



FY 2025 Results

3 March 2026



FY 2025 results highlights - another strong year under our belt

Net Profit

€170mn

+21% YoY

ROTE

25.3%

Loans

€5.1bn

Loans Δ

€1.5bn

+40% YoY

Deposits

€6.3bn

Depos Δ

€1.7bn

+36% YoY

Capital

TCR *

14.87%

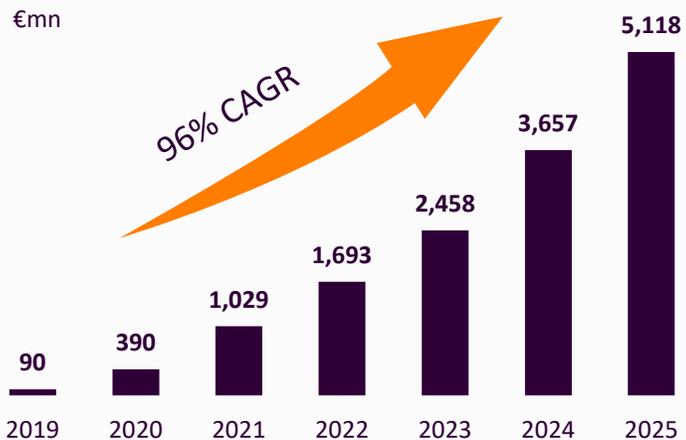
NPEs (%)

1.31%

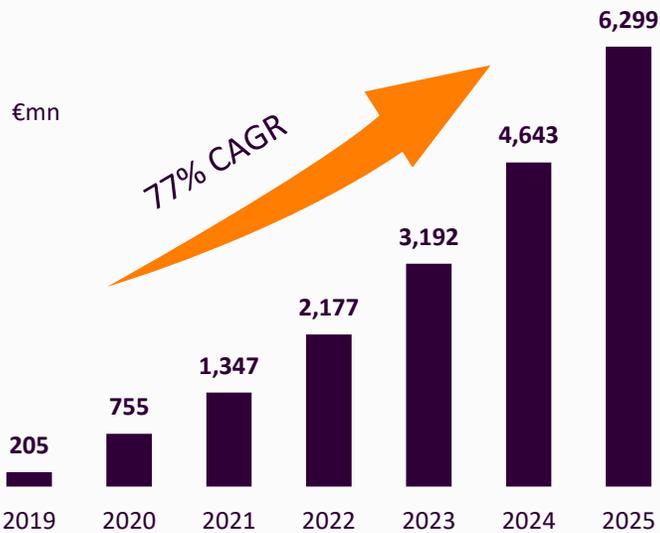
*Capital ratio incorporates period profits, dividend provision

