.4                | 2.2%        | 2.8%                               | 81.3%               | 108.8%              |  |
| Non Focus                      | 442.5          | 18.5         | 15.8         | 15.0                | 4.2%        | 5.4%                               | 85.3%               | 166.7%              |  |
| o/w Large Corporate            | 157.9          | 10.0         | 8.9          | 7.8                 | 6.3%        | 17.5%                              | 89.3%               | 167.0%              |  |
| o/w Mortgage                   | 266.5          | 8.2          | 6.7          | 7.0                 | 3.1%        | 3.1%                               | 81.8%               | 166.9%              |  |
| o/w Public Finance             | 18.1           | 0.3          | 0.1          | 0.3                 | 1.6%        | 2.7%                               | 50.2%               | 149.1%              |  |
| Corporate Center               | 2,484.4        | 0.0          | 0.0          | 0.0                 | 0.0%        | 0.0%                               | 68.4%               | 68.4%               |  |
| <b>Total</b>                   | <b>7,105.7</b> | <b>125.5</b> | <b>102.6</b> | <b>26.6</b>         | <b>1.8%</b> | <b>2.5%</b>                        | <b>81.7%</b>        | <b>102.9%</b>       |  |
| <b>o/w Credit Risk Bearing</b> | <b>4,767.8</b> | <b>125.5</b> | <b>102.6</b> | <b>26.6</b>         | <b>2.6%</b> | <b>3.1%</b>                        | <b>81.7%</b>        | <b>102.9%</b>       |  |

|                                |                |              |              |                     |             |                                    |                     | EUR m               |  |
|--------------------------------|----------------|--------------|--------------|---------------------|-------------|------------------------------------|---------------------|---------------------|--|
| 31.12.2024                     | Exposure       | NPE          | Provisions   | Collateral<br>(NPE) | NPE Ratio   | NPE Ratio<br>(On-balance<br>loans) | Coverage<br>Ratio 1 | Coverage<br>Ratio 3 |  |
| Consumer                       | 2,116.9        | 67.2         | 54.8         | 0.1                 | 3.2%        | 3.4%                               | 81.5%               | 81.8%               |  |
| SME                            | 1,885.3        | 53.5         | 41.5         | 15.7                | 2.8%        | 3.8%                               | 77.6%               | 106.9%              |  |
| Non-Focus                      | 479.3          | 24.0         | 19.4         | 18.2                | 5.0%        | 5.8%                               | 80.8%               | 156.9%              |  |
| o/w Large Corporate            | 138.6          | 11.3         | 9.5          | 8.4                 | 8.2%        | 19.4%                              | 84.1%               | 158.0%              |  |
| o/w Mortgage                   | 318.3          | 11.3         | 9.0          | 9.1                 | 3.5%        | 3.5%                               | 80.2%               | 160.9%              |  |
| o/w Public Finance             | 22.4           | 1.4          | 0.8          | 0.8                 | 6.2%        | 6.8%                               | 59.1%               | 115.8%              |  |
| Corporate Center               | 2,656.5        | 0.0          | 0.0          | 0.0                 | 0.0%        | 0.0%                               | 75.1%               | 75.1%               |  |
| <b>Total</b>                   | <b>7,138.0</b> | <b>144.7</b> | <b>115.7</b> | <b>34.1</b>         | <b>2.0%</b> | <b>2.9%</b>                        | <b>80.0%</b>        | <b>103.5%</b>       |  |
| <b>o/w Credit Risk Bearing</b> | <b>4,633.0</b> | <b>144.7</b> | <b>115.7</b> | <b>34.1</b>         | <b>3.1%</b> | <b>3.7%</b>                        | <b>80.0%</b>        | <b>103.5%</b>       |  |

**Coverage Ratio 1** indicates the extent to which defaulted non-performing exposures (NPEs) are covered by impairments, including both provisions calculated based on risk parameters as well as those based on individual discounted cashflows. This ratio reflects the bank's ability to absorb losses arising from NPEs. It is calculated by comparing impairment losses to the amount of defaulted non-performing exposures.

**Coverage Ratio 3** goes a step further by also taking into account the collateral allocated to non-performing exposures. It is calculated as the sum of impairment losses and allocated collateral divided by the amount of defaulted non-performing exposures.

## (63) Measurement of real estate collateral and other collateral

Addiko is using haircuts in the calculation of internal collateral values, which buffer potential losses. Furthermore, all eligible collateral values are recorded at their original value established at loan origination (i.e. not indexed upwards). They are regularly monitored and, a re-assessment of the market values for collaterals was not considered to be necessary in the preparation of the year-end financial statements.

Pursuant to the Addiko Group Collateral Management Policy and the Addiko Group Real Estate Valuation Policy values of residential real estate (RRE) are monitored at least once every three years. All commercial real estate (CRE) and all real estates which are collateral for NPE or FB exposures (both CRE and RRE) are monitored annually. The monitoring of all commercial real estate is performed on an individual level if the market value is above EUR 1.0 million. The market value of the properties with value below 1 million is monitored using a statistical model. Thresholds for individual monitoring for residential real estate are more conservative, and those correspond to all RRE with market value of over EUR 400,000 are monitored manually. The market values of residential real estate with MV below EUR 400,000 are monitored statistically. Any outliers identified through statistical monitoring (CRE and RRE) are additionally monitored manually.

The following table shows the development of the internal collateral values (ICV):

| Collateral Distribution         | 31.12.2025  |                | 31.12.2024  |                | EUR m |
|---------------------------------|-------------|----------------|-------------|----------------|-------|
|                                 | Performing  | Non-Performing | Performing  | Non-Performing |       |
| Exposure                        | 6,980.2     | 125.5          | 6,993.3     | 144.7          |       |
| Internal Collateral Value (ICV) | 528.3       | 26.6           | 610.0       | 34.1           |       |
| thereof CRE                     | 170.2       | 17.7           | 188.6       | 22.9           |       |
| thereof RRE                     | 245.5       | 6.7            | 277.5       | 8.2            |       |
| thereof financial collateral    | 9.4         | 0.0            | 16.0        | 0.4            |       |
| thereof guarantees              | 81.3        | 1.5            | 100.9       | 1.6            |       |
| thereof other                   | 21.9        | 0.6            | 27.0        | 1.0            |       |
| <b>ICV coverage rate</b>        | <b>7.6%</b> | <b>21.2%</b>   | <b>8.7%</b> | <b>23.5%</b>   |       |

The predominant part of the collaterals is provided for loans and advances (negligible collaterals for other exposure types). The decline in gross exposure has correspondingly led to a reduction in the internal collateral value. Specifically, the value of residential real estate used as collateral for mortgage loans has decreased, reflecting a decline in the mortgage loan portfolio within the non-Focus segment.

## (64) Market risk

### 64.1. Definition

Market risks consist of potential losses arising from a change in market prices. The Addiko Group structures market price risks according to the risk factors in interest rate, credit spread, currency and equity price risk. The Addiko Group places a special emphasis on identifying, measuring, analysing and managing market risk. Market price risks may result from securities (and products similar to securities), money and foreign currency products, derivatives, exchange rate hedges, assets similar to equity or from the management of assets and equity/liabilities. In addition to market risks, market liquidity risks may also arise if, in the event of low market demand, the bank is unable to sell trading positions during liquidity bottlenecks (or due to risk-based offsetting requirements) in the short-term. For existing positions, these are taken into account as part of the risk limitations for market risks.

### 64.2. Risk Management

The Addiko Group calculates market risk as part of daily monitoring with value-at-risk (VaR) methods on the basis of a one-day holding period, with a confidence level of 99.0%. The VaR risk measure estimates the potential loss over the given holding period for a specified confidence level. The VaR methodology is a statistically defined, probability-based approach that takes into account market volatilities as well as risk diversification by recognising offsetting positions and correlations between products and markets. Risks can be measured consistently across all markets and products, and

risk measures can be aggregated to arrive at a single risk number. The one-day 99.0% VaR number used by the bank reflects the 99.0% probability that the daily loss should not exceed the reported VaR. The VaR methodology employed to estimate daily risk numbers is a Monte Carlo simulation with 10,000 runs, or a simulation under Variance-Covariance method. While the latter method is used to estimate interest rate risk for non-trading activities, the Monte Carlo approach is then used to estimate potential losses of other market risk types. The bank uses VaR to capture potential losses arising from changes in the risk free rates, security issuers' credit margins, foreign exchange rates, equity prices and commodity prices. All VaR methods in place rest on assumption of exponentially weighted moving averages and correlations in the market risk factors collected for the historical series of 250 days.

### 64.3. Overview - market price risk

#### 64.3.1. Interest rate risk

The value at risk of the interest rate risk (including the interest rate risk of the trading book) for the Addiko Group per 31 December 2025 is EUR 0.5 million (YE24: EUR 2.4 million). The interest rate gap profile for the Addiko Group contains all interest-rate-sensitive items (Assets, liabilities and off-balance-sheet items in the non-trading book) which are either contractually fixed, floating or based on behavioural assumptions. The stochastic cash flows are illustrated using uniform Group standards as well as local models for country-specific transactions. All interest sensitive items in the balance sheet are taken as the basis for calculating economic value and earnings-based measures, as well as other measures of IRRBB, based on the interest rate shock and stress scenarios. Any non-interest-sensitive items are not comprised in the interest risk calculation but dealt with in association with other risk factors, such as the participation risk.

The methodology of regulatory interest risk calculation is based on the EBA Guidelines on the management of interest rate risk arising from non-trading activities (EBA/GL/2022/14) and the Guidelines on IRRBB and credit spread risk arising from non-trading book activities (CSRBB).

Regulatory requirements state that impact on EVE (Economic Value of Equity) of scenarios 1 to 6 as set out in Annex III of EBA/GL/2022/14 and the final draft RTS (Regulatory Technical Standards) on IRRBB supervisory outlier tests (SOT - Supervisory Outlier Tests), may not exceed 15% of Tier 1 capital, with the relevant risk estimation at 3.8% at 31 December 2025 versus 5.7% at 31 December 2024 (as reported in the ITS standards).

Sensitivity to interest rate movements based on the internal calculation models. In 2025, the Group recalibrated its interest rate sensitivity analysis to reflect scenarios currently assessed as realistic for the prevailing market environment. Accordingly, the internal scenario set for 2025 comprises both upward and downward parallel shifts in risk-free rates in a symmetrical band from -75 bps to +75 bps. By contrast, in 2024 only downward shifts in interest rates were considered realistic. This change in the realistic scenario set does not affect the regulatory IRRBB framework applied but ensures that internal sensitivities presented in the Financial Statements appropriately reflect the Group's current view of plausible rate paths.

|                  | EUR m             |                   |                   |                   |                   |                   |
|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| 2025             | 75bps<br>increase | 50bps<br>increase | 25bps<br>increase | 25bps<br>decrease | 50bps<br>decrease | 75bps<br>decrease |
| Impact on NII    | 3.6               | 2.5               | 1.4               | -1.1              | -2.3              | -3.6              |
| Impact on equity | -7.1              | -4.6              | -2.2              | 2.5               | 4.8               | 7.1               |

|                  | EUR m             |                   |                   |                    |                    |  |
|------------------|-------------------|-------------------|-------------------|--------------------|--------------------|--|
| 2024             | 25bps<br>decrease | 50bps<br>decrease | 75bps<br>decrease | 100bps<br>decrease | 125bps<br>decrease |  |
| Impact on NII    | -2.1              | -3.2              | -3.6              | -4.9               | -6.0               |  |
| Impact on equity | 1.7               | 4.3               | 7.5               | 9.9                | 12.5               |  |

Comparative figures have been adjusted to correct an error identified during a review of the prior-year calculation. The correction ensures that the comparative information is presented accurately and on a basis consistent with the current-year amounts.

The following tables are presenting exposure to interest rate risk:

|  | EUR m           |               |               |                |                   |
|--|-----------------|---------------|---------------|----------------|-------------------|
| 2025   | Up to 3 months  | 3-6 months    | 6-12 months   | 1-5 years      | More than 5 years |
| <b>Assets</b>                                    |                 |               |               |                |                   |
| Central bank                                     | 787.0           | 0.0           | 0.0           | 0.0            | 0.0               |
| Loans and advances                               | 840.7           | 382.8         | 446.5         | 1,673.9        | 395.2             |
| Debt securities                                  | 35.8            | 37.7          | 123.0         | 696.0          | 482.3             |
| <b>Total assets</b>                              | <b>1,663.6</b>  | <b>420.5</b>  | <b>569.5</b>  | <b>2,369.9</b> | <b>877.5</b>      |
| <b>Liabilities</b>                               |                 |               |               |                |                   |
| Deposits and borrowings from credit institutions | -74.2           | -11.2         | -2.9          | -9.0           | -1.2              |
| Deposits and borrowings from customers           | -4,076.8        | -309.9        | -447.9        | -237.4         | -3.4              |
| Other liabilities                                | -16.2           | 0.0           | 0.0           | 0.0            | 0.0               |
| <b>Total liabilities</b>                         | <b>-4,167.1</b> | <b>-321.1</b> | <b>-450.9</b> | <b>-246.5</b>  | <b>-4.6</b>       |
| <b>Net gap</b>                                   | <b>-2,503.5</b> | <b>99.4</b>   | <b>118.6</b>  | <b>2,123.4</b> | <b>872.9</b>      |

|  | EUR m           |               |               |                |                   |
|--|-----------------|---------------|---------------|----------------|-------------------|
| 2024   | Up to 3 months  | 3-6 months    | 6-12 months   | 1-5 years      | More than 5 years |
| <b>Assets</b>                                    |                 |               |               |                |                   |
| Central bank                                     | 1,042.8         | 8.4           | 15.7          | 27.9           | 0.0               |
| Loans and advances                               | 998.4           | 441.3         | 533.1         | 1,531.5        | 169.3             |
| Debt securities                                  | 61.5            | 69.2          | 69.2          | 711.7          | 461.0             |
| <b>Total assets</b>                              | <b>2,102.7</b>  | <b>518.9</b>  | <b>617.9</b>  | <b>2,271.1</b> | <b>630.4</b>      |
| <b>Liabilities</b>                               |                 |               |               |                |                   |
| Deposits and borrowings from credit institutions | -44.9           | -11.5         | -3.9          | -14.1          | -0.9              |
| Deposits and borrowings from customers           | -3,790.5        | -449.1        | -663.5        | -193.4         | -3.5              |
| Other liabilities                                | -17.6           | 0.0           | 0.0           | 0.0            | 0.0               |
| <b>Total liabilities</b>                         | <b>-3,853.1</b> | <b>-460.6</b> | <b>-667.4</b> | <b>-207.5</b>  | <b>-4.4</b>       |
| <b>Net gap</b>                                   | <b>-1,750.3</b> | <b>58.2</b>   | <b>-49.5</b>  | <b>2,063.6</b> | <b>626.0</b>      |

The interest rate gap includes all interest rate sensitive positions and displays repricing amounts according to the contractual repricing structure. The product classification is aligned with the regulatory reporting requirements on the Interest rate risk in non-trading book positions. Bottom line of the table overview highlights the term structure of interest rate mismatches within the balance sheet.

### 64.3.2. Foreign exchange risk

The database for determining the value at risk for foreign exchange risks at the Group level of the Addiko Group is based on the figures in the regulatory report as well as positions arising from participations and contains operational business activities. Foreign exchange risk thereby covers the entire FX risk of the Addiko Group. The main foreign exchange risk drivers are the RSD and USD currencies. The total volume of open currency positions is at EUR 347.5 million as of 31 December 2025, which was slightly lower than the volume of EUR 353.9 million per 31 December 2024. The value at risk for foreign exchange risk was EUR 0.1 million per day as at 31 December 2025 versus EUR 0.2 million value at risk as at 31 December 2024, with both figures at a confidence interval of 99.0%. The limit of EUR 0.2 million was adhered to as at 31 December 2025.

Aside from foreign exchange risk from operating activities, the majority of the Addiko Group's exposure to foreign exchange risk implicitly arises from the parent company's participations in the company Addiko Bank a.d. Beograd, where the share capital is booked in the local currency and secondly invested in the same currency in the local asset-

side business. In addition to monitoring VaR in respect of foreign currency, the Addiko Group also monitors any concentration of relevant single foreign exchange positions on single currency level - this is reported on monthly basis within the Group Asset Liability Committee.

#### 64.3.3. Equity risk

The equity instruments held in the Group is susceptible to market price risks, which arise from the uncertainty surrounding the future value of these shares. Exposure to equity risk under the standard VaR methods implemented in Addiko Group is estimated at EUR 0.3 million as of 31 December 2025 against the estimation of EUR 0.2 million as of 31 December 2024. Size of risk exposure to movements in equity market prices is seen as low given that Addiko Group's strategy is, in general, not to invest into such asset classes. If the comparison is done on each separate risk type, equity risk exposure thus displays that no major concentration risk arises from therein.

#### 64.3.4. Credit spread risk

The credit spread risk within the Addiko Group stood at EUR 0.2 million at 31 December 2025 with a one-day value at risk and a confidence level of 99.0%, versus value at risk of EUR 0.8 million as at 31 December 2024. The greatest influencing factor in credit spread risk is the holding of liquidity reserves in the form of securities in the Addiko entities in Croatia and Serbia. In addition to monitoring VaR in respect to the credit spread risk, the Addiko Group also monitors concentration risks within the bond portfolio - within the respective risk reports concentrations on single bank level of the bond portfolio over the whole Addiko Group are monitored as well as concentrations of bonds within the categories of government bonds, financial bonds as well as corporate bonds.

The following table shows the estimated values of market risks, which Addiko uses for internal risk management with a one year holding period and a 99.9% confidence level:

|   | EUR m      |            |
|---|------------|------------|
|   | 31.12.2025 | 31.12.2024 |
| Interest Rate Risk (Banking and Trading Book) | 11.8       | 56.2       |
| Credit Spread Risk                            | 3.9        | 18.1       |
| Foreign Exchange Risk                         | 3.0        | 3.6        |
| Equity Risk                                   | 5.4        | 4.1        |

Total market risk exposure was lower at year-end 2025 compared with the end of the year 2024, highly influenced by the lower volatility arising from the interest rate and credit spread risk.

The business and investment strategy of Addiko Bank follows further a prudent definition based on a Hold-to-Collect business model.

### (65) Liquidity risk

#### 65.1. Definition

The Addiko Group defines liquidity risk as the risk of not being able to fully or timely meet obligations associated with its financial liabilities that are settled by delivering cash or another financial asset. Liquidity risks also include the risk, in the event of a liquidity crisis, to only being able to procure refinancing at increased market rates or only being able to sell assets if a discount has been included to the market prices. Liquidity risk arises from mismatches in the timing and amounts of cash flows, which is inherent to the Group's operations and investments.

#### 65.2. Management of liquidity risk

The controlling and management of liquidity at Group level is under the responsibility of Group Treasury & ALM. It is here that the steering of situational and structural liquidity and the coordination of funding potential at Group level takes place. The local treasury units are responsible for operational liquidity steering and liquidity offset. The liquidity risk control at Group level is under the responsibility of Group Market & Liquidity Risk Management. At a local level, the respective risk control units are in charge. Risk measurement and mitigation as well as timely and consistent reporting are carried out there.

The Group's approach in managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when they are due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Group's reputation. The Addiko Group has liquidity contingent plans in place, which set out the instruments and the measures required to avert imminent crises or to overcome acute crises. A bundle of different liquidity reserves, including also ECB-eligible securities, ensures the Addiko Group's solvency at all times, even during crisis situations.

Regular liquidity stress testing is conducted under a variety of scenarios, developed taking into account market-related events (e.g. prolonged market illiquidity, reduced fungibility of currencies, natural disasters or other catastrophes) and Group-specific events (e.g. a reputation deterioration).

### 65.3. Exposure to liquidity risk

The liquidity position of the Group remained strong, with the Loan to deposit ratio (LDR) (net) of 70.0% (YE24: 66.3%).

Addiko Group uses the liquidity coverage ratio (LCR) as one of key risk indicators to estimate liquidity risk exposure. The LCR is by the regulator defined as the ratio of a credit institution's liquidity buffer to its net liquidity outflows over a 30-calendar day stress period. In 2025 the LCR has moving between its lowest level of 304,4% (which was marked in December 2025) and its peak of 433,3% (which was marked in March 2025; during 2024 the LCR was moving between 341.4% in May and 416.0% in March) and was significantly above the minimum regulatory requirement of 100%.

