

**Report on the remuneration
of the Members of the Supervisory Board of JSC “PIRAEUS BANK ICB”
for the year 2024**

I. The composition and general activity of the Supervisory Board of JSC “PIRAEUS BANK ICB”.

This Report on the remuneration of the Members of the Supervisory Board of JSC “PIRAEUS BANK ICB” (hereinafter – the “Supervisory Board of the Bank”, the “Supervisory Board”, for the year 2024 is prepared by the Supervisory Board of JSC “PIRAEUS BANK ICB” in accordance with the requirements of the Law of Ukraine "On Joint Stock Companies" as well as pursuant to the provisions of Regulation on the bank's remuneration policy, approved by the Resolution of the Management Board of the National Bank of Ukraine dated 30.11.2020 No. 153 and taking into account the Requirements to the Regulation and Report on Remuneration of Members of the Supervisory Board, Board of Directors and Executive Body of a Joint Stock Company, approved by the Decision of the National Securities and Stock Market Commission of May 2, 2024 No. 549..

The amount of the remuneration of the Chairman and Members of the Supervisory Board of JSC “PIRAEUS BANK ICB” (together - "Members of the Supervisory Board") is established by General Shareholders Meeting taking into account the qualifications and professional experience of the respective Members of the Supervisory Board, the main directions of their activity at the Bank, the functional load and the areas of responsibility, assigned functions and duties of a Member of the Supervisory Board of JSC “PIRAEUS BANK ICB”.

During 2024 the following changes have occurred in the composition of the Supervisory Board:

On November 4, 2024, the powers of the Chairman of the Supervisory Board, Mr. Emil Angelov, were terminated without a decision of the General Shareholders Meeting based on his application for termination of powers at his own request.

During the reporting period, comprising the year 2024, the composition of the Supervisory Board was as follows:

| # | Name and surname | Position | Status |
|----|-------------------------------|--------------|------------------------------|
| 1. | Mr. Emil Angelov ¹ | the Chairman | shareholder’s representative |
| 2. | Mr. Agkop Mardikian | the Member | independent director |
| 3. | Mr. Georgios Georgountzos | the Member | independent director |
| 4. | Mr. Alkiviadis Alexandrou | the Member | shareholder’s representative |
| 5. | Mr. Georgios Theodosiou | the Member | shareholder’s representative |
| 6. | Mr. Efstratios Hatzistefanis | the Member | independent director |

¹ the powers of the Chairman of the Supervisory Board, Mr. Emil Angelov, were terminated on November, 4, 2024

The term of office of all Members of the Supervisory Board expiring on January 09, 2028.

All Members of the Supervisory Board meet the qualification requirements for business reputation and occupational aptitude set by the NBU and independent directors also meet the requirements for their independence. Report on the results of verification of the Members of the Supervisory Board for compliance with the qualification requirements for business reputation, occupational aptitude and independence was approved by the Supervisory Board of the Bank on December 26, 2024 (Minutes No. 19_24).

The Supervisory Board held 10 (ten) personal presence meetings and 10 (ten) absentee voting meetings in the financial year 2024. Members of the Supervisory Board took part in the regular meetings via videoconference. As such, all Members of the Supervisory Board took part in more than half of the regular Supervisory Board meetings. The Management Board also informed the Supervisory Board of particularly important or urgent projects outside of the regular meetings. Where necessary, the Supervisory Board decisions were also passed by absentee voting.

The following table offers an overview, detailing which Members of the Supervisory Board took part in the meetings of the Supervisory Board.

| Name | Position | Meetings (personal presence*) | Meetings (absentee voting) | Total meetings attendance | % | Reason for absence |
|------------------------------|--------------|-------------------------------------|----------------------------------|---------------------------------|-----|--------------------------|
| Mr. Emil Angelov | the Chairman | 9\9 | 5\8 | 14\17 | 83 | Business matters |
| Mr. Agkop Mardikian | the Member | 10\10 | 9\10 | 19\20 | 95 | Business matters |
| Mr. Alkiviadis Alexandrou | the Member | 9\10 | 10\10 | 19\20 | 95 | Business matters |
| Mr. Georgios Georgountzos | the Member | 10\10 | 10\10 | 20\20 | 100 | --- |
| Mr. Efstratios Hatzistefanis | the Member | 7\10 | 9\10 | 16\20 | 80 | Business matters |
| Mr. Georgios Theodosiou | the Member | 10\10 | 10\10 | 20\20 | 100 | --- |
| Average attendance rate | | | | | 92 | |

* Participation via video or telephone conference is counted as personal presence.

The average attendance rate for all Supervisory Board members at the meetings was 92 percent during the reporting year.

During 2024, the Supervisory Board did not adopt any decisions from adoption of which the Members of the Supervisory Board of the Bank refused since the conflict of interests did not allow them to perform their duties fully and without prejudices to the interests of the Bank, its depositors and participants.

There was no decisions on transactions with Bank's related persons, adopted with the support of the Bank's SB Members.

Also during the reporting period there are no facts of late or improper fulfillment of obligations to the Bank by the Bank's related parties, decisions on transactions with which were adopted with the support of the Bank's SB Members.