A journey that started 7 years ago and exceeded all expectations

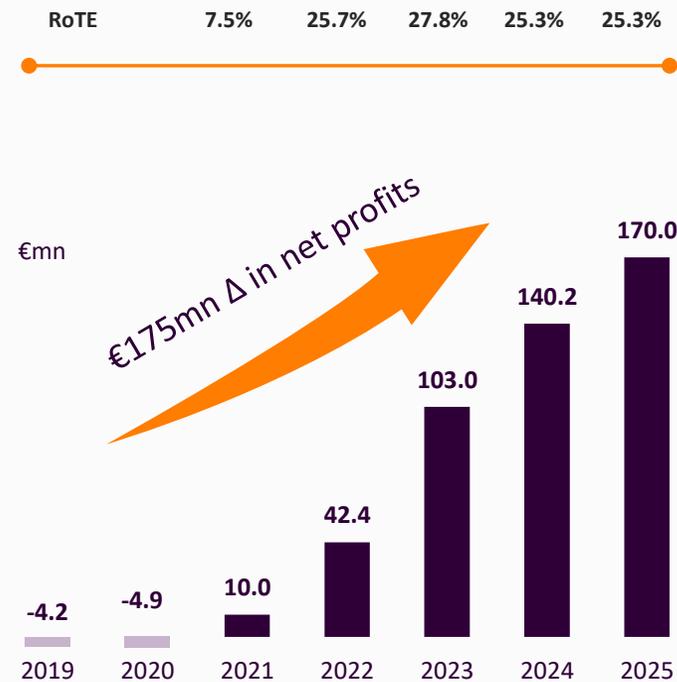
Gross loans



Deposits



Net profit



FY 2025 results overdelivered to what we promised to the market

FY 2025

FY 2025 guidance

Loan book growth YoY

+€1.5bn

+€1.0bn

144%

Deposits growth YoY

+€1.7bn

+€1.25bn

132%

Net profit

€170mn

>€160mn

106%

RoTE

25.3%

>22%



NPE ratio

1.3%

<1.5%



Cost to core income

24.5%

<30%



Resilient interest revenue

Strong fee generation

Cost efficiency

Elevated NIM

Healthy balance sheet

Top class returns

Strong volume growth

NII +8% QoQ and 16% YoY despite falling rates

+46% QoQ and 79% YoY

Cost to core income at 22.6%

At 3.17%, Optima's 4Q 2025 NIM stands ~1pp above peers

NPE ratio at 1.3%

4Q 2025 ROTE at 26.2%

Deposits +12% QoQ, Loans +16% QoQ, AuM +4% QoQ

Significant operating leverage expansion in Q4 driven by fees

Key P&L items

€mn

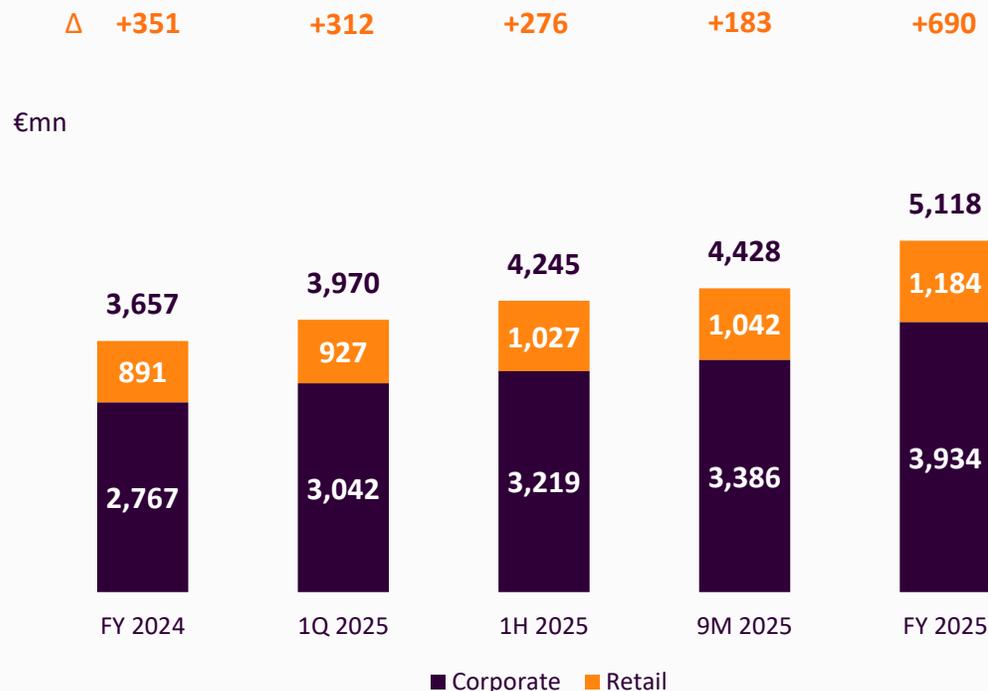
	4Q 2025	3Q 2025	4Q 2024	QoQ	YoY	FY 2025	FY 2024	YoY
NII	56.6	52.2	48.8	8%	16%	210.0	189.9	11%
Fees	21.6	14.7	12.1	46%	79%	61.8	41.3	49%
Total revenues	84.8	72.4	66.7	17%	27%	297.6	254.7	17%
Opex	17.6	16.6	16.7	6%	6%	66.5	57.9	15%
PPI	67.2	55.8	50.0	20%	34%	231.0	196.8	17%
Impairments	9.4	4.4	9.8	114%	-4%	24.5	20.6	19%
Net Profit	46.7	42.3	32.0	10%	46%	170.0	140.2	21%

