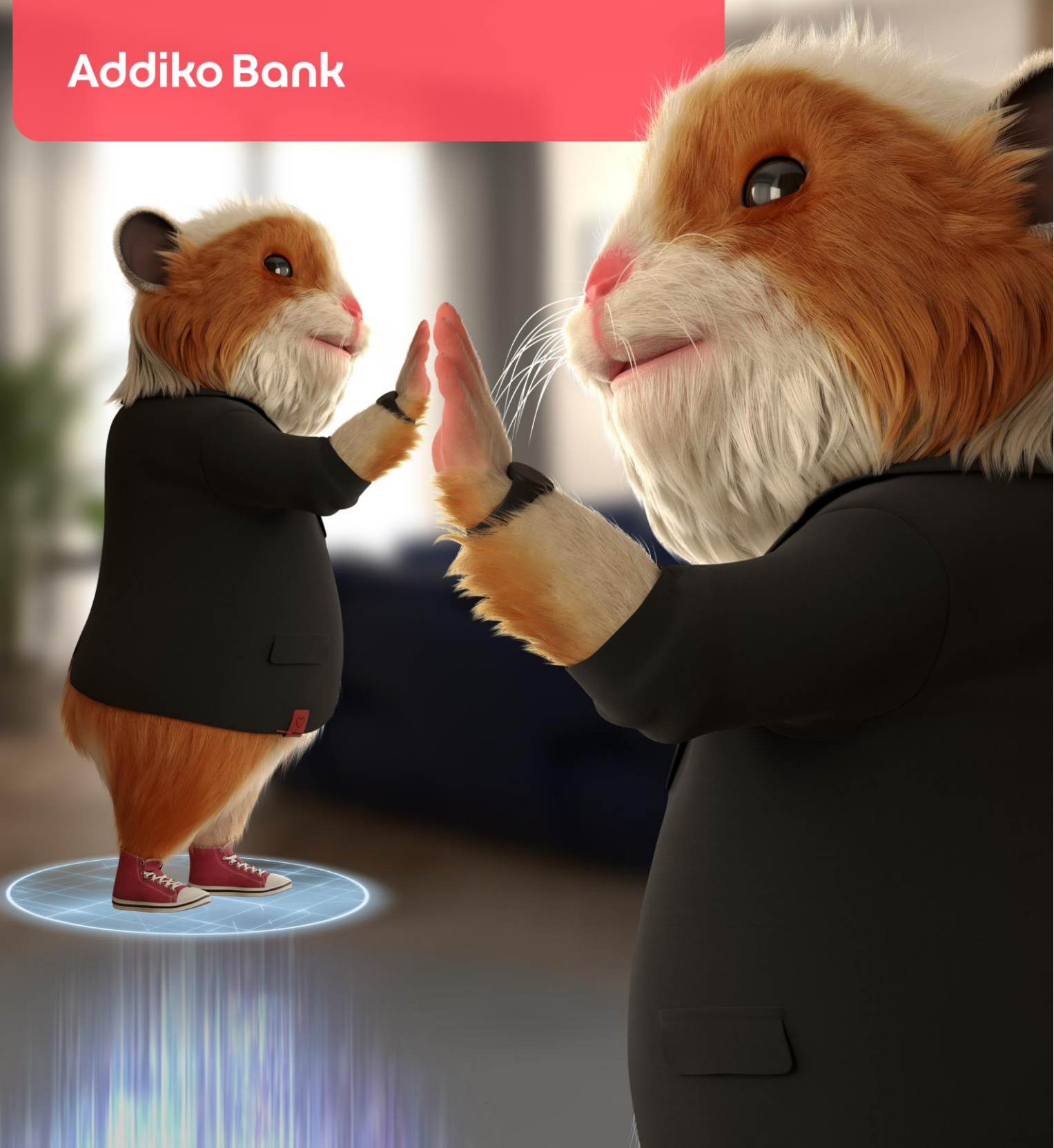


Earnings Release

3Q25

There is no moving forward
without looking back.

Addiko Bank



HIGHLIGHTS

1

Key financial data

EARNINGS	
NET PROFIT	€35.3m
OPERATING RESULT	€82.9m
EPS	€1.83
NIM	3.7%

ASSET QUALITY	
COST OF RISK ON NET LOANS	-0.7%
NPE RATIO ON-BALANCE	2.9%
NPE VOLUME	€140.1m

CAPITAL	
CET1 RATIO (Basel IV)	21.3%

2

Business development

NET PROFIT in first 9 months at €35.3m

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

Higher OPERATING COSTS due to general cost increases

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

OUTLOOK 2025: no change compared to Outlook (as adjusted in 1H25)

3

Outlook for the full year 2025 (as adjusted in 1H25)

LOAN BOOK GROWTH	>6%	COST OF RISK	ca. 1.3%
	CAGR 2024-2026	TOTAL CAPITAL RATIO	>18.35%
NIM	>3.6%	ROATE	>4.5%
NET BANKING INCOME	FLAT	DIVIDEND ¹⁾	ca. 50%
OPEX	<€196m		of net profit

¹⁾ Currently suspended.