The following table represents levels of liquidity coverage ratio reached by the Group in 2025 and 2024 and calculated out of monthly values:

|                        | 31.12.2025 | 31.12.2024 |
|------------------------|------------|------------|
| End of period          | 304.4%     | 363.2%     |
| Average for the period | 385.0%     | 373.0%     |
| Maximum for the period | 433.3%     | 416.0%     |
| Minimum for the period | 304.4%     | 341.4%     |

In addition to the LCR ratio, the Group manages its long-term liquidity through the regulatory Net Stable Funding Ratio (NSFR). The NSFR ratio is a liquidity standard requiring banks to hold sufficient stable funding to cover the duration of their long-term assets.

In 2025, the NSFR has been moving between its lowest level of 165.7% in November 2025 and its peak of 179.0% in February 2025 (during 2024 the NSFR was moving between 169.8% in May and 180.3% in December).

The following table represents levels of NSFR ratio obtained by the Bank in 2025 and 2024 and calculated out of monthly values:

|                        | 31.12.2025 | 31.12.2024 |
|------------------------|------------|------------|
| End of period          | 179.0%     | 180.3%     |
| Average for the period | 174.3%     | 173.7%     |
| Maximum for the period | 179.0%     | 180.3%     |
| Minimum for the period | 165.7%     | 169.8%     |

Aside from the above displayed regulatory ratios, for purposes of liquidity management Addiko uses also additional techniques such as long-term cash flow overviews with the liquidity run-off profile approach, counterbalancing capacity management, internal stress test scenario analyses in the form of T2W, funding concentration ratios and funding spread risk. As with the explanations on the regulatory defined indicators, also the internal liquidity metrics have displayed low liquidity risk exposure and sizeable room over the internally defined thresholds.

## 65.4. Maturity analysis

### 65.4.1. Contractual maturities

The following tables set out the contractual maturities of undiscounted cash flows of the Group's financial instruments and off-balance:

|  | EUR m                            |  |                 |                   |                               |                              |                |
|--|----------------------------------|--|-----------------|-------------------|-------------------------------|------------------------------|----------------|
| 31.12.2025                                       | Carrying<br>amount<br>31.12.2025 | Gross<br>nominal<br>inflow/out<br>flow | daily due       | up to 3<br>months | from 3<br>months to<br>1 year | from 1<br>year to 5<br>years | > 5 years      |
| <b>Assets</b>                                    |                                  |  |                 |                   |                               |                              |                |
| Cash and cash equivalents                        | 1,057.2                          | 1,057.2                                | 940.1           | 117.0             | 0.0                           | 0.0                          | 0.0            |
| Debt securities Held for trading                 | 7.5                              | 8.7                                    | 0.0             | 1.7               | 0.1                           | 4.7                          | 2.2            |
| Loans and advances to credit institutions        | 75.1                             | 75.6                                   | 0.1             | 67.5              | 4.1                           | 3.8                          | 0.1            |
| Loans and advances to customers                  | 3,676.6                          | 4,281.2                                | 228.1           | 299.1             | 856.1                         | 2,263.2                      | 634.8          |
| Investment securities                            | 1,475.6                          | 1,685.5                                | 0.0             | 87.6              | 214.2                         | 844.5                        | 539.2          |
| <b>Total</b>                                     | <b>6,292.0</b>                   | <b>7,108.2</b>                         | <b>1,168.3</b>  | <b>572.9</b>      | <b>1,074.5</b>                | <b>3,116.2</b>               | <b>1,176.3</b> |
| Derivatives with netted Cash flow                | 2.3                              | 2.3                                    | 0.0             | 0.3               | 1.9                           | 0.1                          | 0.0            |
| Derivatives with gross Cash flow                 | 0.0                              | 0.0                                    | 0.0             | 0.0               | 0.0                           | 0.0                          | 0.0            |
| Outflow  |                                  | -6.5                                   | 0.0             | -6.5              | 0.0                           | 0.0                          | 0.0            |
| Inflow   |                                  | 6.5                                    | 0.0             | 6.5               | 0.0                           | 0.0                          | 0.0            |
| <b>Total</b>                                     | <b>2.3</b>                       | <b>2.3</b>                             | <b>0.0</b>      | <b>0.4</b>        | <b>1.9</b>                    | <b>0.1</b>                   | <b>0.0</b>     |
| <b>Liabilities</b>                               |                                  |  |                 |                   |                               |                              |                |
| Deposits and borrowings from credit institutions | 74.2                             | -79.7                                  | -24.5           | -32.3             | -7.2                          | -14.9                        | -0.8           |
| Deposits and borrowings from customers           | 5,252.8                          | -5,299.5                               | -3,240.0        | -865.3            | -855.7                        | -331.6                       | -6.9           |
| Other financial liabilities - lease liabilities  | 21.7                             | -23.5                                  | 0.0             | -1.2              | -3.6                          | -14.3                        | -4.4           |
| Other financial liabilities - other              | 42.2                             | -42.6                                  | -42.6           | 0.0               | 0.0                           | 0.0                          | 0.0            |
| Loan commitments                                 | 2.6                              | -426.9                                 | -418.2          | -2.0              | -3.9                          | -2.8                         | 0.0            |
| Financial guarantees                             | 1.9                              | -45.6                                  | 0.0             | -5.5              | -21.7                         | -11.6                        | -6.8           |
| Other commitments                                | 4.4                              | -348.8                                 | -0.1            | -52.2             | -161.8                        | -126.2                       | -8.6           |
| <b>Total</b>                                     | <b>5,399.9</b>                   | <b>-6,266.6</b>                        | <b>-3,725.4</b> | <b>-958.5</b>     | <b>-1,053.9</b>               | <b>-501.3</b>                | <b>-27.5</b>   |
| Derivatives with netted Cash flow                | 1.9                              | -1.9                                   | 0.0             | -0.1              | -1.4                          | -0.4                         | 0.0            |
| Derivatives with gross Cash flow                 | 0.3                              | -0.3                                   | 0.0             | -0.3              | 0.0                           | 0.0                          | 0.0            |
| Outflow  |                                  | -2.8                                   | 0.0             | -2.6              | -0.2                          | 0.0                          | 0.0            |
| Inflow   |                                  | 2.6                                    | 0.0             | 2.4               | 0.2                           | 0.0                          | 0.0            |
| <b>Total</b>                                     | <b>2.1</b>                       | <b>-2.1</b>                            | <b>0.0</b>      | <b>-0.3</b>       | <b>-1.4</b>                   | <b>-0.4</b>                  | <b>0.0</b>     |

EUR m

| 31.12.2024                                       | Carrying amount<br>31.12.2024 | Gross nominal inflow/out flow | daily due       | up to 3 months | from 3 months to 1 year | from 1 year to 5 years | > 5 years      |
|--|-------------------------------|-------------------------------|-----------------|----------------|-------------------------|------------------------|----------------|
| <b>Assets</b>                                    |                               |                               |                 |                |                         |                        |                |
| Cash and cash equivalents                        | 1,251.4                       | 1,251.4                       | 1,223.2         | 28.2           | 0.0                     | 0.0                    | 0.0            |
| Debt securities Held for trading                 | 9.4                           | 10.3                          | 0.0             | 1.2            | 0.1                     | 4.2                    | 4.7            |
| Loans and advances to credit institutions        | 44.2                          | 56.8                          | 0.2             | 38.1           | 15.2                    | 3.4                    | 0.0            |
| Loans and advances to customers                  | 3,506.4                       | 4,079.7                       | 295.4           | 261.4          | 799.8                   | 2,195.6                | 527.6          |
| Investment securities                            | 1,464.7                       | 1,651.5                       | 15.0            | 53.4           | 175.4                   | 880.6                  | 527.1          |
| <b>Total</b>                                     | <b>6,276.2</b>                | <b>7,049.8</b>                | <b>1,533.8</b>  | <b>382.3</b>   | <b>990.5</b>            | <b>3,083.8</b>         | <b>1,059.4</b> |
| Derivatives with netted Cash flow                | 4.6                           | 4.6                           | 0.0             | 0.2            | 3.6                     | 0.8                    | 0.0            |
| Derivatives with gross Cash flow                 | 0.4                           | 0.4                           | 0.0             | 0.1            | 0.4                     | 0.0                    | 0.0            |
| Outflow  |                               | -13.3                         | 0.0             | -7.2           | -6.1                    | 0.0                    | 0.0            |
| Inflow   |                               | 13.7                          | 0.0             | 7.3            | 6.4                     | 0.0                    | 0.0            |
| <b>Total</b>                                     | <b>5.0</b>                    | <b>5.0</b>                    | <b>0.0</b>      | <b>0.3</b>     | <b>3.9</b>              | <b>0.8</b>             | <b>0.0</b>     |
| <b>Liabilities</b>                               |                               |                               |                 |                |                         |                        |                |
| Deposits and borrowings from credit institutions | 77.3                          | -81.6                         | -15.3           | -18.6          | -16.6                   | -29.7                  | -1.4           |
| Deposits and borrowings from customers           | 5,290.0                       | -5,348.6                      | -3,253.0        | -730.4         | -1,139.5                | -220.1                 | -5.6           |
| Other financial liabilities - lease liabilities  | 15.2                          | -16.8                         | 0.0             | -1.3           | -3.8                    | -11.5                  | -0.3           |
| Other financial liabilities - other              | 39.2                          | -39.3                         | -39.3           | 0.0            | 0.0                     | 0.0                    | 0.0            |
| Loan commitments                                 | 2.1                           | -412.5                        | -240.9          | -19.2          | -81.6                   | -55.7                  | -15.0          |
| Financial guarantees                             | 1.3                           | -57.3                         | -4.7            | -9.8           | -23.5                   | -15.3                  | -3.9           |
| Other commitments                                | 4.1                           | -363.3                        | -12.6           | -56.5          | -158.8                  | -129.1                 | -6.4           |
| <b>Total</b>                                     | <b>5,429.3</b>                | <b>-6,319.4</b>               | <b>-3,565.7</b> | <b>-835.8</b>  | <b>-1,423.9</b>         | <b>-461.5</b>          | <b>-32.6</b>   |
| Derivatives with netted Cash flow                | 4.3                           | -4.3                          | 0.0             | -0.3           | -3.1                    | -0.9                   | 0.0            |
| Derivatives with gross Cash flow                 | 0.1                           | -0.1                          | 0.0             | -0.1           | 0.0                     | 0.0                    | 0.0            |
| Outflow  |                               | -4.8                          | 0.0             | -4.3           | -0.6                    | 0.0                    | 0.0            |
| Inflow   |                               | 4.8                           | 0.0             | 4.2            | 0.6                     | 0.0                    | 0.0            |
| <b>Total</b>                                     | <b>4.4</b>                    | <b>-4.4</b>                   | <b>0.0</b>      | <b>-0.4</b>    | <b>-3.0</b>             | <b>-0.9</b>            | <b>0.0</b>     |

The amounts in the table above have been compiled as follows:

| Type of financial instrument  | Basis on which amounts are compiled   |
|---|---|
| Non-derivative financial liabilities and financial assets               | Undiscounted cash flows, which include estimated interest payments.   |
| Equity instruments / Debt instruments                                   | Equity instruments and Debt instruments included in Investment securities that have no contractual maturity are presented in the “> 5 years” time band.   |
| Issued financial guarantee contracts, and unrecognised loan commitments | Earliest possible contractual maturity. For issued financial guarantee contracts, the maximum amount of the guarantee is allocated to the earliest period in which the guarantee could be called.                   |
| Derivative financial liabilities and financial assets                   | Contractual undiscounted cash flows. The amounts shown are the gross nominal inflows and outflows for derivatives that have simultaneous gross settlement and the net amounts for derivatives that are net settled. |

The Group's expected cash flows on some financial assets and financial liabilities vary significantly from the contractual cash flows. The principal differences are as follows:

- demand deposits from customers are expected to remain stable or increase;
- unrecognised loan commitments are not all expected to be drawn down immediately; and
- unsecured retail loans have an original weighted average life of 3.4 years but an average expected life of 2.3 years because customers take advantage of early repayment options.

## 65.4.2. Expected maturities

The following table sets out the carrying amount of assets and liabilities (those for which it can be determined whether they are expected to be realised or settled in the near future) by remaining maturities, taking into consideration the period between the reporting date and the expected payment date for the receivable or liability. Where receivables or liabilities fall due in partial amounts, the remaining maturity is reported separately for each partial amount. The table displays only cash flow generating items, while the total rows also include the rest of balance sheet positions to the total carrying amounts.

|  | EUR m          |                |                |
|--|----------------|----------------|----------------|
| 31.12.2025   | up to 1 year   | over 1 year    | Total          |
| Cash and cash equivalents  | 1,057.2        | 0.0            | 1,057.2        |
| Financial assets held for trading                                      | 3.4            | 6.4            | 9.8            |
| Investment securities mandatorily at fair value through profit or loss | 0.0            | 1.3            | 1.3            |
| Investment securities at fair value through other comprehensive income | 171.0          | 441.1          | 612.1          |
| Financial assets at amortised cost                                     | 2,053.8        | 2,560.1        | 4,613.9        |
| Other assets   | 14.0           | 0.0            | 14.0           |
| Non-current assets held for sale                                       | 0.5            | 0.0            | 0.5            |
| <b>Total</b>   | <b>3,299.8</b> | <b>3,008.9</b> | <b>6,308.7</b> |
| Financial liabilities held for trading                                 | 0.0            | 2.1            | 2.1            |
| Financial liabilities measured at amortised cost                       | 3,295.4        | 2,095.6        | 5,391.0        |
| Provisions   | 81.6           | 0.0            | 81.6           |
| Other liabilities  | 42.8           | 0.0            | 42.8           |
| <b>Total</b>   | <b>3,419.8</b> | <b>2,097.7</b> | <b>5,517.5</b> |

|  | EUR m          |                |                |
|--|----------------|----------------|----------------|
| 31.12.2024   | up to 1 year   | over 1 year    | Total          |
| Cash and cash equivalents  | 1,223.5        | 27.9           | 1,251.4        |
| Financial assets held for trading                                      | 1.2            | 13.2           | 14.4           |
| Investment securities mandatorily at fair value through profit or loss | 0.0            | 1.4            | 1.4            |
| Investment securities at fair value through other comprehensive income | 97.2           | 589.6          | 686.8          |
| Financial assets at amortised cost                                     | 1,642.2        | 2,685.0        | 4,327.2        |
| Other assets   | 14.8           | 0.0            | 14.8           |
| Non-current assets held for sale                                       | 1.0            | 0.0            | 1.0            |
| <b>Total</b>   | <b>2,979.9</b> | <b>3,317.1</b> | <b>6,297.0</b> |
| Financial liabilities held for trading                                 | 3.6            | 0.8            | 4.4            |
| Financial liabilities measured at amortised cost                       | 3,426.3        | 1,995.4        | 5,421.7        |
| Provisions   | 94.1           | 0.0            | 94.1           |
| Other liabilities  | 44.2           | 0.0            | 44.2           |
| <b>Total</b>   | <b>3,568.2</b> | <b>1,996.2</b> | <b>5,564.4</b> |

## 65.5. Liquidity reserves

As part of the management of liquidity risk arising from financial liabilities, the Group holds liquid assets comprising cash and cash equivalents, balances with central banks and debt securities issued by sovereigns, which can be readily sold to meet liquidity requirements. In addition, the Group holds unencumbered assets eligible for use as collateral with central banks.

The following table sets out the counterbalancing capacity of the Addiko Group:

| Counterbalancing Capacity              | 31.12.2025      |                | 31.12.2024      |                |
|--|-----------------|----------------|-----------------|----------------|
|  | Carrying amount | Fair Value     | Carrying amount | Fair Value     |
| Coins and bank notes                   | 151.2           | 151.2          | 131.8           | 131.8          |
| Withdrawable central bank reserves     | 647.1           | 647.1          | 763.7           | 763.7          |
| Level 1 tradable assets                | 1,166.2         | 1,209.8        | 1,288.2         | 1,260.0        |
| Level 2A tradable assets               | 0.0             | 0.0            | 0.0             | 0.0            |
| Level 2B tradable assets               | 5.4             | 5.4            | 2.8             | 2.8            |
| <b>Total Counterbalancing Capacity</b> | <b>1,969.9</b>  | <b>2,098.7</b> | <b>2,186.5</b>  | <b>2,158.3</b> |

EUR m

## 65.6. Financial assets available to support future funding

The following table sets out the availability of the Group's financial assets (carrying amount) to support future funding.

| 31.12.2025   | Encumbered assets | Unencumbered assets |
|--|-------------------|---------------------|
| Cash balances at central banks and other demand deposits | 108.3             | 797.6               |
| Equity instruments                                       | 0.0               | 24.2                |
| Debt securities  | 15.6              | 1,443.3             |
| Loans and advances                                       | 7.8               | 3,744.0             |
| <b>Total</b>   | <b>131.7</b>      | <b>6,009.1</b>      |

EUR m

| 31.12.2024   | Encumbered assets | Unencumbered assets |
|--|-------------------|---------------------|
| Cash balances at central banks and other demand deposits | 110.0             | 1,009.7             |
| Equity instruments                                       | 0.0               | 22.5                |
| Debt securities  | 20.8              | 1,430.9             |
| Loans and advances                                       | 8.7               | 3,541.9             |
| <b>Total</b>   | <b>139.5</b>      | <b>6,005.0</b>      |

EUR m

## 65.7. Financial assets pledged as collateral

The carrying amount of financial assets recognised in the statement of financial position that had been pledged as collateral for liabilities at 31 December 2025 and 2024 is shown in the following table:

|  | 31.12.2025 | 31.12.2024 <sup>1)</sup> |
|--|------------|--------------------------|
| Cash, cash balances at central banks and other demand deposits | 0.0        | 0.0                      |
| Financial assets at FVTOCI                                     | 1.8        | 3.6                      |
| Financial assets at amortised cost                             | 6.9        | 5.0                      |
| <b>Total</b>   | <b>8.7</b> | <b>8.6</b>               |

EUR m

<sup>1)</sup> Comparative figures have been restated.

Financial assets are pledged as collateral as part of sales and repurchases and securities borrowing under terms that are usual and customary for such activities. Cash collaterals were pledged in relation to derivatives. Financial assets at amortised costs were pledged as collateral for liabilities arising from refinancing transactions, repurchase agreements and other collateral arrangements.

As of 31 December 2025 no financial assets have been transferred under repurchase agreements.

The Group has received collaterals that it is permitted to sell or repledge in the case of default.

The fair value of debt securities received as collateral, that Addiko Group is permitted to sell or repledge irrespective of the default of the owner of the collateral, amounts to EUR 5.4 million as of YE25 (YE24: EUR 32.7 million) and relates to reverse repurchase agreements. All transactions were conducted under terms which are usual and customary to standard repurchase agreements.

## **(66) Operational risk**

### **66.1. Definition**

The Addiko Group defines operational risk as the risk of direct and indirect losses resulting from inadequate or failed internal processes, systems, people or external factors other than credit, market and liquidity risks. This definition includes legal risk but excludes reputational risk and strategic risk.

### **66.2. General requirements - Operational risk management framework**

Operational risk management (ORM) is at the core of a bank's operations, integrating risk management practices in processes, systems and culture. As a pro-active partner to senior management, ORM's value lies in supporting and challenging senior management to align the business control environment with the bank's strategy by measuring and mitigating risk loss exposure, contributing to optimal return for stakeholders.

A robust framework of operational risk management which includes identifying, measuring, managing, monitoring and reporting operational risk provides a mechanism for discussion and effective escalation of issues leading to better risk management and increasing institutional resilience.

The comprehensive data collection, which the framework supports, allows analysis of complex issues and facilitates tailored risk mitigation actions.

Operational risk management is a continuous cyclic process which includes risk and control self-assessment, risk decision making, scenario analysis and implementation of risk controls, which results in acceptance, mitigation, or avoidance of risk.

### **66.3. Risk monitoring**

Operational Risk Management reports on a monthly basis to the Group Management Board and on a quarterly basis to the Group Risk Executive Committee and the Supervisory Board Credit & Risk Committee in order to provide an overview of the operational risk situation to the management to enable the related risk steering and to integrate the operational risk management into the bank processes.

The monitoring of Operational Risk losses in 2025 shows impacts for expected legal matters on Swiss franc denominated loans in Croatia, Slovenia and Serbia, additionally slightly increased number of fraud cases. Regarding the legal issues with the Swiss franc, it's worth noting that Addiko already recognised the necessary legal provisions based on the final number of expected cases in the 2023 consolidated financial statements, as the statute of limitations for unconverted cases expired on 14 June 2023. However, due to Croatia's court backlog and judicial strikes during 2023 and 2024, the Group continues to receive individual court claims filed until the deadline, which made it necessary to record these expected cases as operational risk events also throughout 2025.