Key performance indicators

	4Q 2025	3Q 2025	FY 2025	FY 2024
NIM	3.17%	3.22%	3.21%	4.04%
NFM	1.21%	0.91%	0.94%	0.88%
Cost to core income	22.57%	24.80%	24.47%	25.64%
Cost of Risk	0.79%	0.41%	0.56%	0.67%
RoTE	26.2%	25.28%	25.29%	25.31%
Loans/deposits	80.17%	77.34%	80.17%	77.80%
Total Capital	14.87%	16.25%	14.87%	14.40%

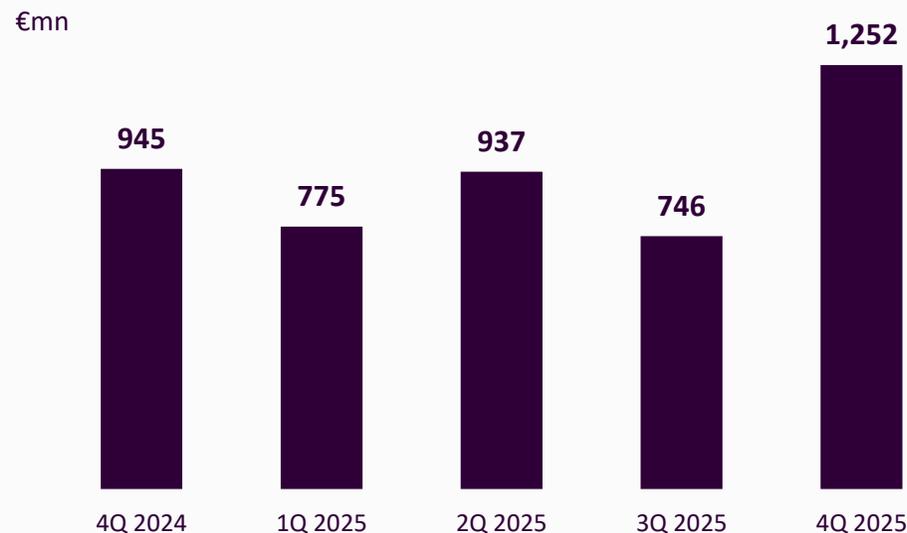
The loan book grew **40% YoY** driven by strong Q4 demand in the wholesale space

Gross loans grew 40% YoY +€1.5bn YoY



Optima bank +€1.5bn (+40% YoY) with market +€7.0bn (+5.7% YoY), i.e. ~21% of the market Δ