Key data

	EUR m		
Selected items of the profit or loss statement	3Q25	3Q24	(%)
Net banking income	235.6	235.3	0.1%
Net interest income	177.8	181.7	-2.2%
Net fee and commission income	57.8	53.6	7.8%
Net result on financial instruments	1.4	1.1	27.0%
Other operating result	-9.5	-9.8	-3.0%
Operating income	227.4	226.6	0.4%
General administrative expenses	-144.5	-143.1	1.0%
Operating result before impairments and provisions	82.9	83.5	-0.8%
Other result	-10.5	-10.5	0.0%
Expected credit loss expenses on financial assets	-25.5	-25.0	1.9%
Taxes on income	-11.5	-10.3	11.6%
Result after tax	35.3	37.7	-6.4%
Performance ratios	3Q25	3Q24	(pts)
Net interest income/total average assets	3.7%	3.9%	-0.2
Return on average tangible equity	5.6%	6.4%	-0.8
Cost/income ratio	61.4%	60.8%	0.6
Cost of risk ratio (CRB)	-0.5%	-0.5%	0.0
Cost of risk ratio (on net loans)	-0.7%	-0.7%	0.0
Selected items of the statement of financial position	Sep25	Dec24	(%)
Loans and advances to customers	3,607.7	3,506.4	2.9%
Deposits and borrowings from customers	5,225.6	5,290.0	-1.2%
Equity	887.4	839.5	5.7%
Total assets	6,361.5	6,408.9	-0.7%
Balance sheet ratios	Sep25	Dec24	(pts)
Loan to deposit ratio	69.0%	66.3%	2.8
NPE ratio (on balance loans)	2.9%	2.9%	0.0
NPE coverage ratio	82.2%	80.0%	2.2
Liquidity coverage ratio	388.9%	363.2%	25.7
Common equity tier 1 ratio / Total capital ratio	21.3%	22.0%	-0.7

Earnings Release 3Q25

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 the stock-market listed parent company Addiko Bank AG in Austria and six subsidiary banks in Croatia, Slovenia, Bosnia & Herzegovina (two banks), Serbia and Montenegro and services approximately 0.9 million customers using a well-dispersed network of 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 24 October 2025.

The figures shown in the Earnings Release 3Q25 are prepared on a consolidated basis and comprise the period 1 January - 30 September 2025 (3Q25). This report does not represent condensed financial statements in the meaning of IAS 34.

1. Business performance and economic situation

1.1. Overview of financial performance

- **Operating result before impairments and provisions** reached EUR 82.9 million, down EUR 0.6 million or 0.8% compared to EUR 83.5 million in the previous year
- **General administrative expenses** rose slightly from EUR 143.1 million to EUR 144.5 million, with the prior-year figure including EUR 3.0 million in extraordinary advisory costs related to takeover offers
- **Cost of risk ratio (on net loans)** stood at 0.7% or EUR 25.5 million, compared to EUR 25.0 million a year earlier
- **NPE ratio (on balance loans)** was stable at 2.9% (YE24: 2.9%) with higher **NPE coverage** at 82.2% (YE24: 80.0%)
- **Return on average tangible equity** reached 5.6% (3Q24: 6.4%)

Result after tax amounted to EUR 35.3 million, 6.4% lower YoY (3Q24: EUR 37.7 million). This reflects stable net banking income, increased administrative costs due to the catch-up effect from 2024, a benign cost of risk and higher tax expenses.

The **share of the two focus segments Consumer and SME** in the gross performing loan book increased to 91.2%, up from 89.1% at 3Q24 (YE24: 89.5%). The total customer gross performing loan book maintained a slight growth trend, reaching EUR 3.61 billion, compared to EUR 3.53 billion in the same period last year. This was primarily driven by a 4.7% YoY increase in the focus book, with the Consumer segment showing a strong 9.2% rise compensating for the SME segment.

Net banking income remained stable at EUR 235.6 million in 3Q25 (vs. EUR 235.3 million in 3Q24), despite a significantly lower rate environment. **Net interest income** declined 2.2% YoY to EUR 177.8 million, mainly due to the repricing of the variable back book, which accounts for roughly 14% of Addiko’s portfolio, as well due to lower income from national bank deposits. As a result, NIM decreased from 3.91% in 3Q24 to 3.72% in 3Q25. This decline was partially offset by a 7.8% YoY increase in **net fee and commission income**, which rose to EUR 57.8 million, driven by higher income from bancassurance, accounts & packages, card business and a renegotiated profit-sharing

agreement for insurance products, adding EUR 0.9 million related to prior-year fees.

Other operating result was EUR -9.5 million, up EUR 0.3 million YoY, as the prior-year figure had benefited from gains on real estate sales in Bosnia & Herzegovina.

General administrative expenses stood at EUR 144.5 million, reflecting a 3.2% YoY increase when excluding the EUR 3.0 million extraordinary advisory costs related to takeover offers included in the prior-year figure (3Q24: EUR 143.1 million). The increase was mainly driven by wage adjustments implemented in 2024, which took full effect in 2025 and general indexation. As a result, the **Cost/income ratio** stood at 61.4% (3Q24: 60.8%).

Other result remained stable at EUR -10.5 million (3Q24: EUR -10.5 million), principally driven by CHF claims in Slovenia and Croatia.

Expected credit loss expenses were EUR 25.5 million, corresponding to a 71 basis points Cost of risk ratio (on net loans), up from EUR 25.0 million or 71 basis points in the prior-year period. This was mainly driven by provision needs in the Consumer portfolio and for larger exposures in the SME segment. The **NPE ratio (on balance loans)** remained stable at 2.9% (YE24: 2.9%), with **non-performing exposure (NPE)** at EUR 140.1 million

(YE24: EUR 144.7 million). **NPE coverage** increased to 82.2% (YE24: 80.0%).