## **(67) Sustainability (Environmental, Social and Governance - ESG) Risks**

ESG risks include all risks arising from potential negative impacts, direct or indirect, on the environment, people and communities and more generally all stakeholders, in addition to those arising from corporate governance. ESG risk could affect profitability, reputation as well as credit quality and could lead to legal consequences.

Addiko does not treat the ESG risks as a separate risk type but integrates them in the existing risk classification and into the existing risk management framework, as drivers for other risk types (e.g. credit risk or operational risk). In line with regulatory expectations, Addiko puts a special focus on climate-related and other environmental risk (C&E risk) management. In this context Addiko considers both physical and transition risks:

- Physical risk refers to the direct impact from climate-related or environmental changes, which can be “acute” (e.g. extreme weather events such as hurricanes, floods and wildfires) or “chronic” in case of progressive changes, such as sustained higher temperatures, heat waves, droughts and rising sea levels.
- Transition risk refers to the potential losses resulting from the adjustment towards a lower-carbon and more environmentally sustainable economy (e.g. changes to laws and regulations, litigation due to failure to mitigate or adapt, and shifts in supply and demand for certain commodities, products and services due to changes in consumer behaviour and investor demand).

Addiko Group performed an assessment of climate-related and other environmental risks in two consecutive steps. In a first step Addiko Group assessed the impact of climate and environmental change on its countries of operation considering various scenarios for the short, medium and long-term. In a second step Addiko Group analysed how the impact identified in the first step will transmit onto the Group. Based on this analysis, Addiko concluded that in particular its credit risk can be impacted by climate-related and other environmental risk drivers. While due to granularity and diversification of Addiko Group’s loan portfolio, there is no immediate material threat to the quality of assets of Addiko Group, the potential impact on the economy in the countries Addiko operates drives the systemic risk Addiko is exposed to. In this context it is evident that acute and chronic climate and environmental risks already impact macroeconomic indicators, whereby the severity of this impact over the medium- to long term is highly dependent on the measures taken to curb climate change. Consequently, Addiko also considered the impact from climate-related transition risks in the macroeconomic financial forecasts used in the calculation of the Expected Credit Loss, thus, directly impacting the risk provisions of the loan book.

While no immediate danger for Addiko Group was identified in the assessment of climate-related and other environmental risks, the significance and complex challenges of the matter require continuous monitoring. Addiko focuses in particular on the strict limitation of any idiosyncratic C&E risk. In this context, Addiko has identified industries which are - and might in the future be - impacted by climate and environmental risk and set prudent limits on the maximum exposure to these limits, which are diligently tracked. Furthermore, within the operational credit-granting process, Addiko has defined measures to recognise the potential impact of climate and environmental risk on the asset quality of the clients. Proper assessment is necessary in order to prevent potential financial, legal or reputational consequences for the bank that might appear in case that it supports financing of respective companies.

In addition, the Addiko Group publishes a Sustainability Statement, prepared in accordance with the ESRS, which forms an integral part of the Group Management Report and provides further information on ESG risks.

## **(68) Legal risk**

### **68.1. Passive legal disputes: monitoring and provisioning of legal risks**

The overall number of passive legal disputes decreased during 2025 to 13,310 cases (YE24: 14,313 proceedings) primarily resulting from the resolution of cases concerning loan processing fees (Serbian subsidiary). The amount in dispute decreased to EUR 212.2 million as of 31 December 2025, compared to EUR 216.4million on 31 December 2024.

There is still a future risk of further increasing numbers of proceedings and amounts in dispute due to changed court practice, binding sample proceedings decision and new laws (e.g. conversion laws, amendments to consumer credit acts, consumer protection acts).

Across the Group, the established centralised legal data base enables monitoring and steering by the holding company, as well as early perception of possible new developments and reasonings in the jurisdictions the Addiko Group is doing business. Besides, other monitoring and steering tools have been implemented to establish and secure reliable data quality and dispute handling quality, and to monitor daily litigation work and the development of court cases.

Legal provisions for the legal risk inherent in passive legal proceedings, specifically the risk of losing the case and having to bear the associated costs, are calculated in accordance with international accounting principles applicable across the entire Group. Accordingly, no legal provision is required to be set up if the Addiko Group is more likely than not to prevail in the proceedings. If the probability of success is equal to or below 50%, legal provisions are recognised. Local legal divisions familiar with the respective case and/or external appraisers are responsible for assessing the chances of success. The latter especially applies in the case of particularly complex cases or particularly high amounts in dispute. In addition to these general requirements, legal provisions are also formed for particularly complex and/or high-profile legal disputes, which of course carry a greater inherent legal risk. Group wide monitoring of foreign currency legal disputes has been intensified as a consequence of the increasing number of regulations and rulings on handling foreign currency loans in the Central and South-Eastern European countries (e.g. “forced conversion”).

Addiko actively monitors legal risks through various methods, including the use of legal data bases, regular reports on the local legal situation and updates on ongoing litigations. Additionally, Addiko requires its subsidiaries to provide ad-hoc reports on any new legal disputes. This thorough review allows for a timely overview of the total number of pending legal proceedings involving entities of the Group and the associated legal risks, assessed by their probability of success. It also ensures that legal provisions are recorded at an appropriate amount, enables an effective monitoring of any changes, and prompts the adopting of any necessary measures.

#### 68.2. Historical unilateral interest changes and Suisse Frank clause risk

As of 31 December 2025, 96% of the total number of retail disputes relate to cases involving foreign-currency (FX) clauses, unilateral interest change disputes, or claims for payment in which the Group is respondent with an amount in dispute of EUR 145.8 million (YE24: EUR 124 million). In 2004-2008, many private customers in Central and South-Eastern Europe took out foreign-currency loans (especially CHF). The increase versus YE24 stems mainly from additional FX claims in Slovenia filed after 2023 (see below) and fee claims in Croatia. In recent years, such agreements have increasingly been the subject of complaints and litigation, often supported by consumer associations. Core allegations include insufficient pre-contract information on currency/interest risks and the unfairness or nullity of FX or interest-adjustment provisions (and, in some jurisdictions, nullity of the entire loan).

**Serbia.** In H1-2024, the Supreme Court of Serbia delivered borrower-friendly judgments. On 29 February 2024 (Prev 808/2023), the Court confirmed the nullity of CHF indexation and bank exchange-rate clauses for insufficient risk disclosure and inequality of obligations; it dismissed the bank’s revision. Further 2024 rulings (e.g., 17 April 2024 in a Eurobank case) likewise invalidated bank-rate and unilateral interest-change terms. Lower-court practice has been moving in this direction.

**Slovenia.** Following a change in Supreme Court case-law—notably II Ips 54/2023 (20 September 2023) - courts elevated banks’ pre-contract information duties; where such duties are not met, CHF consumer loans have been declared null and void. The Group’s Slovenian subsidiary has seen additional CHF-related filings since 2023. In 2022, Slovenia adopted a CHF law that was declared unconstitutional before it entered into force; future legislative steps cannot be excluded. In 2024, Addiko—together with other banks—offered a narrowly targeted voluntary conversion to selected customers; because the offer was not sector-wide, take-up and market impact were modest.

**Bosnia & Herzegovina.** In the Federation (FBiH), the Supreme Court’s 9 June 2016 resolution on disputed legal issues held that CHF-linked loans disbursed/serviced in KM are lawful currency-clause contracts (not FX loans) and that variable-rate clauses combining a fixed margin with a reference rate are sufficiently determinate; this guidance is used by lower courts. The Republika Srpska jurisprudence generally treats currency clauses as a permissible valorisation mechanism in long-term credit. The Group’s voluntary settlement programs (conversion into BAM with principal write-downs/fee and interest waivers) have materially reduced inflows of new litigation; >90% of CHF loans were resolved by mid-2017 and 95% of exposures were converted or closed by 31 December 2025. No entity-level conversion law has been enacted to date.

**Croatia.** CHF litigation continues to be shaped by national case-law and CJEU guidance. The CJEU (C-567/20; 5 May 2022) clarified that certain claims tied to statutory conversion can fall outside the EU Unfair Terms Directive, leaving national courts to assess whether Croatia’s 2015 Conversion Law achieved a fair balance. Croatian courts have long considered CHF currency clauses and unilateral interest-change terms unfair/null, with contracts remaining valid but recalculated to remove unfair terms; the Supreme Court has also affirmed the legal effects of conversion agreements concluded

under the 2015 law. In 2024, media reported renewed Supreme Court activity revisiting CHF issues, including implications for converted borrowers, with some divergent second-instance outcomes that may require further unification.

**Montenegro.** The Law on the Conversion of CHF-denominated Loans into EUR (OGM 46/2015, amended 59/2016) retroactively converted CHF loans to EUR at the original-date exchange rate and set methods for recalculation; sector practice has been built around this *lex specialis*. In *Addiko Bank AG v. Montenegro* (ICSID ARB/17/35), the tribunal dismissed all claims challenging the conversion law and ordered the claimant to reimburse most of the State’s costs (redacted award excerpts published). In January 2026, in one of two CHF cases, a first-instance court (retrial) awarded EUR 0.3 million legal expenses against the Bank (internal); management will appeal, considers the grounds for overturning the cost order strong, and has not increased provisions pending the next instance. Existing provisions are adequate; no additional negative financial impact is currently expected beyond amounts already recognised.

The following table shows the development of the CHF exposures within the Addiko Group:

|                        | EUR m          |             |                |             |
|------------------------|----------------|-------------|----------------|-------------|
|                        | 31.12.2025     |             | 31.12.2024     |             |
|                        | Exposure       | thereof CHF | Exposure       | thereof CHF |
| Addiko Bank Croatia    | 2,523.7        | 15.7        | 2,493.2        | 16.9        |
| Addiko Bank Slovenia   | 1,722.4        | 21.7        | 1,648.2        | 24.9        |
| Addiko Bank Serbia     | 1,007.3        | 0.9         | 1,068.8        | 4.8         |
| Addiko Bank Sarajevo   | 691.8          | 2.2         | 728.4          | 2.8         |
| Addiko Bank Banja Luka | 638.4          | 4.3         | 620.5          | 6.8         |
| Addiko Bank Montenegro | 255.5          | 1.5         | 239.2          | 1.8         |
| Addiko Holding         | 266.6          | 0.0         | 339.8          | 0.0         |
| <b>Total</b>           | <b>7,105.7</b> | <b>46.5</b> | <b>7,138.0</b> | <b>58.2</b> |

The CHF portfolio decreased from EUR 58.2 million at the end of 2024 to EUR 46.5 million at YE25.

### 68.3. Active legal disputes

In September 2017, the Group filed a Request for Arbitration with the International Centre for Settlement of Investment Disputes (ICSID) in Washington, D.C. against the Republic of Croatia under the Austria-Croatia Bilateral Investment Treaty (BIT) concerning the Conversion Laws, claiming EUR 153 million. The Group alleges that the BIT’s fair and equitable treatment standard was violated. The tribunal was constituted in 2018, and on 12 June 2020 it issued a decision rejecting Croatia’s jurisdictional objection related to the compatibility of the BIT with EU law, allowing the case to proceed. The main hearing on jurisdiction and merits took place in March/April 2021, and the parties presented their arguments; however, no final award has been issued to date. As of 31 December 2025, the case remains pending. In 2025, following the resignation of the presiding arbitrator, ICSID recorded a reconstitution of the tribunal in September 2025 to appoint a replacement, indicating continued procedural activity. The vacancy was subsequently filled, and the proceedings resumed on 13 January 2026.

If the action is unsuccessful, court fees and legal costs could amount to approximately EUR 11 million (YE24: EUR 11 million). This estimate is based on current legal advice and reflects potential cost allocations by the tribunal; actual amounts may differ. No reliable estimate of any potential inflow from the claim can be made at this stage, as the timing and outcome of the award remain uncertain. Based on the current status of the proceedings, management considers a positive outcome to be possible; however, recognition of any asset is not appropriate under IAS 37 because realisation is not virtually certain. The timing of resolution is uncertain, and no decision is expected before 2026. This matter is considered an area of significant estimation uncertainty due to its complexity and procedural developments.

### (69) EU-wide Stress Test

During the first half of 2025, Addiko Group participated in the stress testing exercise conducted by the ECB. The results were published by ECB in August 2025. The results of exercise did not indicate increased vulnerabilities of Addiko to adverse macroeconomic scenarios.

## Supplementary information required by IFRS

### (70) Leases from the view of Addiko Group as lessor

Addiko Group doesn't provide disclosures for leases from the view as lessor as specified by IFRS Standards due to the fact that the information resulting from these disclosures are not material.

### (71) Leases from the view of Addiko Group as lessee

The majority of offices and branches are leased under various rental agreements. The Group leases also equipment and vehicles. Lease contracts are made under usual terms and conditions and include price adjustment clauses in line with general office rental market conditions. Rental contracts are typically made for fixed periods up to 10 years. Extension and termination options are included in a number of property and equipment leases. Several lease contracts have indefinite lease term and several contracts contain insignificant residual value guarantees. There are no restrictions placed upon the lessee by entering into these contracts. There are no lease contracts with variable payments other than that depending on an index or a rate. For further details regarding lease contracts please refer to note (20) Leases in applying accounting policies.

The lease agreements do not include any clauses that impose any restrictions on the Group's ability to pay dividends, engage in debt financing transactions or enter into further lease agreements.

The total cash outflows for leases are as follows:

|  | EUR m       |             |
|--|-------------|-------------|
|  | 31.12.2025  | 31.12.2024  |
| Payments for principal portion of lease liability  | -6.0        | -7.7        |
| Payments for interest portion of lease liability   | -0.6        | -0.5        |
| Payments for short-term, low value assets and variable lease payments not included in the measurement of the lease liability | -1.2        | -1.5        |
| <b>Total</b>   | <b>-7.8</b> | <b>-9.7</b> |

The undiscounted maturity analysis of lease liabilities under IFRS 16 is as follows:

|   | EUR m       |             |
|---|-------------|-------------|
| Maturity analysis - contractual undiscounted cashflow | 31.12.2025  | 31.12.2024  |
| up to 1 year  | 4.8         | 5.1         |
| from 1 year to 5 years                                | 14.3        | 11.5        |
| more than 5 years                                     | 4.4         | 0.3         |
| <b>Total undiscounted lease liabilities</b>           | <b>23.5</b> | <b>16.8</b> |

The expenses relating to payments not included in the measurement of the lease liability are as follows:

|                            | EUR m       |             |
|----------------------------|-------------|-------------|
|                            | 31.12.2025  | 31.12.2024  |
| Short-term leases          | -0.6        | -0.4        |
| Leases of low value assets | -0.7        | -0.8        |
| Variable lease payments    | 0.0         | 0.0         |
| <b>Total</b>               | <b>-1.2</b> | <b>-1.2</b> |

Addiko Group has no commitments for future cash outflows which are not reflected in the measurement of lease liabilities at the current reporting date.

**(72) Commitments**

|                      | EUR m        |              |
|----------------------|--------------|--------------|
|                      | 31.12.2025   | 31.12.2024   |
| Loan commitments     | 426.9        | 412.5        |
| Financial guarantees | 45.6         | 57.3         |
| Other commitments    | 348.8        | 363.3        |
| <b>Total</b>         | <b>821.3</b> | <b>833.1</b> |

The position other commitments includes mainly non-financial guarantees, such as performance guarantees or warranty guarantees and guarantee frames.

**(73) Contingent liabilities in relation to legal cases**

Addiko Group is subject to a number of legal proceedings that are often highly complex, lengthy and difficult to predict or quantify. As of 31 December 2025, the Addiko Group’s passive legal disputes (i.e. cases in which the Group is the defendant) for which the probability of a cash outflow was assessed as unlikely, and therefore no provisions were recognised, amounted to EUR 28.5 million (YE24: EUR 25.0 million), excluding accrued interest, across 1,162 cases (YE24: 1,425 cases).

The outcome of such proceedings is inherently uncertain, often depending on late-stage developments, and cases may extend over several years. Nevertheless, the Group remains confident in its legal positions. Should lower-instance courts adopt divergent interpretations and rule unfavourably, the Group will pursue further legal remedies.

Of the total EUR 28.5 million (excluding accrued interest), 49% (EUR 13.9 million; YE24: 50%, EUR 12.4 million) relate to claims for contractual or non-contractual damages. The remaining disputes concern standard contractual matters, including FX clauses in CHF loans, unilateral interest rate changes, loan processing fee refunds, and corporate payment claims. The most significant cases, each with an amount in dispute above EUR 1 million, are summarised below in accordance with IAS 37.86.

- **Consumer protection claim (EUR 11.7 million; YE24: EUR 11.7 million):** In 2022, an institute purporting to act on behalf of consumers initiated a claim against the Slovenian subsidiary, seeking reimbursement of EUR 11.7 million (YE24: EUR 11.7 million) for alleged overpayments related to “zero-floor“ clauses. In 2024, the court of first instance issued a decision holding that the proposed collective action does not meet the statutory conditions for approval. Based on legal assessments and management’s current evaluation of the case, the likelihood of an outflow of resources is considered unlikely, and therefore no provision has been recognised in accordance with IAS 37.
- **Claims arising from bill of exchange enforcement (EUR 5.8 million; YE24: EUR 5.8 million):** The Group is involved in two related legal proceedings arising from the alleged improper use of a bill of exchange and the resulting blockage of a company’s bank accounts. In the first case, an individual claimant is seeking compensation in the amount of EUR 2.5 million (YE24: EUR 2.5 million), alleging loss of profit linked to the account blockade of a company. In the second case, the company itself is claiming EUR 3.3 million (YE24: EUR 3.3 million), asserting that a third party unlawfully completed a blank bill of exchange and that the Group wrongfully accepted it, causing prolonged account restrictions and business disruption. As at the date of these financial statements, the Group has received a second instance judgment in its favour in one proceeding and a first instance judgment in the other. Based on legal assessments, the Group acted in accordance with applicable laws and fulfilled all required formal checks when accepting the bill of exchange. While both matters remain pending, management considers the likelihood of an outflow of resources to be low, and the cases are therefore disclosed as contingent liabilities in accordance with IAS 37.
- **Refinancing-related claim (EUR 2.6 million; YE24: EUR 2.6 million):** The Group is involved in a legal proceeding initiated by an individual claimant who is contesting the validity of a historical refinancing arrangement between two third parties, with an amount in dispute of EUR 2.6 million (YE24: EUR 2.6 million). The claimant is also challenging both the loan agreement with the Group—specifically whether repayment occurred—and a related refinancing agreement with another bank. The proceeding is currently in the first instance, and no judgment has been issued yet. Based on legal advice, management considers that the claims do not have substantive merit and assesses

the likelihood of an outflow of resources as low. As the matter remains pending and the outcome cannot be determined with certainty, the claim is disclosed as a contingent liability in accordance with IAS 37.

- **Joint-and-several compensation claim (EUR 1.1 million plus interest; YE24: EUR 1.1 million):** The Group is involved in a legal proceeding in which a claimant is seeking joint and several compensation totalling EUR 1.1 million (YE24: EUR 1.1 million), plus default interest from July 2023. The claim alleges damages arising from allegedly unlawful handling of funds; however, based on legal advice, management considers that the Group acted in full compliance with applicable laws and that the claim does not have substantive merit. The proceeding is currently in the first instance, and no judgment has been issued yet. Although the final outcome cannot be determined with certainty, management assesses the likelihood of an outflow of resources as low.
- **Administrative decision challenge (EUR 1.9 million; YE24: EUR 1.9 million):** The Group is involved in a legal proceeding in which a claimant is contesting the validity of a prior administrative decision. The amount in dispute totals EUR 0.4 million (YE24: EUR 0.4 million) for alleged material damage and EUR 1.5 million (YE24: EUR 0.0 million) for alleged lost profit. The amount in dispute was reduced during 2023 following a procedural separation of the case, and one related proceeding has been interrupted due to the claimant's death. The proceeding is currently in the first instance, and no judgment has been issued yet. Based on legal advice, management considers that the Group acted in accordance with applicable laws and that the claim does not have substantive merit. Although the final outcome cannot be determined with certainty, the likelihood of an outflow of resources is assessed as low.

In addition to the cases above, since 2024 the Group has been involved in a EUR 35.3 million damages claim related to alleged unjustified withdrawal from debt-restructuring negotiations. The claimant had already defaulted on loan obligations and misused funds in 2023, with criminal charges filed against its controlling shareholder. External legal experts assess the claim as baseless, and the likelihood of a cash outflow is considered remote under IAS 37. Therefore, no contingent liability is recognised or required to be disclosed; however, the Group includes this information voluntarily for transparency.