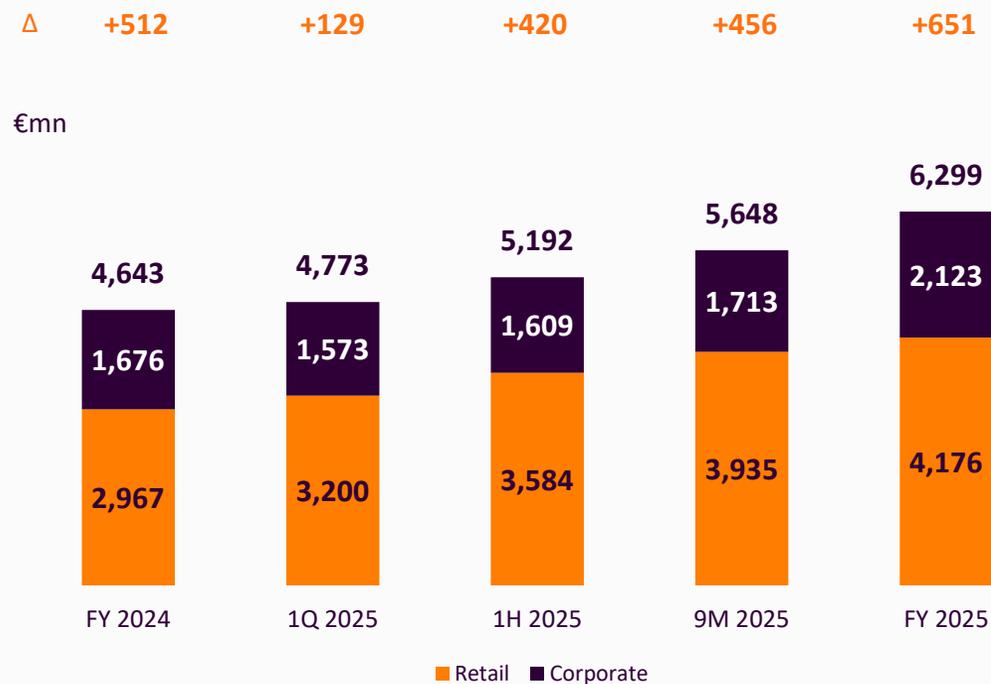
Loan disbursements



Repayment to origination ratio at 61%

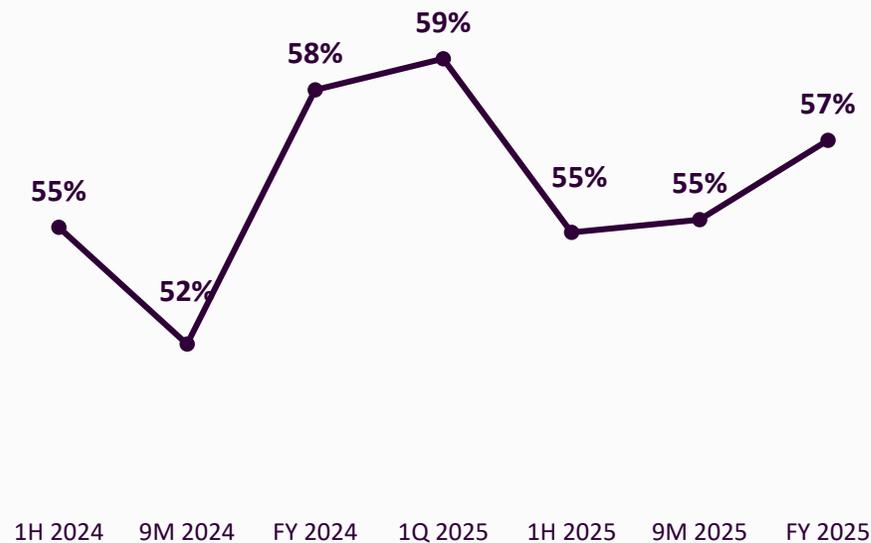
Strong deposits inflows continued in Q4

Deposits grew 36% YoY; +€1.7bn y-t-d



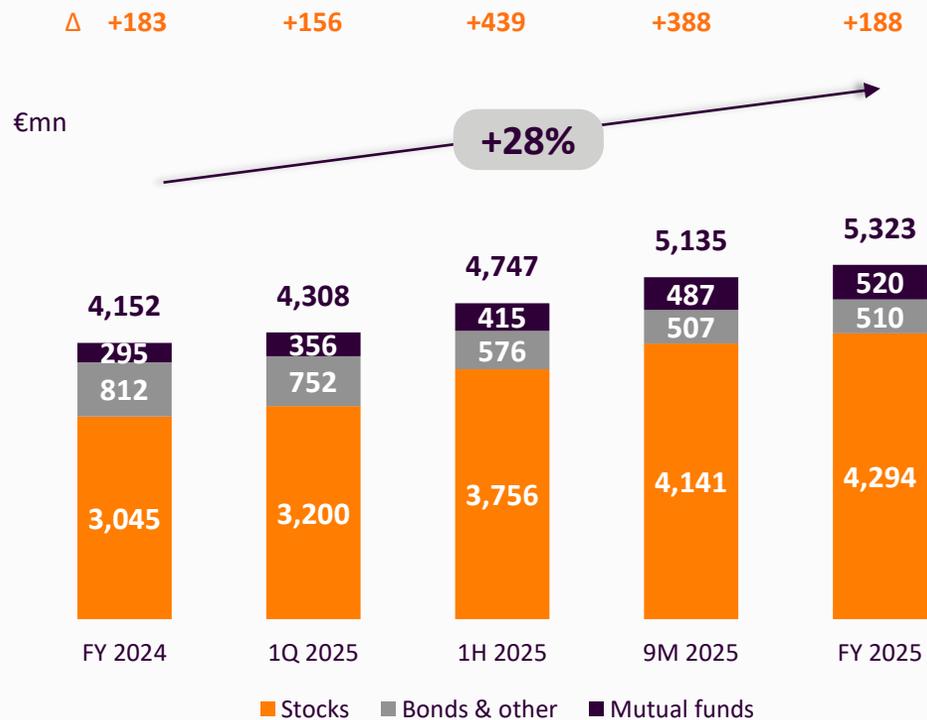
Optima bank +€1.7bn (+36% YoY) with market +€12.1bn (+5.3% YoY)

