

Announcement

Establishment of a Stock Award Plan

Following the decision of the Annual General Meeting of Shareholders (hereinafter the "AGM") of Piraeus Financial Holdings S.A. (hereinafter the "Company") on 14.04.2025, to grant free Company's common shares to executives and employees of the Company and its affiliated entities within the meaning of Article 32 of Law 4308/2014, the Board of Directors of the Company at its meeting held on 23.10.2025, approved the establishment of a Stock Award Plan (hereinafter the "Plan").

The Plan's terms and conditions are briefly outlined below:

Number of shares: The total number of shares to be distributed over a period of twenty-four (24) months shall not exceed ten million seven hundred thousand (10,700,000) common registered voting shares with a nominal value of €0.93 each (the "Shares"), representing 0.86% of the Company's share capital on the date of the 2025 AGM's decision.

Beneficiaries: Potential Beneficiaries of the Plan are all executives (including the CEO and Executive members of the Board) and employees of the Company and its affiliated entities (jointly "the Group"), within the meaning of Article 32 of Law 4308/2014, including those providing services on a permanent basis (the "Beneficiaries").

Purpose: The Plan does not constitute a separate or autonomous variable remuneration scheme, but rather serves as a mechanism for the payment of the variable remuneration component payable in instruments under the current variable remuneration schemes described in the Directors' and the Group Remuneration Policies, including the Annual Variable Incentive Schemes and the Long-Term Incentive Plan, and/or any other variable remuneration scheme(s) adopted from time to time (the "Schemes"), which aim to reward Beneficiaries for their contribution to the achievement of the Group's strategic objectives and of specific financial and operational goals, ensuring at the same time compliance with regulatory requirements mandating that a part of variable remuneration should be awarded in financial instruments for specific categories of employees (Material Risk Takers, "MRTs") and aligning the interests of all Beneficiaries with the long-term goals of the Group. The Plan also aims to attract and retain talented executives, who can contribute to the long-term success and sustainability of the Group.

Implementation: The Plan shall be implemented in several cycles in the context of the Schemes, provided that the performance and/or other terms and conditions of such Schemes are met, and/or of the fulfilling of variable remuneration obligations of the Group to the Beneficiaries. The

/// Piraeus Financial Holdings

Beneficiaries of each cycle of the Plan are determined based on the terms and conditions of the Schemes and the respective corporate bodies' decisions. The Board, following a recommendation by the Remuneration Committee, may amend or supplement, subject to the above and within the framework set by the relevant AGM resolution, any provisions of the Plan, in accordance with the applicable remuneration policies and the respective Schemes as well as the legal and regulatory framework.

It is noted that the Plan is meant to be implemented with regards to all staff of the Group and shall be deemed valid and effective, upon completion of the merger process announced by the Company on 21 February 2025, also for the absorbing company (i.e. Piraeus Bank) which will proceed with the adoption and implementation of the Plan through a respective General Meeting resolution.

Awarding: At one or more meetings in each calendar year, the Board of Directors, following a respective recommendation by the Remuneration Committee, shall determine the relevant Beneficiaries and the methodology for the distribution of shares to them. The Board of Directors may decide on the award at different meetings thereof for each category of Beneficiaries or for each Scheme, taking into consideration the respective decisions on the award under the Schemes and/or relevant variable remuneration obligations of the Group. The award shall be also subject to the requirements of the legal and regulatory framework in force from time to time and shall take into account, among others, the provisions of the Directors' and Group Remuneration Policies as well as the terms and conditions of the Schemes and/or contracts.

Deferrals & Vesting: Deferral period and vesting conditions will be in line with those provided in the Directors' and Group Remuneration Policies and in the respective Schemes and subject to the requirements and limitations of all applicable laws, as in force from time to time (including law 4261/2014, the Bank of Greece Executive Committee Act 231/01/15.07.2024 and the EBA Guidelines on sound remuneration policies under Directive 2013/36/EU).

Retention Period: For MRTs (including senior management), any Shares delivered shall be subject to a twelve-month (12) retention period. During the retention period, shares awarded cannot be sold, transferred or encumbered, although the owner of the shares may exercise any and all administrative (e.g. voting) and financial (e.g. collection of dividend) rights of such shares.

Athens, 24 October 2025