Following the results of verification of the Members of the Supervisory Board of the Bank for compliance with the qualification requirements for business reputation, professional aptitude and independence, there were no confirmed facts of inappropriate behavior of the Bank's SB Members (including those which were reported confidentiality) and measures taken on the basis of investigation results.

In compliance with the requirements of the Ukrainian Law “On Joint Stock Companies,” the Supervisory Board of the Bank, by its decision dated December 19, 2023 (Minutes No. 17_23), established the Supervisory Board Committees as follows:

- Audit Committee of the Supervisory Board
- Nomination and Remuneration Committee of the Supervisory Board

Audit Committee of the Supervisory Board

By the decision of the Supervisory Board on the establishment of the Audit Committee dated December 19, 2023 (protocol No. 17_23), the following composition of the Committee was approved:

- Mr. Agkop Mardikian (independent director), Chairman of the Audit Committee;
- Mr. Emil Angelov (Shareholder representative), member of the Audit Committee;
- Mr. Efstratios Hatzistefanis (independent director), member of the Audit

Committee.

In 2024, due to Mr. Emil Angelov's voluntary resignation from the Bank's Supervisory Board and the simultaneous termination of his powers as a member of the Audit Committee as of November 4, 2024, changes occurred in the composition of the Committee.

Thus, by the decision of the Supervisory Board dated October 25, 2024 (minutes No. 17_24), Mr. Alkiviadis Alexandrou, a member of the Supervisory Board (Shareholder representative), was elected as a member of the Audit Committee, replacing Mr. Emil Angelov, starting from November 4, 2024. The following composition of the Committee was approved:

- Mr. Agkop Mardikian (independent director), Chairman of the Audit Committee;
- Mr. Alkiviadis Alexandrou (Shareholder representative), member of the Audit
- Mr. Efstratios Hatzistefanis (independent director), member of the Audit

Committee.

The Committee consists of three members of the Bank's Supervisory Board, the majority of whom are independent, in accordance with the requirements of current legislation and the Regulation on the Audit Committee.

A total of 11 meetings of the Audit Committee were held during 2024 (2 meetings with physical presence (via videoconference) and 9 remote voting sessions (surveys)).

Based on the evaluation of participation in the work of the Committee, it can be concluded that all members of the Committee actively participated in its work and dedicated enough time to fulfilling their duties (the average attendance rate -100%).

Nomination and Remuneration Committee of the Supervisory Board

By the decision of the Supervisory Board on the establishment of the Nomination and Remuneration Committee dated December 19, 2023 (minutes No. 17_23), the following composition of the Committee was approved:

- Mr. Efstratios Hatzistefanis (independent director), Chairman of the Nomination and Remuneration Committee;
- Mr. Georgios Theodosiou (Shareholder representative), member of the Nomination and Remuneration Committee;
- Mr. Georgios Georgountzos (independent director), member of the Nomination and Remuneration Committee.

The Committee consists of three members of the Bank's Supervisory Board, the majority of whom are independent, in accordance with the requirements of current legislation and the Regulation on the Nomination and Remuneration Committee.

A total of 9 meetings of the Appointments and Remuneration Committee were held during 2024 (2 meetings with physical presence (via videoconference) and 7 remote voting sessions (surveys)).

Based on the evaluation of participation in the work of the Committee, it can be concluded that all members of the Committee actively participated in its work and dedicated sufficient time to fulfilling their duties (the average attendance rate -100%).

II. Remuneration of the Members of the Supervisory Board of JSC “PIRAEUS BANK ICB”

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| <p>The amounts of remuneration that were paid and / or should be paid to the Members of the Supervisory Board based on the results of the reporting financial year:</p> <ul style="list-style-type: none"> - fixed component; - variable component. | <p>Based on the results of the reporting financial year, the Members of the Supervisory Board of the Bank were paid:</p> <ul style="list-style-type: none"> - fixed remuneration in the amount of UAH 2 294 024,25 variable component is not envisaged. |
| <p>Terms of actual payment of remuneration and their compliance with the Regulations on remuneration.</p> | <p>The payment of remuneration and compensation of expenses incurred in connection with the performance of the duties of a member of the Supervisory Board is carried out by JSC “PIRAEUS BANK ICB” in favor of the Chairman and Members of the Supervisory Board of JSC “PIRAEUS BANK ICB” (together - "Members of the Supervisory Board") in accordance with the procedure established by the current legislation of Ukraine, the Charter of JSC “PIRAEUS BANK ICB”, the Regulations on the Supervisory Board, other internal regulatory documents of JSC “PIRAEUS BANK ICB” and the terms of contracts concluded with the Members of the Supervisory Board. Civil agreements have been concluded with the other Members of the Supervisory Board, according to which the remuneration is paid by the Bank to the Supervisory Board Members on a quarterly basis, no later than 3 (three) working days after the Bank receives the services acceptance act signed by the Supervisory Board Member by transferring the amount of the fee under the agreement to the appropriate bank account of the Member of the Supervisory Board specified by him in the agreement.</p> <p>During 2024, remuneration to the Members of the Supervisory Board was paid without breaching the terms specified in the agreements concluded with them and in accordance with the Regulation on the Remuneration of Members of the Supervisory Board of “PIRAEUS</p> |