Time deposits share in the mix

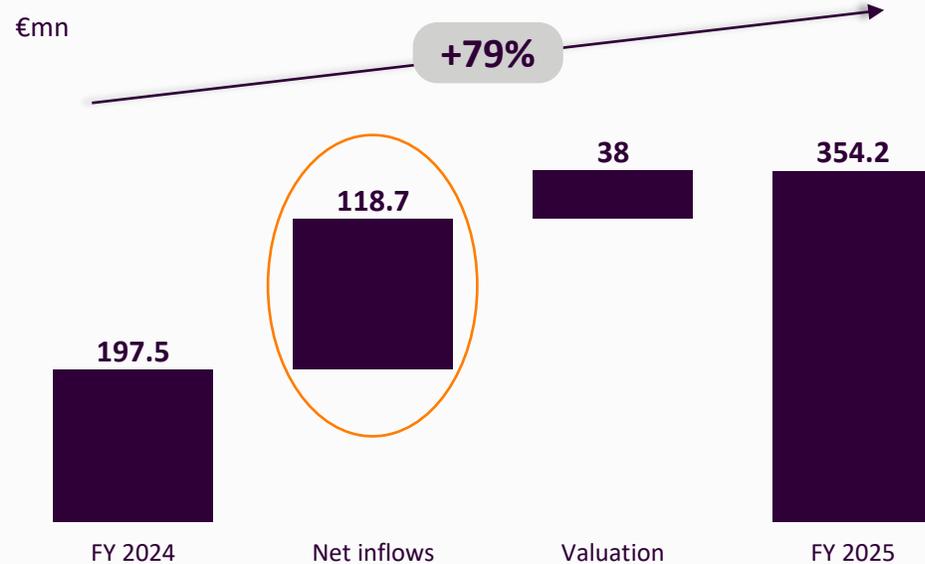


Asset under management up by 28% YoY at €5.3bn

Total AuM* at €5.3bn; +€1.2bn



Significant increase in Optima mutual funds inflows in 2025



Optima mutual funds +€0.1bn (+22% y-t-d) with market +€1.7bn (+5.8% y-t-d)