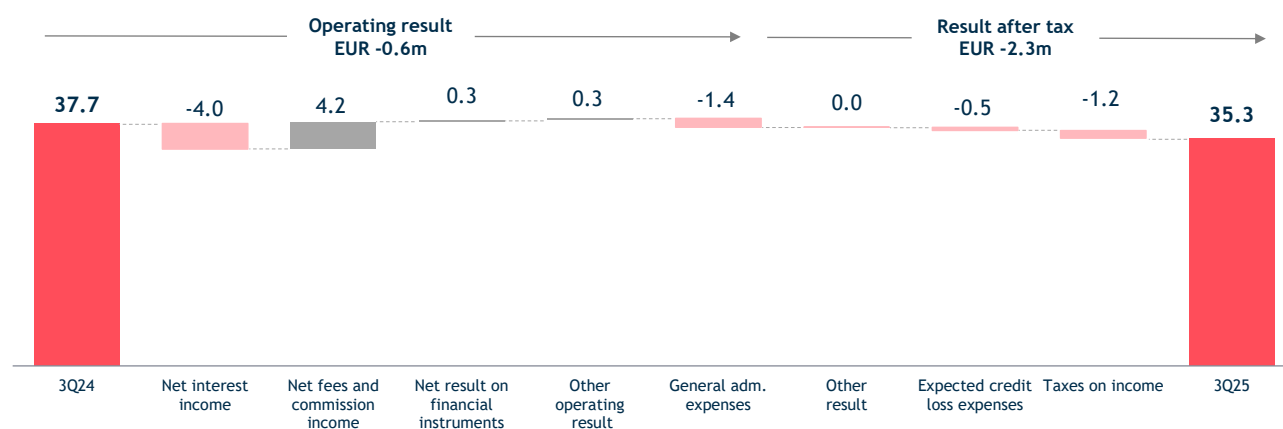
Total **equity** increased to EUR 887.4 million (YE24: EUR 839.5 million). After regulatory deductions,

the **CET1 ratio** stood at 21.3% (YE24: 22.0%, Basel III), mainly reflecting changed risk-weighting requirements under Basel IV.

1.2. Analysis of the result

	EUR m			
	3Q25	3Q24	(abs)	(%)
Net banking income	235.6	235.3	0.2	0.1%
Net interest income	177.8	181.7	-4.0	-2.2%
Net fee and commission income	57.8	53.6	4.2	7.8%
Net result on financial instruments	1.4	1.1	0.3	27.0%
Other operating result	-9.5	-9.8	0.3	-3.0%
Operating income	227.4	226.6	0.8	0.4%
General administrative expenses	-144.5	-143.1	-1.4	1.0%
Operating result before impairments and provisions	82.9	83.5	-0.6	-0.8%
Other result	-10.5	-10.5	0.0	0.0%
Expected credit loss expenses on financial assets	-25.5	-25.0	-0.5	1.9%
Result before tax	46.8	48.0	-1.2	-2.5%
Taxes on income	-11.5	-10.3	-1.2	11.6%
Result after tax	35.3	37.7	-2.4	-6.4%

Result after tax of Addiko Group - development YoY (EUR million):

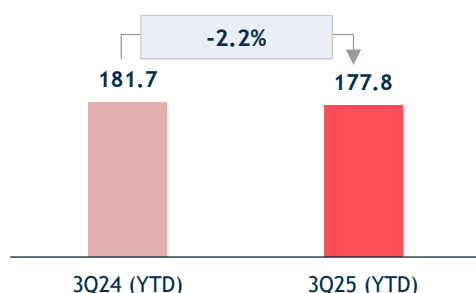


Net banking income amounted to EUR 235.6 million in the first nine months of 2025 (3Q24: EUR 235.3 million), supported by strong net fee and commission income, which offset the decline in net interest income.

Net interest income decreased 2.2% YoY to EUR 177.8 million from EUR 181.7 million, primarily due to a decline in **interest income**, which fell by EUR 8.6 million or 3.7%, from EUR 232.5 million to EUR 223.9 million. Taking into account the significantly changed interest rate environment, this represents a relatively stable performance. This result was made possible by a strong 7.3% YoY increase in interest income from the Consumer segment,

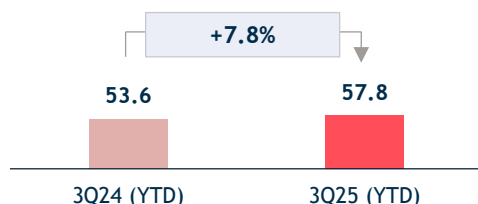
which partially offset the negative impact of the changed interest rate environment. Since June 2024, the ECB implemented eight rate cuts, each by 25 basis points, totaling a 2.0% reduction. This has negatively affected income from the variable loan portfolio as well as income from national bank deposits. **Interest expenses** decreased by 9.2% or EUR 4.7 million from EUR 50.7 million to EUR 46.1 million, reflecting the changed rate environment. As a result, the **net interest margin** in 3Q25 YTD was 3.72%, down 19 basis points from 3.91% in 3Q24 YTD.

Net interest income (EUR million):



Net fee and commission income increased to EUR 57.8 million, up EUR 4.2 million from EUR 53.6 million in the same period of 2024. This growth was primarily driven by enhanced sales performance, resulting in higher fees generated across the Group, particularly in bancassurance, accounts & packages and card business. Additionally, a renegotiated profit-sharing agreement for insurance products contributed EUR 0.9 million related to prior-year fees (2023-2024).

Net fee and commission income (EUR million):



The **net result on financial instruments** amounted to EUR 1.4 million in 3Q25, resulting from FX and related trading activities, compared to EUR 1.1 million in 3Q24.

Other operating result, which is the sum of other operating income and other operating expense, increased by EUR 0.3 million, from EUR -9.8 million in the first nine months of 2024 to EUR -9.5 million in the current reporting period. This position included the following significant items:

- **Deposit guarantee expenses** of EUR 5.5 million, up from EUR 4.8 million in the same period of 2024. The increase was primarily driven by a higher contribution to the Slovenian Deposit Guarantee Fund for 2025 (EUR 1.4 million) compared with 2024 (EUR 0.7 million) and by the new guidance provided by the local national bank to front load such yearly expenses.
- **Bank levies and other taxes** decreased to EUR 5.4 million in 3Q25, down from EUR 6.0 million in the same period of 2024. Of this amount, EUR 2.2 million (3Q24: EUR 2.1 million) pertains to banking levies from ECB, SRB and local banking agencies, EUR 2.0 million was attributable to the special

banking tax on the balance sheet introduced in Slovenia in 2024 (3Q24: EUR 2.1 million) and EUR 1.1 million to other tax expenses (3Q24: EUR 1.8 million).