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| | <p>BANK ICB” JSC approved by the Resolution of the extraordinary General Shareholders Meeting dated 22.11.2023 (Minutes No. 1/11). and the Regulation on the Remuneration of the Members of the Supervisory Board of JSC “PIRAEUS BANK ICB” approved by the Resolution of the General Shareholders Meeting dated 29.04.2024 (Minutes No. 1/04).</p> |
| <p>A description of the structure of all components of remuneration paid to members of the Supervisory Board.</p> | <p>Only a fixed remuneration is established for the members of the Supervisory Board, which consists of a fixed amount and compensation costs related to the performance of duties of a member of the Supervisory Board.</p> <p>Compensation costs consist of travel costs related to the fulfillment of obligations of the member of the Supervisory Board, including costs of travelling, accommodation expenses within Kyiv City, registration of foreign passports, entry permits, compulsory insurance, expenses connected with sending of correspondence, other documented expenses, connected with rules of entry and stay in the place of business trip, including any fees and taxes, that must be paid related to the implementation of such expenses, etc. Bank shall pay abovementioned costs directly to the persons, who provide appropriate services or shall compensate the costs to the Member of the Supervisory Board in full.</p> <p>There are no other components of remuneration for the members of the Supervisory Board, including variable or additional remuneration, dismissal payments, remuneration in non-monetary form established by current internal documents of the Bank and the terms of agreements concluded with the Chairman and Members of the Supervisory Board.</p> |
| <p>Criteria for the performance evaluation (indicating how they were achieved) based on the results of which the variable remuneration is calculated.</p> | <p>Due to the absence of variable remuneration, the criteria for evaluating the effectiveness of the Members of the Supervisory Board of the Bank, based on the results of which the variable remuneration is accrued, are not determined.</p> |
| <p>Facts of the Bank's use of the right to return the payment of variable remuneration previously paid to members of the Supervisory Board.</p> | <p>Due to the fact that the Bank did not introduce a variable component of remuneration for the Members of the Supervisory Board, there were no facts of using the Bank’s right to return the variable remuneration previously paid to the Members of the Supervisory Board.</p> |
| <p>Participants in the introduction of the remuneration system.</p> | <p>The amount of remuneration of the Chairman and Members of the Supervisory Board of JSC “PIRAEUS</p> |

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| | <p>BANK ICB” (together - “members of the Supervisory Board”) is set by the General Meeting of Shareholders taking into account the qualifications and professional experience of the respective members of the Supervisory Board, their main activities, functional load and areas of responsibility, assigned functions and obligations of a member of the Supervisory Board of JSC “PIRAEUS BANK ICB”. External consultants were not involved in issues of the remuneration of the Bank's Supervisory Board Members in 2024. The Nomination and Remuneration Committee of the Supervisory Board considered only the draft of the Regulation on the Remuneration of Members of the Supervisory Board before its approval by the GSM.</p> | |
| Incentive programs for members of the Supervisory Board. | <p>Incentive programs for the Members of the Supervisory Board, including pension programs, are not provided by the current Regulations on Remuneration of Members of the Supervisory Board and were not applied during the reporting year.</p> | |
| Deviations of the amounts of actual payments from the amounts payable according to the Regulation on remuneration, as well as an explanation of the reasons for such deviation (if such deviations were during the reporting year). | <p>In 2024, there were no deviations of the amounts of actual payments from the amounts to be paid in accordance with the approved Regulations on Remuneration.</p> | |
| Violations of the terms of the Remuneration Regulations identified by the Bank (if any) and measures or decisions applied as a result of such violations. | <p>In the reporting year, the Bank did not detect any violations of the terms of the Regulation on remuneration, and, accordingly, no measures were taken as a result.</p> | |
| Availability / absence of reasonable grounds for payment /deferment/reduction/return of variable remuneration of a member of the Bank's Supervisory Board. | <p>Due to the fact that the Bank has not introduced a variable component of the remuneration for the Members of the Supervisory Board, there were no facts of the Bank using the right to return the previously paid variable remuneration to the members of the management body.</p> | |
| <p>The total amount of funds paid by the Bank in the reporting financial year. *disclosed in accordance with NBU requirements</p> | 2024 | 2023 |
| | UAH 2 294 024,25 | UAH 1 567 845,00 |

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| The amount of funds paid by the Bank as a variable remuneration and the grounds for its payment. | X | X |
| The amount of funds paid by the Bank as additional remuneration for performance of work outside the usual functions. | X | X |
| The amount of severance payments. | X | X |
| The estimated value of remuneration provided in non-monetary form (if implemented by the Bank). | X | X |
| Information about rewards in the form of participation of members of the Supervisory Board in the pension program (if any). | Remuneration in the form of participation of members of the Supervisory Board in the pension program was not carried out, such programs do not exist in the Bank. | |
| Information about granting by the Bank of loans, credits or guarantees to the Members of the Supervisory Board during the reporting financial year. | During 2024, the Bank did not provide any loans, credits or guarantees to the Members of the Supervisory Board. | |