*AuM incorporate valuation impact and net flows

Defensive balance sheet structure with solid liquidity metrics

Strong Liquidity Metrics

LCR
204.14%

NSFR
127.97%

L/D
80%

ECB funding/assets
0%

Group balance sheet



Consistent expansion in the tangible book +21% YoY in 2025

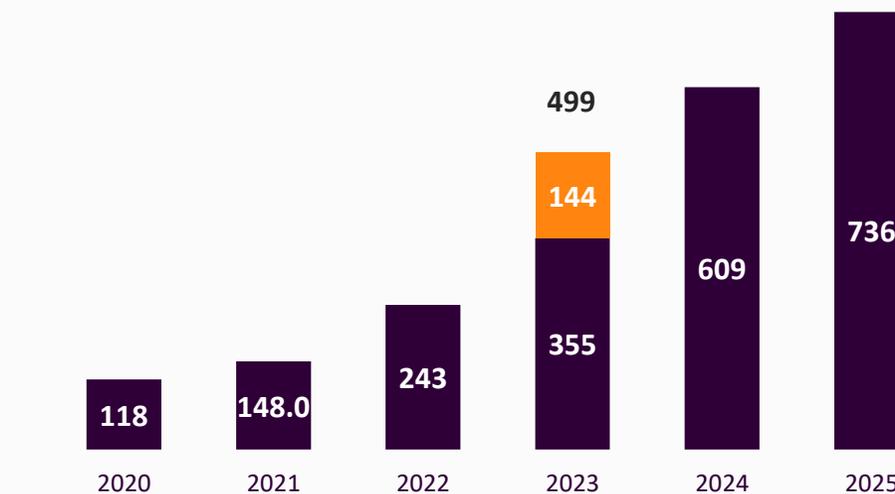
FY 2025 assets grew 36%

€mn

	FY 2024	FY 2025	Δ
Cash & Cash at banks	969	1,005	36
Securities	728	1,333	605
Net Loans	3,613	5,050	1,437
Assets	5,541	7,558	2,017
Deposits	4,643	6,299	1,656

Tangible Equity (€m)

€mn



October 2023 share capital increase via IPO

For one more year we remained the most efficient bank in Greece

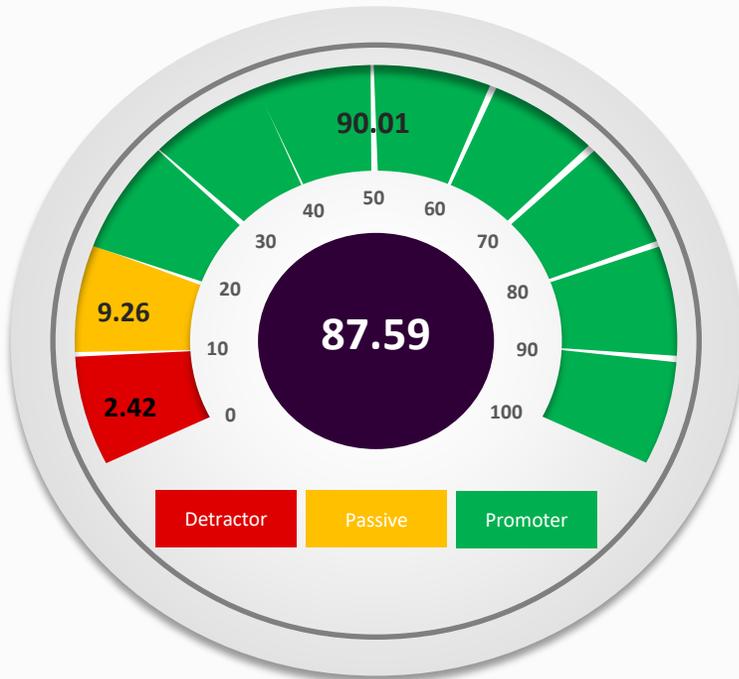
	Optima bank	Market*	
ROTE	25.3%	15.2%	EU peers @13.8%**
NIM	3.21%	2.36%	
Cost to Core Income	24.5%	36.8%	
Depos Growth YoY	35.6%	5.3%	
Loan Growth YoY	39.9%	8.4%	
NPE ratio	1.31%	2.7%	
DTC/CET1	0%	46.5%***	

*average of the 4 Greek systemic banks as of FY 2025 ** Source Factsheet *** as per 9M 2025