Separately, in relation to the active legal proceeding described in note (68.3) Active legal disputes ("ICSID-case"), a potential financial exposure of EUR 11.0 million (YE24: EUR 11.0 million) exists if the Group were not to prevail in the arbitration, primarily relating to legal and procedural costs. Management remains confident that the matter will be resolved in the Group's favour, although the ultimate outcome remains subject to arbitration processes.

#### (74) Fair value disclosures

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date in the principal or, in its absence, the most advantageous market to which the Group has access at that date. The fair value of a liability reflects its non-performance risk. When one is available, the Group measures the fair value of an instrument using the quoted price in an active market for that instrument. A market is regarded as "active" if transactions for the asset or liability take place with sufficient frequency and volume to provide pricing information on an ongoing basis. If there is no quoted price in an active market, then the Group uses valuation techniques that maximise the use of relevant observable inputs and minimise the use of unobservable inputs. The chosen valuation technique incorporates all assumptions that market participants would take into account in pricing a transaction. IFRS 13 specifies the following fair value hierarchy, which reflects the significance of the inputs used in making the measurements:

- **Level I - Quoted prices in active markets.** The fair value of financial instruments traded in active markets is best established through quoted prices of identical financial instruments where these quoted prices represent market values/prices used in regularly occurring transactions. This applies above all to equity instruments traded on an active market, debt instruments traded on the interbank market and quoted derivatives.
- **Level II - Value determined using observable parameters.** Level II inputs include quoted prices for similar instruments and other observable market data (e.g. yield curves, credit spreads and implied volatilities).
- **Level III - Value determined using non-observable parameters.** Level III inputs are used where observable market data is not available and require management judgement.

The used valuation models are regularly reviewed, validated and calibrated. All valuations are performed independently of the trading departments.

Financial assets and financial liabilities are reported by instrument in the following way:

- **Equity instruments** - Equity instruments are reported under level I if prices are quoted in an active market. If no quoted prices are available, they are reported under level III. Valuation models include the adjusted net asset value method, the simplified income approach, the dividend discount model and the comparable company multiple method.
- **Derivatives** - The fair value of derivatives that are not options is determined by discounting the relevant cash flows with the corresponding yield curves. These are reported under level II if they are measured on the basis of observable input factors. If non-observable significant input factors are used, these derivatives are reported under level III. The fair value of structured financial products is calculated according to the type of embedded derivative using a measurement model; they are reported under level II or level III depending on the input factors used.
- **Debt financial assets and liabilities** - The method used to measure debt financial assets and liabilities depends on the liquidity in the relevant market. Liquid instruments measured on the basis of the relevant market value are reported under level I. The fair value is determined using valuation techniques whereby expected cash flows are discounted by the risk premium adjusted curves in the event that there is no active market. The proximity to the risk premium curve used determines whether these instruments are reported under level II or level III. They are reported under level III in the event that a significant, non-observable risk premium is used. Market prices provided either at a low frequency or only from one source are reported under level III.

#### Measurement methods used to determine the fair value of level II and level III items

The accepted measurement models according to IFRS 13 are the market approach, the cost approach and the income approach. The measurement method using the market approach is based on identical or comparable assets and liabilities. With the income approach, future cash flows, expenses or revenue are discounted at the measurement date. The fair value determined in this manner reflects current market expectations regarding these future amounts. It primarily includes present value models and also option price models used for the measurement of financial instruments or option-based cash flows. The cost approach is not used. The fair value of financial instruments with short terms, where the carrying amount is an adequate approximation of the fair value was not separately determined.

The following measurement techniques are applied to items that are measured internally based on models:

- Present value of the future cash flows (discounted cash flow method) - Level II and III items that are not traded in active markets but where the date and amount of the cash flows are known are measured at the present value of the future cash flows. Discounting takes a risk premium into account. All significant input factors are observable for level II instruments while some significant parameters cannot be directly observed for level III.
- Option measurement models - The existing portfolio of level III items includes cash flows with amounts tied to various market variables such as swap rates, stock market indexes and FX rates, or with dates that cannot be determined. Accepted interest and option measurement models calibrated daily with market data (swaption prices, market prices, FX rates) are used for the measurement of such cash flows.

Non-observable input factors for level III items:

- Volatilities and correlations - Volatilities are important input parameters for all option measurement models. The volatilities are derived from market data using accepted models.
- Risk premiums - Credit risk premiums indicate the default risk of an issuer. They provide information about the expected loss if the issuer defaults and therefore reflect the loss given default and the probability of default. For some issuers, risk premiums can be observed directly in the market. When single-name CDS curves are not available for an issuer, the risk premiums have to be estimated based on similarities to other issuers or based on the issuer's country and sector. This applies to the risk premium of the Addiko Group. Increase (decrease) in the credit risk premiums would decrease (increase) the fair value.
- Loss given default - The loss given default is a parameter that is never directly observable before an entity defaults.
- Probability of default - Risk premiums and loss given default are used to estimate the probability of default, which is used for possible fair value adjustments.

#### Fair value adjustments - Credit value adjustment (CVA) and debt value adjustment (DVA)

Credit value adjustment (CVA) and debt value adjustment (DVA) are reported for all OTC derivatives. The calculation is based on a Monte Carlo simulation of the future replacement value (exposure), taking into account the effects of CSA

agreements (credit support annex, CSA) by path. This results in a distribution of replacement values for all future dates. To determine the CVA, the absolute expected values from the positive exposure paths are multiplied by the counterparty's marginal probabilities of default and discounted. The DVA, on the other hand, is determined by multiplying and discounting the absolute expected values from the negative exposure paths with the bank's own marginal probabilities of default.

For counterparties with a collateral contract, the CVA and DVA have to be calculated at the portfolio level. The calculation takes into account contractual parameters such as minimum transfer amount, threshold, rounding and netting. The relative CVA approach is used to allocate the portfolio CVA to specific items. Here, the portfolio CVA is distributed in proportion to the individual CVAs. The full CVA approach is applied to items not secured by collateral. This approach calculates the CVA at the individual item level. A waterfall principle is applied to determine the probabilities of default. First, the probabilities of default are derived from CDS curves. Synthetic curves are used if there are no single-name curves available; and are composed of country-specific curves and an internal rating.

## OIS discounting

The Addiko Group measures derivatives taking into account base spread influences by applying various interest curves to calculate the forward rates and discount factors (multi-curve framework). According to the current market standards and as a result out of the IBOR reform, the new benchmark indices are used for discounting in the measurement of OTC derivatives secured by collateral. In Addiko Group the fair value for all derivatives where the respective collateral €STR is used as collateral remuneration rate, €STR is used as discount rate.

### 74.1. Fair value of financial instruments carried at fair value

|  | EUR m                           |  |   |              |
|--|---------------------------------|--|---|--------------|
| 31.12.2025                                 | Level I -<br>from active market | Level II -<br>based on market<br>assumptions | Level III -<br>based on non<br>market assumptions | Total        |
| Financial assets held for trading          | 7.5                             | 2.3  | 0.0   | 9.8          |
| Derivatives                                | 0.0                             | 2.3  | 0.0   | 2.3          |
| Debt securities                            | 7.5                             | 0.0  | 0.0   | 7.5          |
| Investment securities mandatorily at FVTPL | 0.0                             | 0.4  | 0.8   | 1.3          |
| Equity instruments                         | 0.0                             | 0.0  | 0.8   | 0.8          |
| Debt securities                            | 0.0                             | 0.4  | 0.0   | 0.4          |
| Investment securities at FVTOCI            | 428.9                           | 168.6  | 14.6  | 612.1        |
| Equity instruments                         | 8.8                             | 0.0  | 14.6  | 23.4         |
| Debt securities                            | 420.1                           | 168.6  | 0.0   | 588.7        |
| <b>Total assets</b>                        | <b>436.5</b>                    | <b>171.3</b>                                 | <b>15.5</b>                                       | <b>623.2</b> |
| Financial liabilities held for trading     | 0.0                             | 2.1  | 0.0   | 2.1          |
| Derivatives                                | 0.0                             | 2.1  | 0.0   | 2.1          |
| <b>Total liabilities</b>                   | <b>0.0</b>                      | <b>2.1</b>                                   | <b>0.0</b>  | <b>2.1</b>   |

|  |                                 |   |   |              | EUR m |
|--|---------------------------------|---|---|--------------|-------|
| 31.12.2024                                 | Level I -<br>from active market | Level II -<br>based on observable<br>inputs | Level III -<br>based on non<br>market assumptions | Total        |       |
| Financial assets held for trading          | 9.4                             | 5.0   | 0.0   | 14.4         |       |
| Derivatives                                | 0.0                             | 5.0   | 0.0   | 5.0          |       |
| Debt securities                            | 9.4                             | 0.0   | 0.0   | 9.4          |       |
| Investment securities mandatorily at FVTPL | 0.0                             | 1.1   | 0.3   | 1.4          |       |
| Equity instruments                         | 0.0                             | 0.0   | 0.3   | 0.3          |       |
| Debt securities                            | 0.0                             | 1.1   | 0.0   | 1.1          |       |
| Investment securities at FVTOCI            | 472.9                           | 199.6                                       | 14.2  | 686.8        |       |
| Equity instruments                         | 7.9                             | 0.0   | 14.2  | 22.1         |       |
| Debt securities                            | 465.0                           | 199.6                                       | 0.0   | 664.6        |       |
| <b>Total assets</b>                        | <b>482.4</b>                    | <b>205.8</b>                                | <b>14.5</b>                                       | <b>702.6</b> |       |
| Financial liabilities held for trading     | 0.0                             | 4.4   | 0.0   | 4.4          |       |
| Derivatives                                | 0.0                             | 4.4   | 0.0   | 4.4          |       |
| <b>Total liabilities</b>                   | <b>0.0</b>                      | <b>4.4</b>                                  | <b>0.0</b>  | <b>4.4</b>   |       |

In 2025, Addiko Group conducted a review of the application of the IFRS 13 fair value hierarchy across Group entities and identified inconsistencies in the Level allocation of specific instruments in the prior-year fair value hierarchy disclosure. As a result, comparative information has been reclassified as follows:

- Debt securities held for trading, with a carrying amount of EUR 2.3 million, were reclassified from Level II to Level I;
- Participation in the Slovenian National Resolution Fund (effective 01.01.2025, renamed to the Slovenian Bank Liquidation Fund) (equity instruments at FVTOCI) with a carrying amount of EUR 13.6 million, previously reported under Level I, was reclassified to Level III;
- Debt securities at FVTOCI, with a carrying amount of EUR 15.9 million, were reclassified from Level I to Level II.

Although the amendment of comparative information was not required due to immateriality, it was performed to improve comparability with the prior year's presentation. These changes relate solely to the allocation within the fair value hierarchy disclosure and do not affect the carrying amounts, the overall fair value of financial instruments, or the Group's income statement and other comprehensive income.

The reconciliation between the previous and current presentation is presented in the table below:

|                                     |         |          |           |       | EUR m |
|-------------------------------------|---------|----------|-----------|-------|-------|
| 31.12.2024                          | Level I | Level II | Level III | Total |       |
| <b>Debt securities HFT</b>          |         |          |           |       |       |
| Old presentation                    | 7.1     | 2.3      | 0.0       | 9.4   |       |
| Change                              | 2.3     | -2.3     | 0.0       | 0.0   |       |
| New presentation                    | 9.4     | 0.0      | 0.0       | 9.4   |       |
| <b>Equity instruments at FVTOCI</b> |         |          |           |       |       |
| Old presentation                    | 21.5    | 0.0      | 0.6       | 22.1  |       |
| Change                              | -13.6   | 0.0      | 13.6      | 0.0   |       |
| New presentation                    | 7.9     | 0.0      | 14.2      | 22.1  |       |
| <b>Debt securities at FVTOCI</b>    |         |          |           |       |       |
| Old presentation                    | 480.9   | 183.7    | 0.0       | 664.6 |       |
| Change                              | -15.9   | 15.9     | 0.0       | 0.0   |       |
| New presentation                    | 465.0   | 199.6    | 0.0       | 664.6 |       |

## 74.1.1. Transfers between level I and level II

Addiko Group recognises transfers between levels of the fair value hierarchy as of the end of the reporting period during which the financial instrument no longer meets the criteria described above for the categorisation in the respective level. In the current and the previous reporting period no transfers between levels took place.

## 74.1.2. Unobservable inputs and sensitivity analysis for level III measurements

There were no disposals of instruments within the fair value hierarchy during the reporting period. The residual balance of equity instruments measured at fair value amounts to EUR 15.5 million at the reporting date. The most material position is the Group's participation in the Slovenian Bank Liquidation Fund (irrevocably designated at FVOCI) with a carrying amount of EUR 13.6 million. Following a reassessment of input observability and market activity, this participation – previously presented within Level I – is now classified within Level III. Comparative figures have been reclassified.

The Slovenian Bank Liquidation Fund (successor to the former Bank Resolution Fund) is managed by Banka Slovenije to support the orderly winding-up of banks, including measures such as asset transfers, business sales, and liquidity support during involuntary liquidation proceedings, and is financed by contributions from Slovenian banks. By law, the fund will cease operations on 31 December 2030. As the Group does not have look-through information on the fund's underlying investments and valuation inputs, it is not possible to prepare a meaningful sensitivity analysis for this Level III position.

The development of level III is presented as follows:

|  | 01.01.      | Valuation gains/losses - income statement | Valuation gains/losses - OCI | Additions (+) | Disposals (-) | Settlement (-) | Transfer into/out of other Levels | EUR m<br>31.12. |
|--|-------------|---|------------------------------|---------------|---------------|----------------|-----------------------------------|-----------------|
| <b>2025</b>                                |             |   |                              |               |               |                |                                   |                 |
| Investment securities mandatorily at FVTPL | 0.3         | 0.5                                       | 0.0                          | 0.0           | 0.0           | 0.0            | 0.0                               | 0.8             |
| Equity instruments                         | 0.3         | 0.5                                       | 0.0                          | 0.0           | 0.0           | 0.0            | 0.0                               | 0.8             |
| Investment securities at FVTOCI            | 14.2        | 0.0                                       | 0.4                          | 0.0           | 0.0           | 0.0            | 0.0                               | 14.6            |
| Equity instruments                         | 14.2        | 0.0                                       | 0.4                          | 0.0           | 0.0           | 0.0            | 0.0                               | 14.6            |
| Debt securities                            | 0.0         | 0.0                                       | 0.0                          | 0.0           | 0.0           | 0.0            | 0.0                               | 0.0             |
| <b>Total assets</b>                        | <b>14.5</b> | <b>0.5</b>                                | <b>0.4</b>                   | <b>0.0</b>    | <b>0.0</b>    | <b>0.0</b>     | <b>0.0</b>                        | <b>15.5</b>     |

|  | 01.01.      | Valuation gains/losses - income statement | Valuation gains/losses - OCI | Additions (+) | Disposals (-) | Settlement (-) | Transfer into/out of other Levels | EUR m<br>31.12. |
|--|-------------|---|------------------------------|---------------|---------------|----------------|-----------------------------------|-----------------|
| <b>2024</b>                                |             |   |                              |               |               |                |                                   |                 |
| Investment securities mandatorily at FVTPL | 0.3         | 0.0                                       | 0.0                          | 0.0           | 0.0           | 0.0            | 0.0                               | 0.3             |
| Equity instruments                         | 0.3         | 0.0                                       | 0.0                          | 0.0           | 0.0           | 0.0            | 0.0                               | 0.3             |
| Investment securities at FVTOCI            | 15.8        | 0.0                                       | 0.4                          | 0.0           | 0.0           | -2.0           | 0.0                               | 14.2            |
| Equity instruments                         | 13.8        | 0.0                                       | 0.4                          | 0.0           | 0.0           | 0.0            | 0.0                               | 14.2            |
| Debt securities                            | 2.0         | 0.0                                       | 0.0                          | 0.0           | 0.0           | -2.0           | 0.0                               | 0.0             |
| <b>Total assets</b>                        | <b>16.2</b> | <b>0.0</b>                                | <b>0.4</b>                   | <b>0.0</b>    | <b>0.0</b>    | <b>-2.0</b>    | <b>0.0</b>                        | <b>14.5</b>     |

In the current reporting period, no transfers into/out of other levels took place. In the previous reporting there was a transfer of one bond in the amount of EUR 0.2 million from level III into level I due to the appearance of active market and daily valuation.

A reconciliation of the prior-year and current presentation is provided in the table below:

|                              | 01.01. | Valuation gains/losses - income statement | Valuation gains/losses - OCI | Additions (+) | Disposals (-) | Settlement (-) | Transfer into/out of other Levels | 31.12. |
|------------------------------|--------|---|------------------------------|---------------|---------------|----------------|-----------------------------------|--------|
| 2024                         |        |   |                              |               |               |                |                                   | EUR m  |
| Equity instruments at FVTOCI |        |   |                              |               |               |                |                                   |        |
| Old presentation             | 0.7    | 0.0                                       | -0.1                         | 0.0           | 0.0           | 0.0            | 0.0                               | 0.6    |
| Change                       | 13.1   | 0.0                                       | 0.5                          | 0.0           | 0.0           | 0.0            | 0.0                               | 13.6   |
| New presentation             | 13.8   | 0.0                                       | 0.4                          | 0.0           | 0.0           | 0.0            | 0.0                               | 14.2   |

## 74.2. Fair value of financial instruments and assets not carried at fair value

|  | Carrying amount | Fair Value     | Difference   | Level I - from active market | Level II - based on market assumptions | Level III - based on non market assumptions |
|--|-----------------|----------------|--------------|------------------------------|--|---|
| 31.12.2025                                       |                 |                |              |                              |  |   |
| Cash and cash equivalents <sup>1)</sup>          | 1,057.2         | 1,057.2        | 0.0          | 0.0                          | 0.0                                    | 0.0   |
| Financial assets at amortised cost               | 4,613.9         | 4,727.6        | 113.6        | 785.7                        | 97.5                                   | 3,844.3                                     |
| Debt securities                                  | 862.2           | 883.2          | 21.0         | 785.7                        | 97.5                                   | 0.0   |
| Loans and advances                               | 3,751.8         | 3,844.3        | 92.6         | 0.0                          | 0.0                                    | 3,844.3                                     |
| Non-current assets held for sale                 | 0.0             | 0.0            | 0.0          | 0.0                          | 0.0                                    | 0.0   |
| <b>Total assets</b>                              | <b>5,671.1</b>  | <b>5,784.7</b> | <b>113.6</b> | <b>785.7</b>                 | <b>97.5</b>                            | <b>3,844.3</b>                              |
| Financial liabilities measured at amortised cost | 5,391.0         | 5,381.0        | 9.9          | 0.0                          | 5,317.1                                | 63.9  |
| Deposits   | 5,327.1         | 5,317.1        | 9.9          | 0.0                          | 5,317.1                                | 0.0   |
| Other financial liabilities                      | 63.9            | 63.9           | 0.0          | 0.0                          | 0.0                                    | 63.9  |
| <b>Total liabilities</b>                         | <b>5,391.0</b>  | <b>5,381.0</b> | <b>9.9</b>   | <b>0.0</b>                   | <b>5,317.1</b>                         | <b>63.9</b>                                 |

<sup>1)</sup> Cash and cash equivalents have not been assigned to a level as the carrying amount always approximates their fair value due to their short-term nature.

|  | Carrying amount | Fair Value     | Difference   | Level I - from active market | Level II - based on market assumptions | Level III - based on non market assumptions |
|--|-----------------|----------------|--------------|------------------------------|--|---|
| 31.12.2024                                       |                 |                |              |                              |  |   |
| Cash and cash equivalents <sup>1)</sup>          | 1,251.4         | 1,251.4        | 0.0          | 0.0                          | 0.0                                    | 0.0   |
| Financial assets at amortised cost               | 4,327.2         | 4,495.0        | 167.8        | 742.9                        | 58.5                                   | 3,693.6                                     |
| Debt securities                                  | 776.5           | 804.8          | 28.3         | 742.9                        | 58.5                                   | 3.4   |
| Loans and advances                               | 3,550.6         | 3,690.2        | 139.5        | 0.0                          | 0.0                                    | 3,690.2                                     |
| Non-current assets held for sale                 | 0.2             | 0.2            | 0.0          | 0.0                          | 0.0                                    | 0.2   |
| <b>Total assets</b>                              | <b>5,578.8</b>  | <b>5,746.6</b> | <b>167.8</b> | <b>742.9</b>                 | <b>58.5</b>                            | <b>3,693.8</b>                              |
| Financial liabilities measured at amortised cost | 5,421.7         | 5,416.2        | 5.5          | 0.0                          | 5,361.8                                | 54.4  |
| Deposits   | 5,367.3         | 5,361.8        | 5.5          | 0.0                          | 5,361.8                                | 0.0   |
| Other financial liabilities                      | 54.4            | 54.4           | 0.0          | 0.0                          | 0.0                                    | 54.4  |
| <b>Total liabilities</b>                         | <b>5,421.7</b>  | <b>5,416.2</b> | <b>5.5</b>   | <b>0.0</b>                   | <b>5,361.8</b>                         | <b>54.4</b>                                 |

<sup>1)</sup> Cash and cash equivalents have not been assigned to a level as the carrying amount always approximates their fair value due to their short-term nature.

