

## PROXY FOR VOTING REMOTELY BEFORE THE ANNUAL GENERAL MEETING

### OF THE SHAREHOLDERS OF EUROBANK ERGASIAS SERVICES AND HOLDINGS S.A. OF 23 JULY 2024

The undersigned Shareholder/ legal representative of Shareholder of Eurobank Ergasias Services and Holdings S.A.

Name / Company Name	
Address / Registered Office	
Identity card number/Company's Register Num.	
Mobile Phone Number	
Email	
DSS Investor Share No	
DSS Securities Account	
Number of shares <i>(if no number of shares is filled-in, the proxy will be valid for the total number of shares registered in the Investor Account on the record date) as this is stated in the Invitation of the AGM.</i>	
Name of the legal entity's representative who signs the form (completed by legal entities only)	

hereby authorize, empower and direct <sup>1, 2, 3</sup>

**[Please note that you can appoint, as follows, one (1) proxy holder.]**

- |  |  |
|--|--|
| <input type="checkbox"/> 1. Mr. G. Zanias    | <input type="checkbox"/> 2. Mr. F. Karavias  |
| <input type="checkbox"/> 3. Mr. S. Ioannou   | <input type="checkbox"/> 4. Mr. K. Vassiliou |
| <input type="checkbox"/> 5. Ms. K. Kallimani |  |

**Note:** The above are directors and officers of the Company. In case your proxy is any of the above and no specific written voting instructions are given (i.e. by marking the appropriate box «For»/ «Against»), the proxy will have to abstain.

**or alternatively:**

6. ....

email .....

Mobile Phone Number .....

<sup>1</sup> Please select one (1) proxy by marking the appropriate box 1-5 with a ✓ or add your proxy under 6. If more are selected, the first one will be deemed to have been appointed.

<sup>2</sup> The proxy could be either a natural person or a legal entity.

<sup>3</sup> Relevant information on voting by proxy is included in the Invitation of the Annual General Meeting.

**Note:** In case your proxy is the abovementioned under (6) and no specific voting instructions are provided, your proxy will vote as s/he thinks fit. In case your proxy be a member of the BoD or an employee of the Company and no specific written voting instructions are given (i.e. by marking the appropriate box «For»/ «Against»), the proxy will have to abstain.

**Note:** Please fill in the mobile phone number and email of your hereinabove (under 6) proxy, in order to enable him/her to vote in the Annual General Meeting of shareholders of the Company at least twenty-four (24) hours before the date of the General Meeting (i.e. by 10.00 a.m. on 22.07.2024 at the latest). If not provided, participation in the voting on the Items of the Agenda of the Annual General Meeting will not be possible. In case your proxy is one of 1-6 mentioned above, there is no need to fill in any mobile phone number and email.

to represent me / the Legal Entity<sup>4</sup> at the Annual General Meeting of the Shareholders of the Company to be held on Tuesday, 23 July 2024 at 10:00 a.m, via teleconference, or any adjournment thereof, and to vote in my name and on my behalf / in the name and on behalf of the Legal Entity<sup>5</sup>, at least twenty-four (24) hours before the date of the General Meeting (i.e. by 10.00 a.m. on 22.07.2024 at the latest), for all / ..... voting rights owned by me / the Legal Entity<sup>6</sup> on the Record Date, taking any and all necessary actions as follows<sup>7</sup>:

	FOR	AGAINST	ABSTAIN
<b>ALL ITEMS ON THE AGENDA</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**or**

ITEMS ON AGENDA	FOR	AGAINST	ABSTAIN
1. Annual Separate and Consolidated Financial Statements for the financial year 2023. Directors' and Auditors' Reports.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Approval of the overall management for the financial year 2023 and discharge of the Auditors for the financial year 2023.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Appointment of Auditors for the financial year 2024.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Amendment of article 8 of the Articles of Association.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Dividend distribution and authorizations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Addition to the Company's Articles of Association of a new article 11 for the remuneration of the members of the Board of Directors. Renumbering of articles 11, 12, 13, 14 and 15 of the Company's Articles of Association.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Approval of the distribution of the Company's Net Profits to senior management and employees of the Company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Cancellation of 52,080,673 own shares acquired by the Company under the approved program to repurchase the Company's own shares held by the Hellenic Financial Stability Fund, with the corresponding reduction of its share capital by the amount of €11,457,748.06, according to article 49 of Law 4548/2018 and the subsequent amendment of article 5 (Share Capital) of the Company's Articles of Association.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<sup>4</sup> Delete as appropriate.

<sup>5</sup> Delete as appropriate.

<sup>6</sup> Delete as appropriate.

<sup>7</sup> Please mark the appropriate box with a ✓.

9. Approvals according to article 86 of L. 4261/2014.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Approval of amendment of the Remuneration Policy for Directors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Approval of the remuneration for the financial year 2023 and of the advance payment of the remuneration for the Directors for the financial year 2024.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Remuneration Report for the financial year 2023.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Approval of amendment of the Nomination Policy of the Directors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Election of new Board of Directors (itemized ballot) due to the expiration of the term of the current Board and appointment of the independent non-executive members of the Board.	-		
14.1 Konstantinos Vassiliou	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.2 Burkhard Eckes, proposed as independent non-executive member	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.3 Alice Gregoriadi, proposed as independent non-executive member	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.4 John Hollows, proposed as independent non-executive member	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.5 George Zanias	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.6 Stavros Ioannou	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.7 Fokion Karavias	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.8 Evangelos Kotsovinos, proposed as independent non-executive member	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.9 Irene Rouvitha Panou, proposed as independent non-executive member	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.10 Cinzia Basile, proposed as independent non-executive member	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.11 Rajeev Kakar, proposed as independent non-executive member	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.12 Bradley Paul Martin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.13 Jawaid Mirza, proposed as independent non-executive member	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Determination of the type and composition of the Audit Committee.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Submission of the Annual Activity Report of the Audit Committee for the financial year 2023.	For information		
17. Submission of the Independent Non-Executive Directors Report.	For information		

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Place and date: .....

\_\_\_\_\_  
(name/surname)

\_\_\_\_\_  
(signature)

(signature verification)

**Instructions:**

The present document, filled-in and signed, with the signature authenticity verified, is submitted to the Company's Investor Information Services Division at: Panagouli & Siniosoglou Streets, Building E, 142 34 N. Ionia or is sent digitally, signed by using a recognized digital signature (qualified certificate), by the shareholder or the representative via e-mail at the e-mail address [Investorsinfo@eurobankholdings.gr](mailto:Investorsinfo@eurobankholdings.gr), at least forty eight (48) hours before the date of the Annual General Meeting.