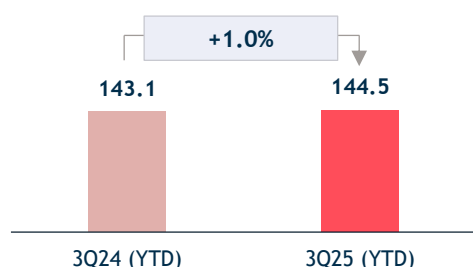
- **Gains from the sale of non-financial assets**, mainly resulting from the disposal of non-core real estate assets in Croatia and in Bosnia & Herzegovina, was EUR 2.0 million, down from EUR 2.8 million in the comparative period in the year 2024.

General administrative expenses increased to EUR 144.5 million in 3Q25, up from EUR 143.1 million in the same period of 2024, reflecting a 3.2% YoY increase when excluding the EUR 3.0 million extraordinary advisory costs related to takeover offers included in the prior-year figure:

- Personnel expenses increased by EUR 3.1 million, reaching EUR 80.4 million during the reporting period. The increase is primarily due to inflation-related wage increases and statutory minimum wage hikes. The increases either took place in the first months of 2025 or were already implemented in the previous year and had full effect in 2025.
- Other administrative expenses decreased by EUR 2.5 million, totalling EUR 50.6 million. The prior-year figure of EUR 53.1 million included EUR 3.0 million extraordinary advisory costs related to the voluntary partial tender offer published by Agri Europe Cyprus on 16 May 2024 and the voluntary public takeover offer aiming at control published by NLB on 7 June 2024.
- Depreciation and amortisation increased by EUR 0.9 million, from EUR 12.7 million to EUR 13.6 million.

The Group continues to actively pursue strategic initiatives aimed at maintaining cost efficiency. However, prevailing economic conditions and persistent inflationary pressures and actions by market participants have impacted all cost categories, offsetting many of the efficiency gains achieved across the Group. In addition, new regulatory standards and priorities result in additional operational costs. As a result, the **Cost/income ratio** landed at 61.4% in 3Q25, up from 60.8% in the same period of 2024. To address performance, a new programme will be launched towards the end of the year 2025.

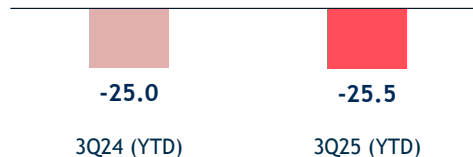
General administrative expenses (EUR million):



The **other result** was EUR -10.5 million for the first nine months of 2025 (3Q24: EUR -10.5 million), driven by existing and new CHF claims in Slovenia and Croatia. The figure includes a EUR 0.4 million gain from settling a legacy legal case in Croatia, partially offset by EUR 0.3 million in provisions for operational banking risks due to an external fraud case in Bosnia & Herzegovina.

Expected credit loss expenses on financial assets (ECL) increased by EUR 0.5 million to EUR 25.5 million during the reporting period, compared to EUR 25.0 million in the same period 2024. The development was primarily driven by provision requirements in the Consumer portfolio, as well as provisions for larger tickets within the SME segment, while net releases were recorded in the Non-Focus segments. In the third quarter 2025, a post-model adjustment (PMA) of EUR 3.0 million was considered in anticipation of model changes expected to take effect in the fourth quarter. This PMA was booked in addition to the previously recognised EUR 1.2 million, reflecting remaining uncertainties.

Expected credit losses (EUR million):



Taxes on income increased to EUR 11.5 million in the reporting period, compared to EUR 10.3 million in 3Q24. The increase in tax expenses was also attributable to a write-down of EUR 1.2 million of DTAs recognised from tax losses in Slovenia.

Overall, the **result after tax** decreased by 6.4% YoY to EUR 35.3 million (3Q24: EUR 37.7 million).

1.3. Analysis of the statement of financial position

	EUR m			
	Sep25	Dec24	(abs)	(%)
Cash and cash equivalents	1,036.5	1,251.4	-214.9	-17.2%
Financial assets held for trading	9.8	14.4	-4.6	-31.8%
Loans and advances to credit institutions	117.3	44.2	73.1	165.2%
Loans and advances to customers	3,607.7	3,506.4	101.3	2.9%
Investment securities	1,467.7	1,464.7	3.0	0.2%
Tangible assets	54.7	55.4	-0.6	-1.2%
Intangible assets	26.1	25.7	0.4	1.7%
Tax assets	24.0	30.8	-6.8	-22.0%
Current tax assets	1.3	2.1	-0.9	-40.8%
Deferred tax assets	22.7	28.6	-5.9	-20.6%
Other assets	16.7	14.8	1.9	12.7%
Non-current assets held for sale	0.8	1.0	-0.2	-20.9%
Total assets	6,361.5	6,408.9	-47.4	-0.7%

EUR m

	Sep25	Dec24	(abs)	(%)
Financial liabilities held for trading	1.6	4.4	-2.9	-64.7%
Deposits and borrowings from credit institutions	59.4	77.3	-17.8	-23.1%
Deposits and borrowings from customers	5,225.6	5,290.0	-64.5	-1.2%
Other financial liabilities	56.9	54.4	2.5	4.6%
Provisions	80.3	94.1	-13.8	-14.6%
Tax liabilities	2.7	5.0	-2.3	-46.5%
Current tax liabilities	1.1	3.3	-2.2	-66.9%
Other liabilities	47.6	44.2	3.5	7.8%
Equity	887.4	839.5	47.8	5.7%
Total equity and liabilities	6,361.5	6,408.9	-47.4	-0.7%