Following a review of the application of the IFRS 13 fair value hierarchy of financial instruments within the Group, comparative information has been reclassified as follows: Debt securities at amortised cost, with a carrying amount of EUR 175.9 million were reclassified from Level II to Level I. Although the amendment of comparative information was

not required due to immateriality, it was performed to improve comparability with the prior year's presentation. This reclassification relates solely to the allocation within the fair value hierarchy disclosure and does not affect the carrying amounts or the overall fair value of financial instruments.

The table below reconciles the previously reported amounts to the current presentation:

| 31.12.2024                               | EUR m           |              |             |              |             |            |
|--|-----------------|--------------|-------------|--------------|-------------|------------|
|  | Carrying amount | Fair Value   | Difference  | Level I      | Level II    | Level III  |
| <b>Debt securities at amortised cost</b> |                 |              |             |              |             |            |
| Old Presentation                         | 776.5           | 804.8        | 28.3        | 567.1        | 234.3       | 3.4        |
| Change                                   | 0.0             | 0.0          | 0.0         | 175.9        | -175.9      | 0.0        |
| <b>New Presentation</b>                  | <b>776.5</b>    | <b>804.8</b> | <b>28.3</b> | <b>742.9</b> | <b>58.5</b> | <b>3.4</b> |

Financial instruments not carried at fair value are not managed on a fair value basis and their fair values are calculated only for disclosure purposes. Accordingly, these disclosed fair values do not affect the carrying amounts recognised in the statement of financial position or the results reported in income statement. The fair value of receivables and liabilities is determined by discounting expected future cash flows. Discount rates reflect relevant risk premiums, which depend on the internal or external rating of the counterparty and include country risk where applicable. The fair value of debt securities at amortised cost is based on quoted prices or other observable market inputs. For liabilities, the Group's own credit spread is reflected in the discount rate. Due to the fact that no debt issues of the Addiko Group are placed on the market, the calculation of the credit spread curves for senior unsecured liabilities is based on quoted credit default swap curves or credit spreads from senior unsecured bonds in a weighted peer group consisting of banking groups operating in CSEE whose markets and estimated credit standing is as similar to that of the Addiko Group as possible. For liabilities covered, a weighted credit spread curve from available benchmark-covered bonds from the peer group was used. Due to the existing uncertainties, a broad range exists for the fair values to be determined.

Addiko Group assessed that the fair value of the cash positions approximately corresponds to their carrying amounts largely due to the short-term maturities of these instruments.

### 74.3. Fair value of Investment properties

The fair value of investment properties is determined using market-based estimates which are generally calculated by experts. If no market-based estimate exists, the fair value is determined using a discounted cash flow method.

At 31 December 2025 the carrying amount of investment properties amounts to EUR 0.8 million (YE24: EUR 1.9 million), whereas the fair value amounts to EUR 1.0 million (YE24: EUR 2.2 million). At 31 December 2025 the carrying amount of Right of Use assets investment properties amounts to EUR 0.0 million (YE24: EUR 0.4 million), whereas the fair value amounts to EUR 0.0 million (YE24: EUR 0.4 million). All investment properties are classified in level III (YE24: level III).

### (75) Offsetting financial assets and financial liabilities

The following tables show the reconciliation of gross amounts to the offset net amounts, separately for all recognised financial assets and financial liabilities. Furthermore, the amounts that are subject to a legally enforceable global netting or similar agreement but have not been offset in the statement of financial position.

Financial assets and financial liabilities are offset, and the net amount is reported in the statement of financial position where Addiko has currently an enforceable right to offset the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

The impact of offsetting is presented in the line "Amounts that are set off for financial instruments I". The impact of potential offsetting if all set-off rights would be exercised is presented in the line "Net amounts of financial instruments I and II (c-d)".

| 31.12.2025   | Derivatives | Reverse repo | EUR m<br>Total |
|--|-------------|--------------|----------------|
| <b>ASSETS</b>  |             |              |                |
| a) Gross amounts of recognised financial instruments (I and II) <sup>1)</sup>  | 0.2         | 2.7          | 2.9            |
| b) Amounts that are set off for financial instruments I  | 0.0         | 0.0          | 0.0            |
| c) Net amounts of financial instruments I and gross amounts of financial instruments II presented in the statement of financial position (a-b)           | 0.2         | 2.7          | 2.9            |
| d) Master netting arrangements (that are not included in b)  |             |              |                |
| Amounts related to recognised financial instruments that do not meet some or all of the offsetting criteria (Netting effect of financial instruments II) | 0.0         | 2.7          | 2.7            |
| Amounts related to financial collateral (including cash collateral);   | 0.2         | 0.0          | 0.2            |
| Amounts related to non-cash financial collateral received (excluding cash collateral);   | 0.0         | 0.0          | 0.0            |
| e) Net amounts of financial instruments I and II (c-d)   | 0.0         | 0.0          | 0.0            |

<sup>1)</sup> Financial instruments I: Financial assets that are already offset in the statement of financial position

Financial instruments II: Financial assets that are subject to a netting agreement but are not offset in the statement of financial position

| 31.12.2024   | Derivatives | Reverse repo | EUR m<br>Total |
|--|-------------|--------------|----------------|
| <b>ASSETS</b>  |             |              |                |
| a) Gross amounts of recognised financial instruments (I and II) <sup>1)</sup>  | 4.4         | 2.9          | 7.3            |
| b) Amounts that are set off for financial instruments I  | 0.0         | 0.0          | 0.0            |
| c) Net amounts of financial instruments I and gross amounts of financial instruments II presented in the statement of financial position (a-b)           | 4.4         | 2.9          | 7.3            |
| d) Master netting arrangements (that are not included in b)  |             |              |                |
| Amounts related to recognised financial instruments that do not meet some or all of the offsetting criteria (Netting effect of financial instruments II) | 0.1         | 0.0          | 0.1            |
| Amounts related to financial collateral (including cash collateral);   | 4.0         | 0.0          | 4.0            |
| Amounts related to non-cash financial collateral received (excluding cash collateral);   | 0.0         | 2.9          | 2.9            |
| e) Net amounts of financial instruments I and II (c-d)   | 0.4         | 0.0          | 0.4            |

<sup>1)</sup> Financial instruments I: Financial assets that are already offset in the statement of financial position

Financial instruments II: Financial assets that are subject to a netting agreement but are not offset in the statement of financial position

| 31.12.2025   | Derivatives | Direct repo | EUR m<br>Total |
|--|-------------|-------------|----------------|
| <b>LIABILITIES</b>   |             |             |                |
| a) Gross amounts of recognised financial instruments (I and II) <sup>1)</sup>  | 1.5         | 0.0         | 1.5            |
| b) Amounts that are set off for financial instruments I  | 0.0         | 0.0         | 0.0            |
| c) Net amounts of financial instruments I and gross amounts of financial instruments II presented in the statement of financial position (a-b)           | 1.5         | 0.0         | 1.5            |
| d) Master netting arrangements (that are not included in b)  |             |             |                |
| Amounts related to recognised financial instruments that do not meet some or all of the offsetting criteria (Netting effect of financial instruments II) | 0.9         | 0.0         | 0.9            |
| Amounts related to financial collateral (including cash collateral);   | 0.5         | 0.0         | 0.5            |
| Amounts related to non-cash financial collateral pledged (excluding cash collateral)   | 0.0         | 0.0         | 0.0            |
| e) Net amounts of financial instruments I and II (c-d)   | 0.1         | 0.0         | 0.1            |

<sup>1)</sup> Financial instruments I: financial liabilities that are already offset in the statement of financial position

|  |             |             | EUR m |
|--|-------------|-------------|-------|
| 31.12.2024   | Derivatives | Direct repo | Total |
| <b>LIABILITIES</b>   |             |             |       |
| a) Gross amounts of recognised financial instruments (I and II) <sup>1)</sup>  | 3.7         | 0.0         | 3.7   |
| b) Amounts that are set off for financial instruments I  | 0.0         | 0.0         | 0.0   |
| c) Net amounts of financial instruments I and gross amounts of financial instruments II presented in the statement of financial position (a-b)           | 3.7         | 0.0         | 3.7   |
| d) Master netting arrangements (that are not included in b)  |             |             |       |
| Amounts related to recognised financial instruments that do not meet some or all of the offsetting criteria (Netting effect of financial instruments II) | 0.1         | 0.0         | 0.1   |
| Amounts related to financial collateral (including cash collateral);   | 3.4         | 0.0         | 3.4   |
| Amounts related to non-cash financial collateral pledged (excluding cash collateral)   | 0.0         | 0.0         | 0.0   |
| e) Net amounts of financial instruments I and II (c-d)   | 0.1         | 0.0         | 0.1   |

<sup>1)</sup>Financial instruments I: financial liabilities that are already offset in the statement of financial position

Framework agreements are concluded with business partners for offsetting derivative transactions, so that positive and negative market values of the derivative contracts covered by the framework agreements can be offset against each other. Repurchase agreements qualify as potential offsetting agreements. Since such offsetting cannot be performed in the ordinary course of business but only in case following an event of default, insolvency or bankruptcy or following other predetermined events, the positions are not offset in the statement of financial position.

## (76) Derivative financial instruments

### 76.1. Derivatives held for trading

The following derivatives existed at the reporting date:

|                            |  | 31.12.2025      |             |          | 31.12.2024      |             |          | EUR m |
|----------------------------|--|-----------------|-------------|----------|-----------------|-------------|----------|-------|
|                            |  | Nominal amounts | Fair values |          | Nominal amounts | Fair values |          |       |
|                            |  |                 | Positive    | Negative |                 | Positive    | Negative |       |
| <b>a) Interest rate</b>    |  |                 |             |          |                 |             |          |       |
| OTC-products               |  | 32.9            | 0.5         | 0.5      | 56.5            | 1.2         | 0.8      |       |
| OTC options                |  | 10.4            | 0.2         | 0.2      | 13.3            | 0.3         | 0.3      |       |
| OTC other                  |  | 20.2            | 0.3         | 0.3      | 43.2            | 0.9         | 0.5      |       |
| <b>b) Foreign exchange</b> |  |                 |             |          |                 |             |          |       |
| OTC-products               |  | 373.1           | 1.7         | 1.6      | 233.0           | 3.8         | 3.6      |       |
| OTC other                  |  | 373.1           | 1.7         | 1.6      | 233.0           | 3.8         | 3.6      |       |

## (77) Related party disclosures

According to IAS 24 a related party is a person or entity that has control or joint control, has a significant influence or is a key management personnel of the company.

The shares of Addiko Bank AG are listed on the stock exchange, and as of the reporting date, no single investor holds a direct stake of more than 9.99% in Addiko Bank AG. Options to acquire Addiko shares are generally not taken into account, as holders of options do not have direct voting rights without approval by the competent authority. Based on the major holdings notifications according to Austrian Stock Exchange Act Addiko Bank AG received, one shareholder, Alta Group d.o.o. holds shares of 9.63% and has signed four share purchase agreements to acquire an additional combined 19.96% of Addiko Bank AG shares. According to a major holding notification published on 3 July 2025, these agreements were extended from the original expiry date of 30 June 2025 to 30 June 2026. As long as Addiko does not receive information

that would lead to a contrary assessment, it is assumed that this shareholder does not meet the criteria of a related party. Addiko does not consider this investor to be a related party.

Transactions between Addiko Bank AG and the fully consolidated entities are not disclosed in the notes to the consolidated financial statements, as they are eliminated in the course of consolidation. No group company holds participations >20%.

Key management personnel of the company are the Management Board and the Supervisory Board of Addiko Bank AG. The definition of key management personnel also includes close family members, such as a person's spouse or domestic partner, as well as of their children.

Transactions with related parties are conducted at arm's length.

Relations with related parties arising out of the banking business are as follows at the respective reporting date:

|                                       | TEUR       |            |
|---------------------------------------|------------|------------|
|                                       | 31.12.2025 | 31.12.2024 |
| <b>Key personnel of the parent</b>    |            |            |
| Financial assets (loans and advances) | 0.0        | 0.0        |
| Financial liabilities (deposits)      | 723.3      | 251.1      |

## 77.1. Changes in the presentation of related parties

In 2025 Addiko Group reviewed the presentation of related party disclosures. In previous years, key management personnel included all transactions involving the Management Board and Supervisory Board of Addiko Bank AG, as well as those of its consolidated subsidiaries, including their close family members.

Following a review of the individual authority and responsibilities of key function holders, especially regarding planning, directing and controlling the activities of the entity, only the Management Board and Supervisory Board of Addiko Bank AG meet those criteria of having group-wide authority and responsibility, and therefore qualify as key management personnel. This change also aligns Addiko's approach with observable market practice, which typically limits key management personnel disclosures in consolidated financial statements to the parent company's Management Board and Supervisory Board and their close family members.

As a result of this change, the related party disclosures were adjusted accordingly, and the following comparative figures were recalculated:

| 31.12.2024                            | TEUR             |          |                  |
|---------------------------------------|------------------|----------|------------------|
|                                       | Old presentation | Change   | New presentation |
| <b>Key management personnel</b>       |                  |          |                  |
| Financial assets (loans and advances) | 373.4            | -373.4   | 0.0              |
| Financial liabilities (deposits)      | 2,301.1          | -2,050.0 | 251.1            |

## 77.2. Compensation key management personnel

The compensation received by the key management personnel is presented as follows:

|                              | TEUR           |                |
|------------------------------|----------------|----------------|
|                              | 31.12.2025     | 31.12.2024     |
| Short term employee benefits | 3,868.0        | 3,462.2        |
| Post-employment benefits     | 0.0            | 0.0            |
| Other long term benefits     | 429.5          | 648.2          |
| Termination benefits         | 0.0            | 0.0            |
| Share-based payments         | 1,787.6        | 1,820.4        |
| <b>Total</b>                 | <b>6,085.1</b> | <b>5,930.8</b> |

The amounts disclosed for variable payments represent estimated payments and may differ from those ultimately paid.

The changes made in 2025 to the composition of the key management personnel resulted in the following effects on the comparative figures:

| 2024                            | TEUR             |                  |                  |
|---------------------------------|------------------|------------------|------------------|
|                                 | Old presentation | Change           | New presentation |
| <b>Key management personnel</b> |                  |                  |                  |
| Short term employee benefits    | 9,800.4          | -6,338.2         | 3,462.2          |
| Post-employment benefits        | 0.0              | 0.0              | 0.0              |
| Other long term benefits        | 1,706.7          | -1,058.5         | 648.2            |
| Termination benefits            | 0.0              | 0.0              | 0.0              |
| Share-based payments            | 4,950.8          | -3,130.4         | 1,820.4          |
| <b>Total</b>                    | <b>16,457.9</b>  | <b>-12,653.0</b> | <b>5,930.8</b>   |

The relationships with members of the Management Board and Supervisory Board of Addiko Bank AG are shown in detail in note (87) Relationships with members of the Company's Boards.

## (78) Share-based payments

### Overview

In 2025, all share-based payment arrangements in scope are cash-settled (phantom shares, including PAIF tranches). Cash-settled awards are recognised as liabilities and remeasured to fair value at each reporting date until settlement, with changes recognised in income statement over the vesting period based on awards expected to vest.

### Annual variable remuneration scheme

Under the Group's variable remuneration scheme, members of the management board of Addiko Bank AG receive 50% of their annual variable remuneration in cash and 50% in the form of phantom shares, while all other beneficiaries receive variable remuneration fully in cash. Where the variable remuneration exceeds defined threshold (i.e. an amount equal to or exceeding EUR 50,000 or exceeding one third of annual fixed remuneration), the cash component is deferred over six years and paid in tranches, beginning in the year after the performance period. Phantom shares vest at year-end subject to service and performance conditions and are cash-settled (no equity instruments are issued).

### Performance Acceleration Incentive Framework (PAIF)

The PAIF is a multi-year incentive for selected senior management (including the Management Board) with a market condition linked to Addiko Bank AG's share price and additional regulatory, capital, liquidity and risk-based conditions. In 2025, both (a) the short-term (annual) PAIF component and (b) the long-term PAIF component covering the 2023-2025 performance period were triggered. The Addiko Bank AG's share price crossed the target threshold during the second half of 2024, all other conditions were fulfilled in 2025, and at the end of the performance period the share price was above 75% of the target price.

Formal granting of awards will take place following the relevant Supervisory Board committee decisions. For Management Board members, settlement will be in cash and phantom shares (both accounted for as cash-settled awards); for other participants, settlement will be in cash only. As all distribution criteria were fulfilled at year-end, the Group has recognised a liability for cash-settled share-based payments within Other liabilities, measured at fair value and remeasured at each reporting date until settlement, with changes recognised in income statement over the vesting period in line with IFRS 2.

### 2024 modification and cash-based settlements

During 2024, certain tranches of legacy equity-settled awards were delivered to participants in shares in line with their original terms. Subsequently in 2024, the Group Supervisory Board approved a conversion of the remaining unvested equity-settled awards into phantom-share (cash-settled) awards. In accordance with IFRS 2's modification requirements for a change in classification to cash-settled, at the modification date a cash-settled liability has to be recognised measured at fair value for the portion attributable to services rendered to date, with a corresponding reclassification from the share-based payment reserve within equity to Other liabilities. Thereafter, the liability is remeasured to fair value at each reporting date until settlement, with changes recognised in income statement. No equity instruments were granted or settled in 2025. The full 2024 modification disclosure is presented in the 2024 consolidated financial statements.

## Units outstanding

The following shares and phantom shares have been awarded in previous years to the Group Management Board:

- For the **2021** performance year, the total award to the Group Management Board amounts to 31,179 shares of Addiko Bank AG. Of these, 20,700 shares were transferred during 2023-2025. Following the conversion of the equity-settled share-based payment programme into a cash-settled phantom share programme, the remaining 10,479 phantom shares will be settled in cash in the years 2026-2028.
- For the **2022** performance year, the total award amounts to 39,046 shares. Of these, 20,306 shares were transferred in 2024 and 2025, while 18,740 phantom shares will be settled in cash during the years 2026-2029.
- For the **2023** performance year, the total award amounts to 58,373 phantom shares. Of these, 23,353 phantom shares were settled in cash in 2025, and the remaining 35,020 phantom shares will be settled in cash in the years 2026-2030.
- For the **2024** performance year, the total award amounts to 41,232 phantom shares, which will be settled in cash over the years 2026-2031.

|   | Number of units |               |
|---|-----------------|---------------|
|   | 2025            | 2024          |
| <b>Phantom share units outstanding - 01.01.</b> | <b>95,770</b>   | <b>56,511</b> |
| Award in the reporting period                   | 41,232          | 58,373        |
| Settled in cash                                 | -31,531         | -19,114       |
| <b>Phantom share units outstanding - 31.12.</b> | <b>105,471</b>  | <b>95,770</b> |

For the **2025** performance year, Group Management Board members will again be, provided that variable remuneration is activated, entitled to the 50% of their total variable remuneration of 1,787.6 TEUR (2024: 1,820.4 TEUR) in phantom shares. It is expected that the criteria for activating the variable remuneration programme will be fulfilled.

## Fair-value measurement

Given the design of the phantom shares and the cash-settled PAIF components (full-value units with no exercise price), the fair value of the cash-settled liability at each reporting date is determined as the number of units outstanding and expected to vest (after service and non-market performance estimates) multiplied by the Addiko Bank AG closing share price at that date. This reflects the amount expected to be paid on settlement in subsequent years. The liability is remeasured to fair value at each reporting date and on settlement, with changes recognised in income statement, in accordance with IFRS 2's requirements for cash-settled awards.

## (79) Own funds and capital requirements

### 79.1. Capital requirements

The ECB is the competent authority responsible for the direct supervision of Addiko Group, including the parent entity and its subsidiaries operating in Slovenia and Croatia. In other countries, the individual banking operations are overseen by their respective local regulators.

The following table presents Addiko Group's regulatory minimum capital ratios, which include both regulatory buffers and capital requirements determined through the Supervisory Review and Evaluation Process (SREP).

|  | 31.12.2025    |               |               | 31.12.2024    |               |               |
|--|---------------|---------------|---------------|---------------|---------------|---------------|
|  | CET1          | T1            | TCR           | CET1          | T1            | TCR           |
| Pillar 1 requirement                         | 4.50%         | 6.00%         | 8.00%         | 4.50%         | 6.00%         | 8.00%         |
| Pillar 2 requirement                         | 1.83%         | 2.44%         | 3.25%         | 1.83%         | 2.44%         | 3.25%         |
| <b>Total SREP Capital Requirement (TSCR)</b> | <b>6.33%</b>  | <b>8.44%</b>  | <b>11.25%</b> | <b>6.33%</b>  | <b>8.44%</b>  | <b>11.25%</b> |
| Capital Conservation Buffer (CCB)            | 2.50%         | 2.50%         | 2.50%         | 2.50%         | 2.50%         | 2.50%         |
| Counter-Cyclical Capital Buffer (CCyB)       | 0.76%         | 0.76%         | 0.76%         | 0.64%         | 0.64%         | 0.64%         |
| Systemic Risk Buffer (SyRB)                  | 0.50%         | 0.50%         | 0.50%         | 0.50%         | 0.50%         | 0.50%         |
| <b>Combined Buffer Requirements (CBR)</b>    | <b>3.76%</b>  | <b>3.76%</b>  | <b>3.76%</b>  | <b>3.64%</b>  | <b>3.64%</b>  | <b>3.64%</b>  |
| <b>Overall Capital Requirement (OCR)</b>     | <b>10.09%</b> | <b>12.20%</b> | <b>15.01%</b> | <b>9.96%</b>  | <b>12.07%</b> | <b>14.89%</b> |
| Pillar 2 guidance (P2G)                      | 3.00%         | 3.00%         | 3.00%         | 3.00%         | 3.00%         | 3.00%         |
| <b>OCR + P2G</b>                             | <b>13.09%</b> | <b>15.20%</b> | <b>18.01%</b> | <b>12.96%</b> | <b>15.07%</b> | <b>17.89%</b> |

According to the 2024 SREP decision, a Pillar 2 Requirement (P2R) of 3.25% is applicable from 1 January until 31 December 2025.

As of 31 December 2025, the combined buffer requirement (CBR) includes a countercyclical capital buffer (CCyB) of 0.76%, up from 0.64% at the end of the previous year. This increase is mainly due to the prescribed step-up of the CCyB for Slovenia doubling from 0.50% to 1.00%. A further increase in the CCyB requirements of 0.02%, 0.08% and 0.15%, respectively, is expected once the countercyclical capital buffer is set at 1% for Montenegro as of 1 January 2026, at 0.5% for Serbia as of 15 December 2026 and at 2% for Croatia as of 1 January 2027. Additionally, Addiko is also subject to a systemic risk buffer (SyRB) of 0.50% unchanged from 2024.

The 2024 SREP decision issued in December 2024 set the Pillar 2 guidance (P2G) at 3.00% for the period from 1 January until 31 December 2025, unchanged from 2024. The capital ratios reported for 2025 are compared with the stack valid for 2025 without P2R/P2G. As of 31 December 2025, the ratios were significantly above the OCR (without P2G), with CET1 and TCR headroom of around 4.4 percentage points each.

The ECB's SREP 2026 decision from 28 October 2025, which will be applicable from 1 January 2026, stipulates a slight increase in the P2R, from the current 3.25% to 3.50%. There will be no change for the P2G, which remains at 3.00%. In its decision, the supervisory authority referred to the business model including a focus on CSEE consumer and SME lending and several legal and regulatory influences. Governance, compliance and AML/CFT frameworks are in further development, supported by supervisory qualitative measures and amid staffing and shared-service interdependencies, alongside ongoing data quality work (liquidity, IRRBB/CSRBB). Credit risk developments include concentrated exposures across correlated markets, higher observed early-warning indicators and NPL levels in specific portfolios (incl. Romania). Operational and ICT areas feature legal cost impacts, a complex and outsourced IT landscape with transformation initiatives, sustained focus on ICT security/change management and DORA/operational resilience, and enhancements to climate stress-testing frameworks. In the ECB's view, this structural risk is further intensified by uncertainties in the ownership structure, which pose a significant challenge to the bank's strategic stability and future direction. This factor is considered a key driver for the P2R that has been set.

## 79.2. Consolidated own funds

Addiko Bank AG, as the EU parent financial holding company, is responsible for regulatory reporting on a consolidated basis for the Group of credit institutions.

The Group's regulatory capital consists entirely of Common Equity Tier 1 capital. This includes ordinary share capital, retained earnings, capital reserves, other reserves and accumulated other comprehensive income. These are adjusted for dividends proposed after the end of the reporting period, as well as deductions for intangible assets and other regulatory items that are included in equity but are treated differently under capital adequacy rules.

The following table illustrates the breakdown of the Group's own funds pursuant to CRR using IFRS figures.

|  | EUR m        |              |
|--|--------------|--------------|
|  | 31.12.2025   | 31.12.2024   |
| <b>Common Equity Tier 1 (CET1) capital: Instruments and reserves</b>   |              |              |
| Capital instruments  | 195.0        | 195.0        |
| Retained earnings  | 347.3        | 302.4        |
| Accumulated other comprehensive income (and other reserves)  | 315.1        | 299.6        |
| Independently reviewed (interim) and eligible profits net of any foreseeable charge or dividend  | 44.0         | 45.4         |
| o/w Interim eligible profit of the current year  | 44.0         | 45.4         |
| o/w Foreseeable charge or dividend   | 0.0          | 0.0          |
| <b>CET1 capital before regulatory adjustments</b>  | <b>901.4</b> | <b>842.4</b> |
| <b>CET1 capital: regulatory adjustments</b>  |              |              |
| Additional value adjustments   | -0.6         | -0.7         |
| Intangible assets (net of related tax liability)   | -17.0        | -17.6        |
| Deferred tax assets that rely on future profitability excluding those arising from temporary differences (net of related tax liability where the conditions in Article 38 (3) are met) | -8.9         | -12.1        |
| Direct, indirect and synthetic holdings by an institution of own CET1 instruments (negative amount)  | -2.1         | -2.1         |
| Other regulatory adjustments (including IFRS 9 transitional rules)   | -1.8         | -0.9         |
| <b>Total regulatory adjustments to Common Equity Tier 1 (CET1)</b>   | <b>-30.5</b> | <b>-33.4</b> |
| <b>Common Equity Tier 1 (CET1) capital</b>   | <b>870.9</b> | <b>809.0</b> |
| <b>Tier 2 (T2) capital: instruments and provisions</b>   |              |              |
| <b>Tier 2 capital (T2)</b>   | <b>0.0</b>   | <b>0.0</b>   |
| <b>Total capital (TC = T1 + T2)</b>  | <b>870.9</b> | <b>809.0</b> |
| Total risk exposure amount   | 3,891.7      | 3,671.2      |
| <b>Capital ratios and buffers %</b>  |              |              |
| CET1 ratio   | 22.4%        | 22.0%        |
| <b>Total capital ratio</b>   | <b>22.4%</b> | <b>22.0%</b> |

The capital requirements in force during the reporting period, including a sufficient buffer, were met at all times both on a consolidated basis as well as in its individually regulated operations.

Total capital increased by EUR 61.9 million during the reporting period, reflecting the following components:

- A positive **OCI development** of EUR 14.9 million resulted mainly from the following items: EUR 14.5 million from debt instruments measured at FVTOCI and EUR 0.4 million from actuarial gains on benefit plans. A EUR 0.5 million increase from equity instruments was largely offset by changes in foreign currency reserves.
- A EUR 2.9 million decrease in **other regulatory deduction items**, resulting from lower deferred tax assets on existing taxable losses (increasing total capital by EUR 3.2 million) and lower deductions for intangible assets (increasing total capital by EUR 0.6 million) and prudential valuation adjustments related to assets/liabilities measured at fair value (increasing total capital by EUR 0.1 million). This development was partly offset by higher deductions for non-performing exposures (decreasing total capital by EUR 1.0 million).
- Inclusion of the **audited profit after tax for the year 2025** of EUR 44.0 million. The distribution of dividends for the business year 2025 remains suspended in line with supervisory expectations and taking into account regulatory considerations related to the current ownership structure.

CET1 capital includes the audited **profit after tax for 2024**, amounting to EUR 45.4 million. In line with the ECB recommendation communicated in December 2024, Addiko Bank AG did not distribute a dividend for the financial year 2024.

### 79.3. Risk structure

Addiko Group uses the standardised approach in the calculation of the credit risk, the new standardised approach in the operational risk and the reduced basic approach in the credit valuation adjustment risk, all based on (EU) 575/2013 amended by (EU) 2024/1623 (CRR3). For the calculation of the market risk, the Group continues to apply the standardised approach based on (EU) 575/2013 amended by (EU) 2019/876 (CRR2), as the European Commission has postponed the implementation of the Basel III fundamental review of the trading book (FRTB) standards (Regulation (EU) 2025/1496). The applied approaches contribute to a relatively high risk density (RWA-to-assets ratio) of 60.6% (YE24: 57.3%), further driven by the Group's focus on unsecured consumer lending and SME business.

During the reporting period, the risk-weighted assets (RWA) increased by EUR 220.5 million, driven by the following components:

- The RWA for credit risk increased by EUR 238.8 million. The growth was primarily driven by new disbursements in the focus segments, Consumer and SME, where RWAs rose by EUR 194.5 million. The non-focus segment, Large Corporate & Public Finance, recorded an RWA increase of EUR 12.2 million driven mainly by the growth in volumes within Large Corporates, while the Mortgages segment saw a EUR 26.2 million decrease, reflecting both declining exposures and the application of new real estate RWA calculation methods, such as loan-splitting and the whole-loan approach. Developments in the Corporate Center/Financial Institutions segment contributed to an additional EUR 58.3 million to RWAs: The main drivers were higher risk weights applied to subordinated debt exposures (EUR 52.8 million) and to sovereign bonds issued by EU member states but denominated in a different EU currency (EUR 34.3 million), in accordance with Article 500a (EU) 2024/1623 of CRR3. These increases were partially offset by the exposure reduction within short-term bank exposures (EUR -26 million). The overall RWA increase attributable to CRR3 amounted to EUR 152.1 million. This was mainly the result of the two RWA increasing effects mentioned in the Corporate Center segments (EUR 87.1 million), the application of a 1.5 factor for exposures with a currency mismatch (EUR 39 million RWA increase across the Consumer, SME and Mortgages segments), and adjustments to the credit conversion factor (CCF) from 20% to 40% (EUR 28 million across various segments). These increases were partially offset by the new approaches in the Mortgages segment, resulting in an RWA decrease of EUR 2 million.
- The **RWA for counterparty credit risk (CVA)** increased slightly by EUR 1.1 million.
- The **RWA for market risk** increased by EUR 51.6 million, driven by higher open positions in BAM (EUR 75.4 million), due to the implementation of the EBA Q&A 2024/7276 and Article 325b (4) of (EU) 2024/1623 (CRR3), requiring own funds calculation at entity level without intragroup elimination. This was partially compensated by lower open positions in RSD (EUR -12.8 million), USD (EUR -6.3 million), CHF (EUR -3.3 million), and other currencies (EUR -1.4 million). In light of a new interpretation of an EBA guideline (published EBA Q&A), Addiko plans to apply to the ECB for a BAM waiver, expected to reduce RWA by approximately EUR 68.1 million.
- The **RWA for operational risk** decreased by EUR 71.0 million. The RWA for operational risk under CRR3 are based on the new standardised approach and the mapping set out in Consultation Paper EBA/CP/2025/05, as amended by the Final Report on the draft RTS specifying the Business Indicator mandates for operational risk (EBA/RTS/2025/02) and the Final Report on the draft ITS on supervisory reporting for operational risk (EBA/ITS/2025/06). The calculation of the Business Indicator Component (BIC) is performed using a three-year average. The lower coefficient (12.0% for BIC below EUR 1 billion) compared to the average under CRR2 (13.2%) contributed to the reduction.

|   | EUR m          |                |
|---|----------------|----------------|
|   | 31.12.2025     | 31.12.2024     |
| Credit risk pursuant to Standardised Approach | 3,272.3        | 3,033.5        |
| Counterparty credit risk                      | 3.1            | 2.0            |
| Market risk                                   | 207.4          | 155.8          |
| Operational risk                              | 408.8          | 479.9          |
| <b>Total risk exposure amount</b>             | <b>3,891.7</b> | <b>3,671.2</b> |

## Leverage ratio

The leverage ratio for the Addiko Group, calculated in accordance with Article 429 CRR, climbed to 13.0% as of 31 December 2025 (YE24: 12.2%) due to the positive development of the Tier 1 capital outlined above.

|                               | EUR m        |              |
|-------------------------------|--------------|--------------|
|                               | 31.12.2025   | 31.12.2024   |
| Tier 1 capital                | 870.9        | 809.0        |
| Total leverage ratio exposure | 6,700.1      | 6,653.6      |
| <b>Leverage ratio %</b>       | <b>13.0%</b> | <b>12.2%</b> |

## 79.4. Minimum requirement for own funds and eligible liabilities (MREL)

In line with the Bank Recovery and Resolution Directive (BRRD), institutions must maintain sufficient own funds and eligible liabilities to support an effective and credible application of the bail-in tool. For Addiko Group, the competent resolution authority is the Single Resolution Board (SRB). Based on the SRB's resolution plan, Addiko Group follows a multiple point of entry (MPE) resolution strategy with two resolution entities – Addiko Bank d.d., Croatia and Addiko Bank d.d., Slovenia – while Addiko Bank AG is designated as the liquidation entity and therefore has no minimum MREL on an individual basis.

On 31 March 2025 the SRB issued a decision with immediate effect, setting MREL requirements at individual level as follows:

- Addiko Bank d.d. (Croatia): 21.4% of TREA and 5.2% of LRE.
- Addiko Bank d.d. (Slovenia): 11.3% of TREA and 3.0% of LRE, with a linear build-up required to meet a target of 20.9% of TREA and 5.2% of LRE by 30 June 2025.
- Addiko Bank AG: no minimum MREL requirements.

During the reporting period, the MREL ratio of all entities was at all times above the respective requirements.

## Summary of individual-level MREL requirements and status

| Entity                     | Role               | MREL requirement<br>(% TREA / % LRE) | Transitional<br>target & date | Status<br>in period                    |
|----------------------------|--------------------|--------------------------------------|-------------------------------|--|
| Addiko Bank d.d., Croatia  | Resolution entity  | 21.4 / 5.2                           | n/a                           | Above requirement<br>throughout period |
| Addiko Bank d.d., Slovenia | Resolution entity  | 11.3 / 3.0                           | 20.9 / 5.2 by 30<br>June 2025 | Above requirement<br>throughout period |
| Addiko Bank AG             | Liquidation entity | n/a                                  | n/a                           | Not subject to a<br>minimum MREL       |

## Notes:

TREA refers to total risk exposure amount (RWA); LRE refers to leverage ratio exposure. Requirements are stated as set by the SRB. Where relevant, transition features (e.g., linear build-up) are shown as communicated by the SRB.

Supplementary information required by Austrian Law

(80) Residual maturity according to Section 64 para. 1 No. 4 BWG

The residual maturity based on discounted contractual cash flows:

EUR m

| 31.12.2025                                       | daily due      | up to 3 months | from 3 months to 1 year | from 1 year to 5 years | > 5 years      | up to 1 year   | over 1 year    | Total          |
|--|----------------|----------------|-------------------------|------------------------|----------------|----------------|----------------|----------------|
| Cash and cash equivalents                        | 940.1          | 117.0          | 0.0                     | 0.0                    | 0.0            | 1,057.2        | 0.0            | 1,057.2        |
| Debt securities Held for trading                 | 0.0            | 1.6            | 0.0                     | 3.9                    | 2.0            | 1.6            | 5.9            | 7.5            |
| Loans and advances to credit institutions        | 0.1            | 67.4           | 4.0                     | 3.6                    | 0.1            | 71.4           | 3.7            | 75.1           |
| Loans and advances to customers                  | 224.7          | 249.3          | 722.9                   | 1,926.6                | 553.1          | 1,196.9        | 2,479.7        | 3,676.6        |
| Investment securities                            | 0.0            | 71.7           | 186.3                   | 729.8                  | 487.7          | 258.0          | 1,217.6        | 1,475.6        |
| <b>Total</b>                                     | <b>1,165.0</b> | <b>507.0</b>   | <b>913.2</b>            | <b>2,664.0</b>         | <b>1,042.9</b> | <b>2,585.1</b> | <b>3,706.9</b> | <b>6,292.0</b> |
| Deposits and borrowings from credit institutions | 24.5           | 27.7           | 6.9                     | 14.4                   | 0.8            | 59.1           | 15.1           | 74.2           |
| Deposits and borrowings from customers           | 3,239.9        | 855.2          | 836.9                   | 314.1                  | 6.7            | 4,932.1        | 320.7          | 5,252.8        |
| Other financial liabilities                      | 42.2           | 1.1            | 3.3                     | 13.2                   | 4.1            | 46.7           | 17.3           | 63.9           |
| <b>Total</b>                                     | <b>3,306.7</b> | <b>884.0</b>   | <b>847.2</b>            | <b>341.6</b>           | <b>11.5</b>    | <b>5,037.8</b> | <b>353.1</b>   | <b>5,391.0</b> |

EUR m

| 31.12.2024                                       | daily due      | up to 3 months | from 3 months to 1 year | from 1 year to 5 years | > 5 years    | up to 1 year   | over 1 year    | Total          |
|--|----------------|----------------|-------------------------|------------------------|--------------|----------------|----------------|----------------|
| Cash and cash equivalents                        | 1,223.2        | 28.2           | 0.0                     | 0.0                    | 0.0          | 1,251.4        | 0.0            | 1,251.4        |
| Debt securities Held for trading                 | 0.0            | 1.2            | 0.0                     | 3.8                    | 4.4          | 1.2            | 8.1            | 9.4            |
| Loans and advances to credit institutions        | 0.0            | 37.3           | 3.6                     | 3.3                    | 0.0          | 40.9           | 3.3            | 44.2           |
| Loans and advances to customers                  | 294.1          | 216.8          | 686.3                   | 1,856.9                | 452.4        | 1,197.1        | 2,309.3        | 3,506.4        |
| Investment securities                            | 16.3           | 44.1           | 148.0                   | 767.0                  | 489.3        | 208.4          | 1,256.3        | 1,464.7        |
| <b>Total</b>                                     | <b>1,533.6</b> | <b>327.6</b>   | <b>837.9</b>            | <b>2,630.9</b>         | <b>946.1</b> | <b>2,699.1</b> | <b>3,577.0</b> | <b>6,276.1</b> |
| Deposits and borrowings from credit institutions | 0.0            | 8.5            | 4.4                     | 39.8                   | 24.5         | 12.9           | 64.4           | 77.3           |
| Deposits and borrowings from customers           | 3,196.2        | 740.3          | 1,145.8                 | 207.7                  | 0.0          | 5,082.3        | 207.7          | 5,290.0        |
| Other financial liabilities                      | 39.2           | 1.1            | 3.4                     | 10.4                   | 0.3          | 43.8           | 10.7           | 54.4           |
| <b>Total</b>                                     | <b>3,235.5</b> | <b>749.9</b>   | <b>1,153.6</b>          | <b>258.0</b>           | <b>24.8</b>  | <b>5,139.0</b> | <b>282.8</b>   | <b>5,421.7</b> |

The table structure has been adjusted to better align with applicable disclosure requirements. Comparative information for 31 December 2024 has been represented to reflect the current year's breakdown, including the separate presentation of loans and advances to credit institutions and to customers, and of deposits and borrowings.