1.4. Segment information

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

EUR m

30.09.2025	Focus segments		Non-focus segments		Corporate Center	Total
	Consumer	SME Business	Mortgage	Large Corporate & Public Finance		
Net banking income	136.1	63.5	1.4	7.9	26.7	235.6
Net interest income	100.4	43.5	1.4	5.7	26.9	177.8
o/w regular interest income	105.7	50.3	8.7	2.2	47.7	214.6
Net fee and commission income	35.7	20.0	0.0	2.2	-0.2	57.8
Net result from financial instruments	0.0	0.0	0.0	0.0	1.4	1.4
Other operating result	0.0	0.0	0.0	0.0	-9.5	-9.5
Operating income	136.1	63.5	1.4	7.9	18.5	227.4
General administrative expenses	-70.9	-27.6	-0.8	-3.2	-42.0	-144.5
Operating result before impairments and provisions	65.2	35.9	0.6	4.7	-23.5	82.9
Other result	0.0	0.0	0.0	0.0	-10.5	-10.5
Expected credit loss expenses on financial assets	-14.5	-16.0	3.1	1.9	0.0	-25.5
Result before tax	50.7	19.9	3.7	6.6	-34.0	46.8
Business volume						
Net loans and receivables	2,001.7	1,273.2	268.6	49.2	132.2	3,725.0
o/w gross performing loans customers	2,015.5	1,278.9	269.0	48.2		3,611.6
Gross disbursements	748.5	569.5	0.0	11.8		1,329.8
Financial liabilities at AC ¹⁾	2,990.6	1,136.5	-	382.6	832.2	5,342.0
RWA ²⁾	1,541.6	897.8	157.6	81.4	589.1	3,267.5
Key ratios						
NIM ³⁾	5.6%	4.4%	-0.4%	2.8%		3.7%
Cost/Income ratio ⁴⁾	52.1%	43.5%	57.9%	40.3%		61.4%
Cost of risk ratio (CRB)	-0.6%	-0.9%	1.1%	1.1%		-0.5%
Cost of risk ratio (on net loans)	-0.7%	-1.3%	1.2%	3.8%		-0.7%
Loan to deposit ratio	66.9%	112.0%	-	12.9%		69.0%
NPE ratio (on balance loans)	3.2%	3.7%	3.4%	16.4%		2.9%
NPE coverage ratio	81.7%	82.0%	81.6%	86.9%		82.2%
Yield GPL (simple average)	7.3%	5.3%	4.1%	5.2%		6.3%

¹⁾ Financial liabilities at AC include the Direct deposits (Austria/Germany) amounting to EUR 497 million, EUR 59 million Deposits from credit institutions and EUR 276 million other liabilities. ²⁾ Includes only credit risk. The RWA for the first nine month of 2025 are based on calculations under Basel IV standards.

³⁾ 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. ⁴⁾ Cost/income ratio (CIR) is calculated as the sum of general administrated expenses divided by operating income including asset contribution.

EUR m

30.09.2024	Focus segments		Non-focus segments			Total
	Consumer	SME Business	Mortgage	Large Corporate & Public Finance	Corporate Center	
Net banking income	134.6	85.8	15.0	8.8	-8.8	235.3
Net interest income	102.9	65.5	15.0	6.9	-8.4	181.7
o/w regular interest income	98.6	56.2	11.3	4.0	52.4	222.5
Net fee and commission income	31.7	20.3	0.0	2.0	-0.4	53.6
Net result from financial instruments	0.0	0.0	0.0	0.0	1.1	1.1
Other operating result	0.0	0.0	0.0	0.0	-9.8	-9.8
Operating income	134.6	85.8	15.0	8.8	-17.6	226.6
General administrative expenses	-66.6	-28.3	-1.1	-3.3	-43.8	-143.1
Operating result before impairments and provisions	68.0	57.5	13.9	5.5	-61.4	83.5
Other result	0.0	0.0	0.0	0.0	-10.4	-10.5
Expected credit loss expenses on financial assets	-16.6	-13.3	4.3	0.3	0.3	-25.0
Result before tax	51.4	44.2	18.2	5.8	-71.5	48.0
Business volume						
Net loans and receivables	1,831.6	1,293.0	320.5	67.7	40.8	3,553.6
o/w gross performing loans customers	1,846.1	1,301.2	320.7	66.1		3,534.1
Gross disbursements	637.0	521.6	0.1	8.1		1,166.7
Financial liabilities at AC ¹⁾	2,870.6	1,111.1	-	367.8	921.2	5,270.8
RWA ²⁾	1,395.7	895.8	183.8	76.0	492.6	3,044.0
Key ratios						
NIM ³⁾	5.4%	4.0%	-0.8%	2.4%		3.9%
Cost/Income ratio ⁴⁾	49.5%	33.0%	7.1%	37.5%		60.8%
Cost of risk ratio (CRB)	-0.8%	-0.7%	1.3%	0.2%		-0.5%
Cost of risk ratio (on net loans)	-0.9%	-1.0%	1.3%	0.4%		-0.7%
Loan to deposit ratio	63.8%	116.4%	-	18.4%		68.6%
NPE ratio (on balance loans)	3.4%	3.3%	4.6%	15.5%		2.9%
NPE coverage ratio	80.8%	80.0%	83.1%	80.7%		80.8%
Yield GPL (simple average)	7.4%	5.8%	4.4%	6.2%		6.5%

¹⁾ Financial liabilities at AC include the Direct deposits (Austria/Germany) amounting to EUR 589 million, EUR 82 million Deposits from credit institutions and EUR 250 million other liabilities. ²⁾ Includes only credit risk. Figures calculated based on Basel III. ³⁾ 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. ⁴⁾ Cost/income ratio (CIR) is calculated as the sum of general administrated expenses divided by operating income including asset contribution.