**(81) Breakdown of securities admitted to listing on a stock exchange**

|  | EUR m          |                  |       |                |                  |       |
|--|----------------|------------------|-------|----------------|------------------|-------|
|  | 31.12.2025     |                  |       | 31.12.2024     |                  |       |
|  | thereof listed | thereof unlisted | Total | thereof listed | thereof unlisted | Total |
| <b>Financial assets held for trading</b>     |                |                  |       |                |                  |       |
| Debt securities                              | 5.5            | 2.1              | 7.5   | 7.1            | 2.3              | 9.4   |
| <b>Financial assets mandatorily at FVTPL</b> |                |                  |       |                |                  |       |
| Equity instruments                           | 0.0            | 0.8              | 0.8   | 0.0            | 0.3              | 0.3   |
| Debt securities                              | 0.0            | 0.4              | 0.4   | 0.0            | 1.1              | 1.1   |
| <b>Financial assets at FVTOCI</b>            |                |                  |       |                |                  |       |
| Equity instruments                           | 0.0            | 23.4             | 23.4  | 0.0            | 22.1             | 22.1  |
| Debt securities                              | 556.0          | 32.8             | 588.7 | 624.2          | 40.4             | 664.6 |
| <b>Financial assets at amortised cost</b>    |                |                  |       |                |                  |       |
| Debt securities                              | 597.6          | 264.6            | 862.2 | 561.1          | 215.5            | 776.5 |

**(82) Other disclosures pursuant to the Austrian Banking Act (BWG)**

As at 31 December 2025, the return on total assets pursuant to Section 64 para. 1 No. 19 BWG, which is calculated by dividing the result after tax for the year by total assets at the reporting date, amounts to 0.7% (2024: 0.7%).

In the current financial year and the previous year, no investments in leasing business activities existed.

The quantitative information required under Section 64 Paragraph 1 Item 18 of the Austrian Banking Act (BWG) by country of establishment is as follows:

| 2025  | EUR m       |              |             |             |             |             |
|---|-------------|--------------|-------------|-------------|-------------|-------------|
|   | Slovenia    | Croatia      | Serbia      | BiH         | Montenegro  | Holding     |
| Net interest income                             | 57.6        | 78.5         | 42.8        | 46.1        | 12.6        | 2.2         |
| Net fee and commission income                   | 17.8        | 24.5         | 13.3        | 20.5        | 2.5         | -0.4        |
| Net result from financial instruments           | 1.0         | 1.3          | -0.2        | 0.0         | 0.0         | 71.7        |
| Other operating result                          | -4.8        | -0.5         | -1.8        | -2.5        | -1.4        | -0.4        |
| <b>Operating income</b>                         | <b>71.7</b> | <b>103.8</b> | <b>54.0</b> | <b>64.1</b> | <b>13.7</b> | <b>73.3</b> |
| <b>Result before tax</b>                        | <b>10.0</b> | <b>39.6</b>  | <b>16.7</b> | <b>26.5</b> | <b>4.4</b>  | <b>42.9</b> |
| <b>Taxes on income</b>                          | <b>-4.7</b> | <b>-6.3</b>  | <b>-0.4</b> | <b>-2.1</b> | <b>-0.6</b> | <b>-1.7</b> |
| <b>Employees at the reporting date (in FTE)</b> | <b>347</b>  | <b>668</b>   | <b>530</b>  | <b>653</b>  | <b>189</b>  | <b>103</b>  |
| <b>Public aid received</b>                      | <b>no</b>   | <b>no</b>    | <b>no</b>   | <b>no</b>   | <b>no</b>   | <b>no</b>   |

|   |             |             |             |             |             | EUR m       |
|---|-------------|-------------|-------------|-------------|-------------|-------------|
| 2024  | Slovenia    | Croatia     | Serbia      | BiH         | Montenegro  | Holding     |
| Net interest income                             | 61,4        | 76,7        | 46,6        | 46,8        | 12,8        | 0,3         |
| Net fee and commission income                   | 15,7        | 24,0        | 12,4        | 19,3        | 2,0         | -0,5        |
| Net result from financial instruments           | 0,6         | 0,4         | 0,3         | 0,3         | 0,1         | 37,0        |
| Other operating result                          | -4,2        | -1,6        | -2,3        | -1,4        | -1,6        | -1,6        |
| <b>Operating income</b>                         | <b>73,5</b> | <b>99,6</b> | <b>57,0</b> | <b>65,0</b> | <b>13,3</b> | <b>35,2</b> |
| <b>Result before tax</b>                        | <b>16.8</b> | <b>45.5</b> | <b>9.8</b>  | <b>26.5</b> | <b>4.1</b>  | <b>0.4</b>  |
| <b>Taxes on income</b>                          | <b>-2.9</b> | <b>-7.6</b> | <b>0.0</b>  | <b>-2.3</b> | <b>-0.6</b> | <b>-1.2</b> |
| <b>Employees at the reporting date (in FTE)</b> | <b>334</b>  | <b>649</b>  | <b>547</b>  | <b>655</b>  | <b>179</b>  | <b>110</b>  |
| <b>Public aid received</b>                      | <b>no</b>   | <b>no</b>   | <b>no</b>   | <b>no</b>   | <b>no</b>   | <b>no</b>   |

### (83) Assets/liabilities denominated in foreign currencies

The following amounts in the statement of financial position are denominated in foreign currencies:

|             |  | 31.12.2025 | 31.12.2024 |
|-------------|--|------------|------------|
| Assets      |  | 1,534.7    | 1,522.9    |
| Liabilities |  | 1,157.5    | 1,132.7    |

The majority of the differences between the respective sums is hedged through foreign exchange swaps (FX swaps and cross-currency swaps) and forward exchange transactions.

## (84) Expenses for the auditor

In Other administrative expenses the following fees charged by the group auditor KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, Vienna are included:

|   | in TEUR      |              |
|---|--------------|--------------|
|   | 31.12.2025   | 31.12.2024   |
| <b>Audit fees for the annual financial statements</b>                       | <b>234.2</b> | <b>227.1</b> |
| Expenses for the current year   | 234.2        | 227.1        |
| Expenses relating to the previous year                                      | 0.0          | 0.0          |
| <b>Fees for other services</b>  | <b>119.3</b> | <b>229.6</b> |
| Other assurance services mandatory to be provided by the statutory auditors | 34.7         | 33.5         |
| Other assurance services  | 84.6         | 196.1        |
| Other services  | 0.0          | 0.0          |
| <b>Total services</b>   | <b>353.5</b> | <b>456.6</b> |

The amounts include cash expenditure and VAT. The fees for the audit of the financial statements relate to costs for auditing the separate financial statements as well as the consolidated financial statements of Addiko Bank AG. The fees for the limited assurance engagement regarding the sustainability reporting were disclosed under Other assurance services. In 2025 and 2024 no fees were charged from group auditor to other group companies.

## (85) Trading book

The volume of the trading book of Addiko Group breaks down as follows:

|                                       | EUR m        |              |
|---------------------------------------|--------------|--------------|
|                                       | 31.12.2025   | 31.12.2024   |
| Derivatives in trading book (nominal) | 368.1        | 231.0        |
| Debt securities (carrying amount)     | 7.5          | 9.4          |
| <b>Trading book volume</b>            | <b>375.7</b> | <b>240.4</b> |

## (86) Employee data

The following figures do not include the Board members of Addiko Bank AG:

|  | 2025  | 2024  |
|--|-------|-------|
| Employees at closing date (Full Time Equivalent - FTE) | 2,529 | 2,509 |
| Employees average (FTE)                                | 2,524 | 2,531 |

## (87) Expenses for severance payments and pensions

The following expenses were incurred for severance and pension payments:

|                  | in TEUR            |                |                    |                |
|------------------|--------------------|----------------|--------------------|----------------|
|                  | 2025               |                | 2024               |                |
|                  | Severance payments | Pensions       | Severance payments | Pensions       |
| Management Board | 41.2               | 0.0            | 40.5               | 440.1          |
| Other employees  | 1,259.1            | 2,841.1        | 1,330.4            | 8,888.6        |
| <b>Total</b>     | <b>1,300.3</b>     | <b>2,841.1</b> | <b>1,370.9</b>     | <b>9,328.7</b> |

The amounts for 2024 include under Management Board also other key management employee with EUR 8.0 thousand for Severance payments and EUR 440.1 thousand for Pensions. Amounts attributable to this group of individuals will - in line with the new definition of the key management personnel applicable from 2025 - be presented under Other Employees. For further information see note (77) Related party disclosures.

Expenses for severance payments contain contributions to defined contribution plans totalling EUR 213.7 thousand (2024: EUR 205.3 thousand). The expenses for pensions relate only to defined contribution plans.

## (88) Relationship with members of the Company's Boards

### 88.1. Advances, loans and liabilities with regard to Board members

During the financial year and as at 31 December 2025, Addiko Bank AG did not grant advances or loans to members of the Management Board or the Supervisory Board, nor no liabilities - including guarantees - were assumed on their behalf. No loans were outstanding to members of either Board, whether for their own account or for entities for which they are personally liable.

### 88.2. Breakdown of remuneration received by Board members of the Addiko Bank AG

|  | in TEUR        |                |
|--|----------------|----------------|
|  | 31.12.2025     | 31.12.2024     |
| <b>Management Board</b>  | <b>5,416.1</b> | <b>5,266.8</b> |
| thereof fixed remuneration (cash payments)   | 2,912.7        | 2,366.1        |
| thereof variable remuneration  | 715.8          | 1,080.3        |
| thereof cash-settled variable remuneration   | 1,787.6        | 1,820.4        |
| <b>Supervisory Board</b>   | <b>669.0</b>   | <b>664.0</b>   |
| Remuneration paid to former members of the Management and Supervisory Board and their close family members | 0.0            | 0.0            |
| <b>Total</b>   | <b>6,085.1</b> | <b>5,930.8</b> |

The amounts disclosed correspond to the estimated disbursement at the reporting date and may deviate from the ones which will be finally paid.

## (89) Boards and Officers of the Company

1 January to 31 December 2025

### Supervisory Board

**Chairman of the Supervisory Board:**  
Kurt Pribil

**Deputy Chairman of the Supervisory Board:**  
Johannes Proksch

**Members of the Supervisory Board:**  
Monika Wildner  
Sava Ivanov Dalbokov  
Frank Schwab

**Delegated by the Works Council:**  
Christian Lobner  
Thomas Wieser

### Federal Supervisory Authorities

**State Commissioner:**  
Vanessa Koch

**Deputy State Commissioner:**  
Lisa-Maria Haas

### Management Board

Herbert Juranek, Chairman of the Management Board  
Edgar Flaggl, Member of the Management Board  
Tadej Krašovec, Member of the Management Board  
Ganesh Krishnamoorthi, Member of the Management Board

**(90) Events after the reporting date**

There were no material events after the reporting date.

**(91) Alternative performance measures**

Addiko uses alternative performance measures (APM) to describe its performance or financial position which are not defined or specified in the financial (IFRS) or regulatory (CRR) reporting framework. The following additional information provide a reconciliation of the APM to the reconciled line item, subtotal or total presented in the financial statements and explaining the material reconciling items.

|  |   |
|--|---|
| Change CL/GPL (simple av.)                         | Change in credit loss (CL) divided by simple average gross performing loans   |
| Cost/income ratio (CIR)                            | Operating expenses divided by (net interest income + net fee and commission income)   |
| Cost of funding                                    | Interest expense on customer deposit costs, costs for deposits from credit institutions and Treasury costs. Denominator based on simple average   |
| Cost of risk ratio                                 | Credit loss expenses on financial assets divided by credit risk bearing exposures   |
| Cost of risk ratio (net loans)                     | Credit loss expenses on financial assets divided by net loans customers   |
| Effective tax rate                                 | Taxes on income divided by result before tax  |
| Focus RWA / total RWA                              | Based on segment credit risk weighted assets (RWA), excluding operational, market and counterparty RWA, divided by total RWA excluding Corporate Center   |
| Gross yield  | Calculated as annualised regular interest income divided by the simple average of gross performing loans based on beginning and end of period amounts. New business yields are calculated using daily averages  |
| LCR  | Liquidity coverage ratio; the ratio of high-quality liquid assets and net cash flows in the next 30 days  |
| Leverage ratio                                     | The ratio of Tier 1 capital to specific exposures on and off the statement of financial position calculated in accordance with the methodology set out in CRR   |
| Loan to deposit ratio                              | Indicates a bank's ability to refinance its loans by deposits rather than wholesale funding. It is based on net customer loans and calculated with loans to non-financial corporations and households in relation to deposits from non-financial corporations and households. Segment level: Loans and receivables divided by financial liabilities at amortised costs  |
| Net banking income                                 | The sum of net interest income and net fee and commission income  |
| Net interest income (segment level)                | Net interest income on segment level includes total interest income related to effective interest rate from gross performing loans, interest income from NPE, interest like income, interest expenses from customer deposits, consideration of funds transfer pricing and allocated contribution from interest and liquidity gap  |
| NIM  | Net interest margin is used for external comparison with other banks as well as an internal profitability measurement of products and segments. It is calculated with net interest income set in relation to average interest-bearing assets (total assets less investments in subsidiaries, joint ventures and associates, intangible assets, tangible assets, tax assets and other assets)  |
| Operating income                                   | Sum of net interest income, net fee and commission income, net result on financial instruments, other operating income and other operating expenses   |
| Operating result before impairments and provisions | Operating income less general administrative expenses   |
| NPE ratio  | Is an economic ratio to demonstrate the proportion of loans that have been classified as defaulted non-performing in relation to the entire customer loan portfolio. The definition of non-performing has been adopted from regulatory standards and guidelines and comprises in general those customers where repayment is doubtful, a realisation of collaterals is expected, and which thus have been moved to a defaulted customer rating segment. The ratio reflects the quality of the loan portfolio of the bank and provides an indicator for the performance of the bank's credit risk management. Non-performing exposure/credit risk bearing exposure (on and off-balance) |
| NPE coverage ratio                                 | Describes to which extent defaulted non-performing exposure have been covered by impairments (individual and portfolio-based loan loss provisions) thus expressing also the   |

|                                   |   |
|-----------------------------------|---|
|                                   | ability of a bank to absorb losses from its NPE. It is calculated with impairment losses set in relation to defaulted non-performing exposure |
| NPE collateral coverage           | Collaterals allocated to non-performing exposure divided by non-performing exposure   |
| Result before tax                 | Sum of operating income and general administrative expenses   |
| Result after tax                  | Result before tax after deduction of taxes on income  |
| Return on average tangible equity | Calculated as result after tax divided by the simple average of equity less intangible assets   |
| RWA / assets ratio                | Calculated as total risk weighted assets (RWA) divided by total assets  |
| Stage 1 & 2 (performing) coverage | Calculated as stock of expected credit losses (ECL) by performing loan exposures (stage 1 & 2 exposures)                                      |

Vienna, 17 February 2026  
Addiko Bank AG

MANAGEMENT BOARD

Herbert Juranek m.p.  
Chairman of the Management Board

Edgar Flagg m.p.  
Member of the Management Board

Tadej Krašovec m.p.  
Member of the Management Board

Ganesh Krishnamoorthi m.p.  
Member of the Management Board

## Statement of all Legal Representatives

We confirm to the best of our knowledge that the consolidated financial statements give a true and fair view of the assets, liabilities, financial position and income statement of the group as required by the applicable accounting standards and that the group management report gives a true and fair view of the development and performance of the business and the position of the group, together with a description of the principal risks and uncertainties the Group faces.

Vienna, 17 February 2026  
Addiko Bank AG

MANAGEMENT BOARD

Herbert Juranek m.p.  
Chairman of the Management Board

Edgar Flaggel m.p.  
Member of the Management Board

Tadej Krašovec m.p.  
Member of the Management Board

Ganesh Krishnamoorthi m.p.  
Member of the Management Board

# Auditor's Report

## Report on the Consolidated Financial Statements

### Audit Opinion

We have audited the consolidated financial statements of

**Addiko Bank AG,  
Vienna, Austria,**

and its subsidiaries („the Group”), which comprise the Consolidated statement of financial position as at December 31, 2025, and the Consolidated income statement, the Consolidated statement of comprehensive income, the Consolidated statement of changes in equity and the Consolidated statement of cash flows for the year then ended, and the Notes to the consolidated financial statements.

In our opinion, the consolidated financial statements comply with the legal requirements and present fairly, in all material respects, the consolidated financial position of the Group as at December 31, 2025, and its consolidated financial performance and consolidated cash flows for the year then ended in accordance with the IFRS Accounting Standards issued by the International Accounting Standards Board (IASB) as adopted by the EU, and the additional requirements pursuant to Section 245a UGB (Austrian Commercial Code) as well as Section 59a BWG (Austrian Banking Act).

### Basis for our Opinion

We conducted our audit in accordance with the Regulation (EU) No. 537/2014 (“EU Regulation”) and Austrian Standards on Auditing. These standards require the audit to be conducted in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the „Auditor’s Responsibilities” section of our report. We are independent of the audited Group in accordance with Austrian company law and professional regulations, and we have fulfilled our other responsibilities under those relevant ethical requirements. We believe that the audit evidence we have obtained up to the date of the auditor’s report is sufficient and appropriate to provide a basis for our audit opinion on this date.

### Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, however, we do not provide a separate opinion thereon.

## Impairment of loans and advances to customers

### *Risk for the Consolidated Financial Statements*

Loans and advances to customers included in the balance sheet item "Loans and advances to customers" amount to 3,828.5 Mio. EUR; the loan loss allowances for these loans and advances amount to 151.7 Mio. EUR.

The Management Board describes the approach for determining loan loss allowances in Note 13.4 "Impairment" and Note 62.1 "Method of calculating risk provisions" in the notes to the consolidated financial statements.

As part of the loan monitoring process, the Group assesses whether there are any credit defaults and therefore whether loan loss allowances (Stage 3) need to be recognised. This also includes the assessment whether customers are able to make the contractually agreed repayments in full. The calculation of the expected credit loss (ECL) for defaulted individually significant loans is based on an analysis of expected and scenario-weighted future cash flows. This analysis reflects the assessment of the economic situation and development of the individual customer, the valuation of collaterals and the estimation of amount and timing of future cash flows. For defaulted loans that are not individually significant, the Group performs a collective assessment of loan loss allowances based on common risk characteristics. The parameters used are based on empirical statistical values and assumptions about risk projections.

For non-defaulted loans, a portfolio loan loss allowance is recognised for the expected credit loss. The basis for this is the 12 months ECL (Stage 1); in the event of a significant increase in credit risk, the lifetime ECL is calculated (Stage 2). To a considerable extent, estimates and assumptions are required in determining the ECL. These include rating-based probabilities of default and loss rates that take into account present and forward-looking information.

The risk to the consolidated financial statements lies in the fact that the determination of loan loss allowances is based on estimates and assumptions to a significant extent. This may result in the risk of a possible misstatement regarding the amount of loan loss allowances in the consolidated financial statements.

### *Our Response*

In our audit of the impairment of loans and advances to customers, we performed the following key audit procedures:

- We obtained the documentation of the Group's processes for monitoring and assessment of loan loss allowances for loans and advances to customers and assessed whether these processes are appropriate for identifying defaults and adequately determining loan loss allowances. We tested the internal key controls with regard to their design and implementation and tested their effectiveness on a sample basis.
- On the basis of test cases, we examined whether indicators for loan defaults exist. The test cases were selected on a risk-oriented basis, taking into particular account rating levels and local market characteristics. In the case of defaults of individually significant loans, the assumptions made by the group were examined in test cases with regard to conclusiveness and consistency of the timing and amount of the assumed cash flows.
- For all other loans for which specific or portfolio-based loan loss allowances were calculated, we analysed the Group's methodological documentation for consistency with the requirements of IFRS 9. Furthermore, on the basis of internal bank validations, we tested the models and the parameters used therein to determine whether they are adequate for calculating appropriate amount of loan loss allowances. We assessed the appropriateness of the probabilities of default as well as loss rates. In addition, the selection and measurement of forward-looking estimates and scenarios were analysed and their consideration in parameter estimation was verified. We have verified the mathematical accuracy of the loan loss allowances on a sample basis. We have involved our financial risk management specialists in these audit procedures.

## Recognition and valuation of legal risks provisions in connection with consumer loans in Croatia

### *Risk for the Consolidated Financial Statements*

The Group recognises provisions relating to existing and potential litigations in Croatia under the balance sheet item "Provisions", thereof "Provisions for pending legal disputes". The legal risks are related to consumer complaints regarding unilateral interest rate adjustment clauses and CHF currency clauses in loan agreements.

The Management Board describes the process for monitoring and providing for legal risks in Note 24.2 "Provisions for legal disputes and other provisions" and Note 68 "Legal risk" in the notes to the consolidated financial statements.

The amount of the provision is estimated by the Group taking into account ongoing litigation developments. These estimates relate to the expectations concerning duration, costs and outcome of the proceedings. In assessing the amount of the provision and the related uncertainties, the Group relies on opinions and estimates of external legal counsels, who have been engaged to provide legal representation, as well as opinions of the Group's internal legal department and analyses of court opinions.

The risk to the Group's financial statements arises from uncertainties and judgments associated with the assessment of the above factors, in particular the prospects of success of the ongoing proceedings and the amount and timing of payments due under the proceedings.

### *Our Response*

In our audit of the recognition and determination of provisions for legal risks related to consumer loans in Croatia, we performed the following key audit procedures:

- We assessed the methodology used to determine the amount of provisions related to existing and potential litigation in Croatia for appropriateness and compliance with accounting standards.
- We verified the appropriateness of the Group's assumptions and estimates used in connection with existing and potential litigation. This included assessing the likelihood of an unfavourable outcome of litigation as well as the reliability of estimated damage claims and legal fees; this was performed by inspecting, for example, individual court files, decisions of superior courts, opinions and analyses of the Group's internal and external legal counsels. Furthermore, we analysed developments in court practice in Croatia in order to assess the reasonableness of management's key estimates in the restitution process.
- We inspected the minutes of the Management Board and Supervisory Board meetings of the Croatian bank and the Group parent in Austria in order to reconcile the reporting of these legal risks with the key judgments and estimation assumptions made by management in the provisioning process, as well as to identify additional potential provision requirements.

### **Other Information**

Management is responsible for other information. Other information is all information provided in the Group Annual Report, other than the consolidated financial statements, the group management report and the auditor's report.

Our opinion on the consolidated financial statements does not cover other information and we do not provide any kind of assurance thereon.

In conjunction with our audit, it is our responsibility to read this other information and to assess whether, based on our knowledge gained during our audit, it contains any material inconsistencies with the consolidated financial statements or any apparent material misstatement of fact.

If, on the basis of our work on the other information obtained, we conclude that there is a material misstatement of fact in other information, we must report that fact. We have nothing to report in this regard.

## Responsibilities of Management and Audit Committee for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with the IFRS Accounting Standards as adopted by the EU and the additional requirements pursuant to Section 245a UGB (Austrian Commercial Code) as well as Section 59a BWG and for such internal controls as management determines are necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Management is also responsible for assessing the 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 management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

The audit committee is responsible for overseeing the Group's financial reporting process.

## Auditor's Responsibilities

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements taken as a whole, are free from material misstatements, whether due to fraud or error, and to issue an auditor's report that includes our audit opinion. Reasonable assurance represents a high level of assurance but provides no guarantee that an audit conducted in accordance with the EU Regulation and with Austrian Standards on Auditing (and therefore ISAs), will always detect a material misstatement, if any. Misstatements may result from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users based on the consolidated financial statements.

As part of an audit in accordance with the EU Regulation and with Austrian Standards on Auditing, we exercise professional judgment and maintain professional skepticism throughout the audit.

Moreover:

- We identify and assess the risks of material misstatement in the consolidated financial statements, whether due to fraud or error, we design and perform audit procedures responsive to those risks and obtain sufficient and appropriate audit evidence to serve as a basis for our audit opinion. The risk of not detecting material misstatements resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misleading representation or override of internal controls.
- We obtain an understanding of internal controls 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 Group's internal control.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- We 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 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 respective note in the consolidated financial statements. If such disclosures are not appropriate, we will modify our audit 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 Group to cease to continue as a going concern.

- We evaluate the overall presentation, structure and content of the consolidated financial statements, including the notes, as well as whether the consolidated financial statements represent the underlying business transactions and events in a manner that achieves fair presentation.
- We plan and conduct the audit of the consolidated financial statements in order to obtain sufficient appropriate audit evidence on the financial information of the components within the Group, in order to form an audit opinion. We are responsible for directing, supervising and reviewing the audit activities carried out for the purposes of auditing the consolidated financial statements. We remain solely responsible for our audit opinion.
- We communicate with the audit committee regarding, amongst other matters, the planned scope and timing of our audit as well as significant findings, including any significant deficiencies in internal control that we identify during our audit.
- We communicate to the audit committee that we have complied with the relevant professional requirements in respect of our independence, that we will report any relationships and other events that could reasonably affect our independence and, where appropriate, the related safeguards.
- From the matters communicated with the audit committee, we determine those matters that were of most significance in the audit i.e. key audit matters. We describe these key audit matters in our auditor's report unless laws or other legal regulations preclude public disclosure about the matter or when, in rare cases, we determine that a matter should not be included in our auditor's report because the negative consequences of doing so would reasonably be expected to outweigh the public benefits of such communication.

## Report on Other Legal and Regulatory Requirements

### Group Management Report

In accordance with Austrian company law, the group management report is to be audited as to whether it is consistent with the consolidated financial statements and prepared in accordance with the applicable legal requirements.

It is our responsibility to determine whether the consolidated non-financial statement has been prepared as part of the group management report, to read it and to assess whether, based on knowledge gained during our audit, it contains any material inconsistencies with the consolidated financial statements or otherwise appears to be materially misstated.

Management is responsible for the preparation of the group management report in accordance with Austrian company law.

We have conducted our audit in accordance with generally accepted standards on the audit of group management reports.

### Opinion

In our opinion, the group management report is consistent with the consolidated financial statements and has been prepared in accordance with legal requirements. The disclosures pursuant to Section 243a UGB (Austrian Commercial Code) are appropriate.

### Statement

Based on our knowledge gained in the course of the audit of the consolidated financial statements and our understanding of the Group and its environment, we did not note any material misstatements in the group management report.

### **Additional information in accordance with Article 10 EU Regulation**

We were elected as auditors at the Annual General Meeting on April 26, 2024, and were appointed by the supervisory board on May 2, 2024, to audit the consolidated financial statements of the Company for the financial year ending on December 31, 2025.

In addition, on April 18, 2025, we were elected as auditors for the financial year ending on December 31, 2026, and on April 18, 2025, we were appointed by the supervisory board.

We have been auditors of the Company, without interruption, since the consolidated financial statements as of December 31, 2021.

We declare that our opinion expressed in the „Report on the Consolidated Financial Statements” section of our report is consistent with our additional report to the Audit Committee, in accordance with Article 11 EU Regulation.

We declare that we have not provided any prohibited non-audit services (Article 5 Paragraph 1 EU Regulation) and that we have ensured our independence throughout the course of the audit.

### **Engagement Partner**

The engagement partner is Mr. Mag. Christian Grinschgl.

Vienna  
20 February 2026

KPMG Austria GmbH  
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft

signed by:  
Mag. Christian Grinschgl  
Wirtschaftsprüfer  
(Austrian Chartered Accountant)

**This report is a translation of the original report in German, which is solely valid.**

The consolidated financial statements together with our auditor's opinion may only be published if the consolidated financial statements and the group management report are identical with the audited version attached to this report. Section 281 Paragraph 2 UGB (Austrian Commercial Code) applies.

# Independent assurance report on the non-financial reporting pursuant to Section 267a UGB

We have performed a limited assurance engagement in the connection with the consolidated non-financial reporting pursuant to Section 267a UGB (hereafter “non-financial reporting”) in the Group management report in section “Sustainability Statement 2025” for the financial year 2025 of the

**Addiko Bank AG,  
Vienna**  
(hereinafter also referred to as “Addiko” or “Company”).

## Conclusion with limited assurance

Based on our procedures performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the consolidated non-financial reporting pursuant to Section 267a UGB (hereafter „non-financial reporting”) in the Group management report in section “Sustainability Statement 2025” is not prepared, in all material respects, in compliance with:

- the statutory provisions of Art. 19a and 29a of Directive 2013/34/EU,
- the statutory provisions of the Austrian Sustainability and Diversity Improvement Act (Section 267a of the Austrian Commercial Code (UGB)),
- the reporting requirements according to Article 8 of the EU Regulation 2020/852 (hereinafter referred to as “EU-Taxonomy-Regulation”),
- the requirements of the delegated regulation (EU) 2023/2772 (hereinafter referred to as “ESRS”), and
- the process carried out by the company to identify the information to be included in the consolidated non-financial reporting in accordance with the legal requirements and standards for non-financial reporting (hereinafter referred to as “double materiality assessment process”); with the description set out in disclosure “10.3.1 ESRRS 2 IRO-1 - Identifying and assessing sustainability-related impacts, risks and opportunities”

in the currently valid version.

## Basis for conclusion with limited assurance

Our limited assurance engagement on the non-financial reporting was conducted in accordance with the statutory requirements and Austrian Standards on Other Assurance Engagements and additional expert opinions as well as the International Standard on Assurance Engagements (ISAE 3000 (Revised)) applicable to such engagements. An independent assurance engagement with the purpose of expressing a conclusion with limited assurance („limited assurance engagement”) is substantially less in scope than an independent assurance engagement with the purpose of expressing a conclusion with reasonable assurance („reasonable assurance engagement”), thus providing reduced assurance.

Our responsibility under those requirements and standards is further described in the „Responsibility of the auditor of the consolidated non-financial reporting” section of our assurance report.

We are independent of the Group in accordance with the Austrian professional regulations and Art. 22 ff. AP- RL and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Our audit firm is subject to the provisions of KSW-PRL 2022, which essentially corresponds to the requirements of ISQM 1, and applies a comprehensive quality management system, including documented policies and procedures for compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained up to the date of the limited assurance report is sufficient and appropriate to provide a basis for our conclusion as of that date.

### **Other information**

Management is responsible for the other information. The other information comprises all information included in the Group Annual Report but does not include non-financial reporting and our independent assurance report.

Our conclusion on the non-financial reporting does not cover the other information and we will not express any form of assurance conclusion thereon. In connection with our limited assurance engagement on the non-financial reporting, our responsibility is to read the other information when available and, in doing so, consider whether the other information is materially inconsistent with the non-financial reporting or our knowledge obtained in the limited assurance engagement or otherwise appears to be 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 context.

### **Responsibility of the management**

Management is responsible for the preparation of a non-financial reporting including the determination and implementation of the double materiality assessment processes in accordance with legal requirements and standards. This responsibility includes:

- identification of the actual and potential impacts, as well as the risks and opportunities associated with sustainability aspects and assessing the materiality of these impacts, risks and opportunities,
- preparing of a non-financial reporting in compliance with the requirements of the statutory provisions of the Austrian Sustainability and Diversity Improvement Act pursuant to Section 267a UGB, and the statutory provisions of Art. 19a and 29a of Directive 2013/34/EU, including compliance with the ESRS,
- inclusion of disclosures in the consolidated non-financial reporting in accordance with the EU-Taxonomy-Regulation, and
- designing, implementing and maintaining of internal controls that management consider relevant to enable the preparation of sustainability report that is free from material misstatement, whether due to fraud or error; and to enable the double materiality assessment process to be carried out in accordance with the requirements of the ESRS.

This responsibility includes also the selection and application of appropriate methods for non-financial reporting and the making of assumptions and estimates for individual sustainability disclosures that are reasonable in the circumstances.

### **Inherent limitations in the preparation of non-financial reporting**

When reporting forward-looking information, the company is obliged to prepare this forward-looking information based on disclosed assumptions about events that could occur in the future and possible future actions by the company. Actual results are likely to differ as expected events often do not occur as assumed.

**Responsibility of the auditor of the consolidated non-financial reporting**

Our objectives are to plan and perform a limited assurance engagement to obtain limited assurance about whether the non-financial reporting, including the procedures performed to determine the information to be reported and the reporting in accordance with the EU-Taxonomy, is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. 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 based on this non-financial reporting.

In a limited assurance engagement, we exercise professional judgement and maintain professional scepticism throughout the assurance engagement.

Our responsibilities include

- performing risk-related assurance procedures, including obtaining an understanding of internal controls relevant to the engagement, to identify disclosures where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of expressing a conclusion on the effectiveness of the Group's internal controls;
- design and perform assurance procedures responsive to disclosures in the non-financial reporting, where material misstatements are likely to arise. 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.

**Procedures - Summary of the work performed**

A limited assurance engagement involves performing procedures to obtain evidence about the non-financial reporting.

Our engagement does not include the assurance of prior period figures, printed interviews or other additional voluntary information of the company, including references to websites or other additional reporting formats of the company.

The nature, timing and extent of assurance procedures selected depend on professional judgement, including the identification of disclosures likely to be materially misstated in the non-financial reporting, whether due to fraud or error.

In conducting our limited assurance engagement on the non-financial reporting, we proceed as follows:

- We obtain an understanding of the company's processes relevant to the preparation of non-financial reporting.
- We assess whether all relevant information identified by the double materiality assessment process carried out by the company has been included in the non-financial reporting.
- We evaluate whether the structure and presentation of the non-financial reporting is in compliance with the requirements of the statutory provisions of the Austrian Sustainability and Diversity Improvement Act as of Section 267a UGB, including the ESRS.
- We perform inquiries of relevant personnel and analytical procedures on selected disclosures in the non-financial reporting.
- We perform risk-oriented assurance procedures, on a sample basis, on selected disclosures in the non-financial reporting.
- We reconcile selected disclosures in the non-financial reporting with the corresponding disclosures in the consolidated financial statements and Group management report.
- We obtain evidence on the methods for developing estimates and forward-looking information.

- We obtain an understanding of the process for the proper application and implementation of the No-Claim-Statements in accordance with Art. 7 (9) del Regulation (EU) 2021/2178 (Delegated Regulation to Art. 8 of the EU-Taxonomy-Regulation).

**Limitation of liability, publication and terms of engagement**

This limited assurance engagement is a voluntary assurance engagement. We issue this conclusion based on the assurance contract concluded with the client, which is also based, with effect on third parties, on the „General Conditions of Contract for the Public Accounting Professions” issued by the Chamber of Tax Advisors and Auditors. These can be viewed online on the website of the Chamber of Tax Advisors and Auditors (currently at <https://ksw.or.at/berufsrecht/mandatsverhaeltnis/>). With regard to our responsibility and liability under the contractual relationship, point 7 of the AAB 2018 applies.

Our assurance report may only be distributed to third parties together with the consolidated non-financial reporting contained in the “Sustainability Statement 2025” section of the group management report and only in complete and unabridged form.

**Auditor responsible for the assurance engagement**

The auditor responsible for the assurance engagement of the non-financial reporting is Mag. Christian Grinschgl.

Vienna  
20 February, 2026

KPMG Austria GmbH  
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft

signed by:  
Mag. Christian Grinschgl  
Wirtschaftsprüfer  
(Austrian Chartered Accountant)

This report is a translation of the original report in German, which is solely valid.

# Report of the Supervisory Board

Dear Shareholders,

The Supervisory Board of Addiko Bank AG (“the Company”) diligently performed all duties incumbent upon it during the reporting year, in full compliance with the law, the Articles of Association of the Company, and its own Rules of Procedure.

## Nature and Scope of the Supervision of the Management Board

The Supervisory Board of the Company supervises and advises the Management Board on the basis of the requirements laid down by law, the Articles of Association and its Rules of Procedure.

In the reporting year, five meetings of the Supervisory Board were held, and seven circular resolutions were adopted. With one exception, all members of the Supervisory Board attended all meetings. In four of the five meetings, members of the Management Board presented quarterly reports.

The Supervisory Board was regularly informed by the Management Board on the following topics in order to enable it to fulfil its supervisory function: business performance in the previous quarter, financial results, risk developments, regulatory developments and the measures arising therefrom, as well as significant legal disputes. Based on the reports on the risks arising from banking activities, the Supervisory Board discussed with the Management Board the adequacy of capitalisation and liquidity within the Addiko Group.

The Supervisory Board held in-depth discussions with the Management Board on strategies and key measures. Among other matters, the Supervisory Board decided in the reporting year on the 2026 budget, the updated recovery plan, amendments to the business, risk and ESG strategies, the internal audit guidelines, the Internal Audit strategy and audit plan, various compliance guidelines, the risk appetite statement, the remuneration policy for the Management Board, as well as the fit-and-proper assessments of the members of the Management Board and the Supervisory Board.

The Supervisory Board was directly involved in decisions of fundamental importance to the Company. Transactions requiring approval were submitted to the Supervisory Board, enabling it to adopt the necessary resolutions.

The Supervisory Board had sufficient opportunity to review the reports and proposals submitted by the Management Board.

Furthermore, the Chair of the Supervisory Board and the Chairs of the Supervisory Board committees maintained regular contact with the Management Board. Between the quarterly reports, the Management Board informed the Supervisory Board of current developments. The Chair of the Supervisory Board and, where relevant, the Chairs of the Supervisory Board committees were promptly informed by the Chair of the Management Board or the responsible member of the Management Board of important events that are of material significance for assessing the situation, development and management of the Addiko Group.

In addition, the Supervisory Board received regular reports from key function holders, in particular the Compliance Officer and the Head of Internal Audit. The Supervisory Board regularly dealt with reports from the Internal Control System (ICS) and the risk functions.

## Committees of the Supervisory Board

To ensure the efficient performance of its supervisory duties, the Supervisory Board has established six permanent committees:

- *Audit, Compliance and AML Committee*, which held five meetings in the reporting year and adopted one circular resolution,
- *Credit and Risk Committee*, which held five meetings in the reporting year,

- *Digitalisation and IT Committee*, which held four meetings in the reporting year,
- *Nomination Committee*, which held four meetings in the reporting year,
- *Remuneration Committee*, which held four meetings in the reporting year, and
- *Committee for Management Board Affairs*, which held one meeting in the reporting year.

Further details on the activities of the committees can be found in the Corporate Governance Report for the 2025 financial year.

### Separate and Consolidated Financial Statements 2025

The separate financial statements as of 31 December 2025 prepared by the Management Board in accordance with the provisions of the Austrian Commercial Code (UGB) and Austrian Banking Act (BWG) were audited by *KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft* (KPMG) that issued an unmodified audit opinion. The Management report was assessed to determine whether it was prepared in accordance with the applicable legal requirements and it is consistent with the separate financial statements. No findings were made in this regard.

The consolidated financial statements as of 31 December 2025 prepared by the Management Board in accordance with the *International Financial Reporting Standards* (IFRS) applicable in the EU as at the reporting date were audited by KPMG that issued an unmodified audit opinion. The Group management report was assessed to determine whether it was prepared in accordance with the applicable legal requirements and is consistent with the consolidated financial statements. No findings were made in this regard either.

The separate and consolidated financial statements were submitted to the Supervisory Board and the *Audit, Compliance and AML Committee*, together with the audit reports of the auditor and were examined by these bodies. Based on the information and explanations provided by KPMG and the Management Board, as well as its own assessment from monitoring the ongoing audit process, the *Audit, Compliance and AML Committee* recommended that the Supervisory Board agrees with the results of the external audit and accepts the annual and consolidated financial statements. Following its own detailed assessment, the Supervisory Board approved the annual financial statements, which are therefore deemed to be adopted. The consolidated financial statements were acknowledged by the Supervisory Board.

### Consolidated Sustainability Statement 2025

The consolidated Sustainability Statement was prepared by the Management Board as an integral part of the Group Management report as of 31 December 2025 and is subject to a voluntary limited assurance engagement by KPMG, which did not lead to any negative findings. The report was submitted to the *Audit, Compliance & AML Committee* and the Supervisory Board for review. Based on its own review and the information and explanations provided by KPMG and the Management Board, the Supervisory Board had no objections and accepted the consolidated Sustainability Statement 2025.

### Consolidated Corporate Governance Report

The Consolidated Corporate Governance Report for the 2025 financial year was presented to the *Audit, Compliance & AML Committee* and to the Supervisory Board. Based on its own review, the Supervisory Board found no grounds for objection and therefore approved the report. Pursuant to Rule C-62 of the *Austrian Corporate Governance Code* ("ÖCGK"), an external evaluation of compliance with the ÖCGK is required only every three years. The Company did not conduct an external evaluation for the 2025 financial year, as the most recent external evaluation for the 2023 financial year was carried out by *Deloitte Audit Wirtschaftsprüfungs GmbH*.

### Independence of the Supervisory Board

During the reporting year, the Supervisory Board did not engage any external consultants. No member of the Supervisory Board provided services to the Company or any of its subsidiaries outside their duties as a Supervisory Board member during the reporting year. In particular, no Supervisory Board member received remuneration for special services such as advisory work. No Supervisory Board member simultaneously served as a member of the Supervisory Board of a

subsidiary of the Company during the reporting period. For further information on the independence of the Supervisory Board, reference is made to the Corporate Governance Report for the reporting year.

The Supervisory Board would like to express thanks to the members of the Management Board, the leadership team and to the entire staff for their outstanding commitment and achievements in 2025.

On behalf of the Supervisory Board

Dr. Kurt Pribil m.p.  
Chairman of the Supervisory Board

Vienna, 4 March 2026

# Imprint

**Publisher of the Financial Report  
and responsible for the content:**

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