2. Expansion to Romania

In the first half of 2025, the necessary operational foundations for entering the Romanian market were established. This included validating the digital lending platform, tailoring the risk and fraud detection systems to local requirements, and fine-tuning the effectiveness of digital marketing efforts. Intensified marketing activities were launched in the third quarter and will continue throughout the remainder of the year. With regard to the 3Q25 results, the activities in Romania had no material impact.

3. Delisting from Xetra trading (Frankfurt)

Following the listing of Addiko Bank AG shares on the Frankfurt Xetra platform in April 2024 - which was intended to enhance trading liquidity and attract a broader investor base - the company has decided to terminate its Xetra listing effective 1 January 2026.

This decision follows a significant change in the shareholder structure and a substantial reduction in trading liquidity, represented by consistently 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 underlying benefit in comparison to associated costs.

4. Outlook

The CSEE region also stood out in 2025 with above-average growth in Europe. Compared to its spring forecast, the Vienna Institute for International Economic Studies (wiiw) slightly adapted in its latest autumn forecast the GDP growth projections for all our core markets in CSEE, except for Montenegro which remains at a strong 3.4%. Croatia. Forecasted GDP growth at YE25 is now 3.0% (previously expected 2.8%) for Croatia, 2.2% (previously 2.4%) for Bosnia & Herzegovina and 2.0% (previously 3.0%) for Serbia. The growth rates in the CESEE region are significantly higher than those of the euro zone countries, for which an overall growth of 0.9% is forecast for this year and from an economic perspective, the CSEE countries continue to be among the most dynamic regions in Europe.

From an inflation perspective, the picture shifts somewhat. While the inflation rate for the euro zone is forecast at 2.1% for 2025, price increases in the CSEE countries are significantly higher. In its autumn forecast 2025, the wiiw has revised inflation expectations upward across all core countries. It now expects inflation of 3.7% for Croatia (previously 3.4%), 2.8% for Slovenia (previously 2.2%), 3.3% for Bosnia & Herzegovina (previously 2.2%), 4.0% for Montenegro (previously 3.0%), and 4.5% for Serbia (previously 4.2%).

Following a peak of 4.50% in 2023, the ECB initiated a series of interest rate cuts starting in June 2024. By 30 September 2025, the ECB had implemented eight rate reductions, including four this year. The latest cut, announced on 5 June 2025, lowered rates by 0.25%, while rates remained stable in the third quarter. As of September, the marginal lending facility stands at 2.40% (down from 4.50% at the beginning of 2024) and the deposit facility at 2.00% (down from 4.00%). At its interest rate meeting held on 30 October 2025, the ECB decided to leave the key rates unchanged. Given that the environment remains exceptionally uncertain and the unknown impact of the US tariff dispute on global inflation and economic activity, over the medium term, interest rates in the euro area are expected to remain roughly at their current level.

Based on the financial development of the first nine months of 2025 and the current macroeconomic outlook for the CSEE region, the Outlook for the full year remains unchanged as updated with the disclosure of 1H25 results in August 2025. While demand in the Consumer segment remained strong, the SME segment developed below expectations resulting in a lower overall loan book growth, with improvements towards the end of the third quarter. This effect is expected to persist for an extended period, impacting the mid term loan growth of >6% CAGR 2024-2026. While the macroeconomic backdrop in the CSEE region is predicted to remain positive, the rate environment is now forecasted to drop below mid term expectations.

Several recent regulatory changes across our markets have an impact on our earnings potential. In Croatia, macroprudential measures introduced by the central bank - including a 40% debt-to-income cap for non-housing loans have led to a reduction in the addressable market for consumer lending. Additionally, new legislation will require banks to offer free core banking services from January 2026 onwards, further impacting profitability. In Serbia, interest rate caps and fee restrictions for customers with an income slightly below the average affect the majority of our consumer clients. The Republika Srpska has imposed restrictions on banks regarding the collection of certain standard banking fees since June 2025, and Montenegro will implement both a debt-to-income limit and interest rate cap from November 2025 onwards. These measures directly interfere with our revenue streams. Consequently, our mid term targets therefore remain under review and will be incorporated, along with mitigation measures, into the new mid term plan that is currently being developed.

	Outlook 2025 (adjusted in 1H25)	Guidance 2026 (under review)
Income & Business		
Total loan book growth ¹⁾	>6% CAGR 2024-2026	
NIM ²⁾	>3.6%	
NBI (growth YoY) ²⁾	Flat	>5%
OPEX	<€196m	<€200m
Risk & Liquidity		
CoR ³⁾	ca. 1.3%	
NPE ratio ⁴⁾	<3% as guiding principle	
Total capital ratio	>18.35% subject to yearly SREP	
LDR	Ramping up to <80%	
Profitability		
RoATE ⁵⁾	>4.5%	ca. 6.5%
Dividend ⁶⁾	ca. 50% of net profit	

¹⁾ Gross performing loans. ²⁾ Assuming an average yearly deposit facility rate of 283bp in 2025 and 200bp in 2026. ³⁾ On net loans. ⁴⁾ On on-balance loans (EBA). ⁵⁾ Assuming a higher effective tax rate of ≤25% in 2025 and 2026 due to changes of DTA in Slovenia and considering a pull-to-par effect of the majority of negative fair value reserves in FVTOCI. ⁶⁾ In line with dividend policy, subject to alignment with the ECB and AGM decision (currently suspended).

In general, 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, impediments for income generation due to (new) regulation or legislation regarding underwriting criteria, interest rate caps, fee caps or free banking products, changes in the interest rate environment, macroeconomic developments, regulatory restrictions, labour law, tax legislation and other market factors). Global uncertainties increased significantly during the first nine months of 2025 and are also heavily dependent on individual personalities. Accordingly, all forecasts are subject to an increased degree of uncertainty. For further information, in particular on the causes of potential downside risks for the planning and therefore the Outlook, please refer to the explanations in chapter 6 of the Group management report 2024 ("6. Outlook & guidance, dividend policy and risk factors").

5. Credit risk

5.1. Allocation of credit risk exposure within the Group

As of 30 September 2025, the overall gross exposure within the Group decreased by EUR 75.6 million (or -1.1%) to EUR 7,062.4 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 levels decreased across all group entities, apart from Addiko Bank Slovenia and Addiko Bank Montenegro.

Within the Group, the credit risk exposure breaks down as presented in the following table:

	EUR m	
	30.09.2025	31.12.2024
Addiko Croatia	2,487.1	2,493.2
Addiko Slovenia	1,729.9	1,648.2
Addiko Serbia	1,002.7	1,068.8
Addiko in Bosnia & Herzegovina	1,319.2	1,349.0
Addiko in Montenegro	249.1	239.2
Addiko Holding	274.5	339.8
Total	7,062.4	7,138.0

5.2. Credit risk exposure by rating class

As of 30 September 2025, approximately 39.1% (YE24: 38.6%) of the exposure falls into rating classes 1A to 1E. This portion is largely associated with receivables from financial institutions and private individuals, with a minor part pertaining to corporate and sovereign debts.

During the first nine months of 2025 the NPE Stock reduced by EUR -4.6 million to EUR 140.1 million (YE24: EUR 144.7 million), which is especially driven by reductions within the non-focus portfolios in all group entities, followed by additional NPE reductions within the SME portfolio (except in Addiko Bank Slovenia), 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 ongoing business year of 2025.

The following table shows the exposure by rating classes and market segment as of 30 September 2025:

							EUR m
30.09.2025	1A-1E	2A-2E	3A-3E	4A-4E	NPE	No rating	Total
Consumer	365.3	1,316.7	360.5	142.6	67.5	6.6	2,259.1
SME	308.4	1,154.6	215.2	112.0	52.6	4.8	1,847.5
Non Focus	147.3	221.4	48.7	13.2	20.0	1.1	451.6
o/w Large Corporate	4.3	106.5	28.5	3.7	10.0	0.8	153.9
o/w Mortgage	139.5	103.5	16.8	9.2	9.6	0.3	278.9
o/w Public Finance	3.5	11.4	3.4	0.2	0.4	0.0	18.9
Corporate Center ¹⁾	1,943.5	380.3	177.7	0.8	0.0	1.9	2,504.2
Total	2,764.5	3,072.9	802.1	268.5	140.1	14.3	7,062.4

¹⁾ 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 ¹⁾	1,959.7	401.6	291.2	0.1	0.0	3.8	2,656.5
Total	2,753.1	2,934.6	1,022.4	270.4	144.7	12.8	7,138.0

¹⁾ Corporate Center includes financial institutions considering national bank exposure. on demand deposits as well as securities.

6. Own funds and capital requirements

6.1. Capital requirements

The ECB is the competent authority in charge for the direct supervision of Addiko Group, the parent entity and the two subsidiaries operating in Slovenia and Croatia. In other countries, the individual banking operations are overseen by their respective local regulators.

The following table presents the Addiko Group's regulatory minimum capital ratios, which include the regulatory buffers and the capital requirements determined through the Supervisory Review and Evaluation Process (SREP).

	30.09.2025			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%
Total SREP Capital Requirement (TSCR)	6.33%	8.44%	11.25%	6.33%	8.44%	11.25%
Capital Conservation Buffer (CCB)	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
Counter-Cyclical Capital Buffer (CCyB)	0.77%	0.77%	0.77%	0.64%	0.64%	0.64%
Systemic Risk Buffer (SyRB)	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%
Combined Buffer Requirements (CBR)	3.77%	3.77%	3.77%	3.64%	3.64%	3.64%
Overall Capital Requirement (OCR)	10.10%	12.21%	15.02%	9.96%	12.07%	14.89%
Pillar 2 guidance (P2G)	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
OCR + P2G	13.10%	15.21%	18.02%	12.96%	15.07%	17.89%

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 30 September 2025, the **combined buffer requirement (CBR)** includes a **countercyclical capital buffer (CCyB)** of 0.77%, up from 0.64% at the end of the previous year. This increase is partly due to the prescribed step-up of the CCyB for Slovenia doubling from 0.50% to 1.00%. 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 also set the Pillar 2 guidance (P2G) at 3.00% for the period from 1 January until 31 December 2025, unchanged from 2024.

Based on the SREP outcome received from ECB on 30 October 2025 for 2026, the P2R will increase from the current 3.25% to 3.50%. There are no changes to the P2G, which remains at 3.00%.

6.2. 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	
	30.09.2025	31.12.2024
Common equity tier 1 (CET1) capital: Instruments and reserves		
Capital instruments	195.0	195.0
Retained earnings	347.3	302.4
Accumulated other comprehensive income (and other reserves)	312.7	299.6
Independently reviewed (interim) and eligible profits net of any foreseeable charge or dividend	0.0	45.4
o/w Interim eligible profit of the current year	0.0	45.4
o/w Foreseeable charge or dividend	0.0	0.0
CET1 capital before regulatory adjustments	855.0	842.4
CET1 capital: regulatory adjustments		
Additional value adjustments	-0.7	-0.7
Intangible assets (net of related tax liability)	-15.5	-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)	-10.3	-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)	-0.9	-0.9
Total regulatory adjustments to Common equity tier 1 (CET1)	-29.6	-33.4
Common equity tier 1 (CET1) capital	825.4	809.0
Tier 2 (T2) capital: instruments and provisions		
Tier 2 capital (T2)	0.0	0.0
Total capital (TC = T1 + T2)	825.4	809.0
Total risk exposure amount	3,882.7	3,671.2
Capital ratios and buffers %		
CET1 ratio	21.3%	22.0%
Total capital ratio	21.3%	22.0%

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 16.4 million during the reporting period, reflecting several key factors:

- **Positive OCI development** of EUR 12.6 million, primarily from debt instruments measured at FVTOCI. A EUR 0.3 million increase from equity instruments was more than offset by changes in foreign currency reserves.
- **Decrease in other regulatory deduction items** by EUR 3.8 million, mainly due to lower deductions for intangible assets (increasing total capital by EUR 2.1 million) and deferred tax assets on existing taxable losses (increasing total capital by EUR 1.7 million). The lower prudential valuation adjustments related to assets/liabilities measured at fair value (increasing total capital by EUR 0.1 million) have been compensated by slightly higher deductions for non-performing exposures (decreasing total capital by EUR 0.1 million).

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.

In accordance with Article 26 CRR, the interim profit for the reporting period (EUR 35.3 million) was not included in the calculation of regulatory capital for 3Q25.

6.3. 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 postponed the application of the Basel III fundamental review of the trading book (FRTB) standards based on (EU) 2024/2795.

The applied approaches partly explain the relatively high-risk density (measured by comparing RWA to assets) of 61.0% (YE24: 57.3%). The bank's focus on unsecured Consumer lending and SME business is another important source of the reported risk density.

The risk-weighted assets (RWA) increased by EUR 211.5 million during the reporting period:

The **RWA for credit risk** increased by EUR 234.0 million. The growth was primarily driven by new disbursements in the focus segments, Consumer and SME, where RWAs rose by EUR 148.6 million. The non-focus segment, Large Corporate & Public Finance, recorded an RWA increase of EUR 8.1 million due to higher risk weights, while the Mortgages segment saw a EUR 17.8 million decrease, reflecting both lower 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 segment contributed to an additional EUR 95.1 million to RWAs. The main drivers were higher risk weights applied to subordinated debt exposures (EUR 56 million) and to sovereign bonds issued by EU member states but denominated in a different EU currency (EUR 39 million), in accordance with Article 500a (EU) 2024/1623 of CRR3. The overall RWA increase attributable to Basel IV amounted to EUR 152 million. This was mainly the result of the two previously mentioned effects in the Corporate Center segments (EUR 95 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 new approaches in the Mortgages segment, resulting in an RWA decrease of EUR 10 million.

- The **RWA for counterparty credit risk (CVA)** increased slightly by EUR 1.0 million.
- The **RWA for market risk** rose by EUR 57.6 million, primarily due to higher open positions in BAM (EUR 77.5 million), following the implementation of the EBA QA 2024/7276 and Article 325b (4) of (EU) 2024/1623 (CRR3), which require own funds calculation at entity level without intragroup elimination. This increase was partially offset by lower open positions in USD (EUR -6.0 million), RSD (EUR -9.1 million), CHF (EUR -3.3 million), and other currencies (EUR -1.5 million).
- The **RWA for operational risk** decreased by EUR 81.2 million. Under Basel IV, operational risk RWAs are calculated using the new standardised approach outlined in Consultation Paper EBA/CP/2025/05, based on the three-year average of the Business Indicator Component (BIC). The lower coefficient (12.0% for BIC below EUR 1 billion) compared to the Basel III average (13.2%) contributed to this reduction.

	EUR m	
	30.09.2025	31.12.2024
Credit risk pursuant to Standardised Approach	3,267.5	3,033.5
Counterparty credit risk	3.0	2.0
Market risk	213.5	155.8
Operational risk	398.7	479.9
Total risk exposure amount	3,882.7	3,671.2

6.4. Leverage ratio

The leverage ratio for the Addiko Group, calculated in accordance with Article 429 CRR, increased slightly to 12.4% as of 30 September 2025 (YE24: 12.2%), as the Tier 1 capital grew more strongly than the total exposure for the reasons mentioned above.

	EUR m	
	30.09.2025	31.12.2024
Tier 1 capital	825.4	809.0
Total leverage ratio exposure	6,670.0	6,653.6
Leverage ratio %	12.4%	12.2%

6.5. MREL requirements

The Bank Recovery and Resolution Directive (BRRD) requires EU institutions to meet a minimum requirement for own funds and eligible liabilities (MREL) to ensure an effective and credible application of the bail-in tool. MREL targets are set individually by the competent resolution authority, in the case of Addiko Group, this is the Single Resolution Board (SRB).

Based on the resolution plan received on 25 May 2023 from the SRB, Addiko Group consists of two resolution entities - Addiko Bank d.d. (Croatia) and Addiko Bank d.d. (Slovenia) - as both were assessed by the resolution authority to provide critical functions in their respective local markets. Addiko Bank AG is designed as a liquidation entity. The SRB determined that a multiple point of entry (MPE) is a suitable resolution strategy for the Addiko Group.

On 31 March 2025 the SRB issued a decision with immediate effect, setting the following MREL requirements on individual level:

- 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. A linear build-up was required to meet the MREL target of 20.9% of TREA and 5.2% of LRE by 30 June 2025.
- Addiko Bank AG has no minimum MREL requirements.

During the reporting period the MREL ratio of all entities was always above the respective requirements.

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