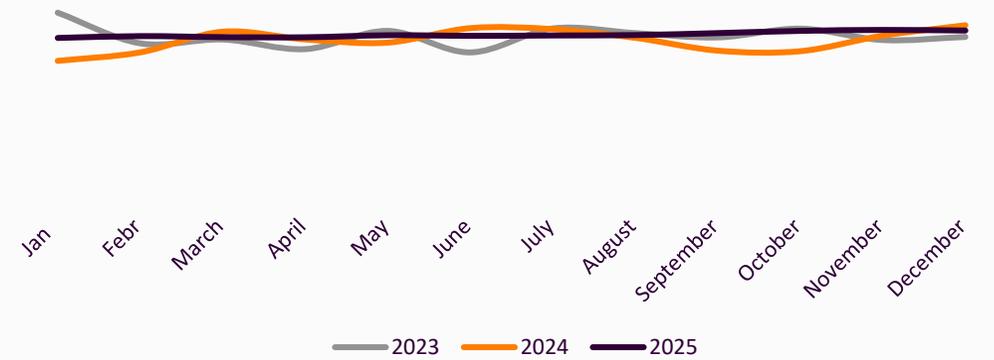
CX a key pillar of our business model

NPS (Net Promoter Score)

12M rolling



Consistently high NPS



- NPS measures the loyalty of customers to a company
- First developed in 2003 by Bain and Company Management Consultants
- Score from -100 to +100
- According to Bain and Company:
 - 0 – 50 = good
 - > 50 - 80 = exceptional
 - > 80 = “World Class”

Creation of AI centre of excellence - moving from AI building phase to daily AI interaction phase

AI

AI centre of excellence

A new department was set up in late 2025, dedicated to map all operations that could benefit from AI adoption with initial key focus on:

- Loan administration
- Credit approval process
- Front office processes

Usage

- 100% of the workforce are AI enabled users
- 59% active users
- 64 prompts per user/month

GenAI
projects

- 12 Initial areas identified for AI streamlining
- 3 projects already under way



Over-delivered on our volume targets

Retained returns at same levels despite increased competition

Retained a clean balance sheet with low NPEs

Expanded our position in wealth management

Operational improvements initiated via targeted AI actions

Set foot in the leasing market successfully and profitably

Loan growth
Deposits growth
Net profit
Implied ROTE
Cost of Risk
Cost to core income

FY 2026 guidance	
+€1.1bn	→ €6.2bn loans
+€1.4bn	→ €7.7bn deposits
>€195mn	
~24%	
55bps	
<30%	

Financial Analysis



Strong core income growth driven by loan growth and strong fees

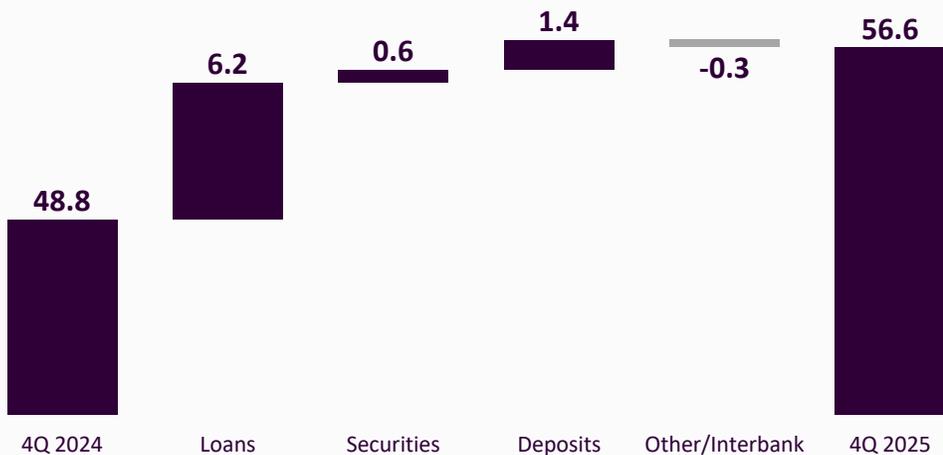
NII grew 16% YoY

NIM

3.73%

3.17%

€mn



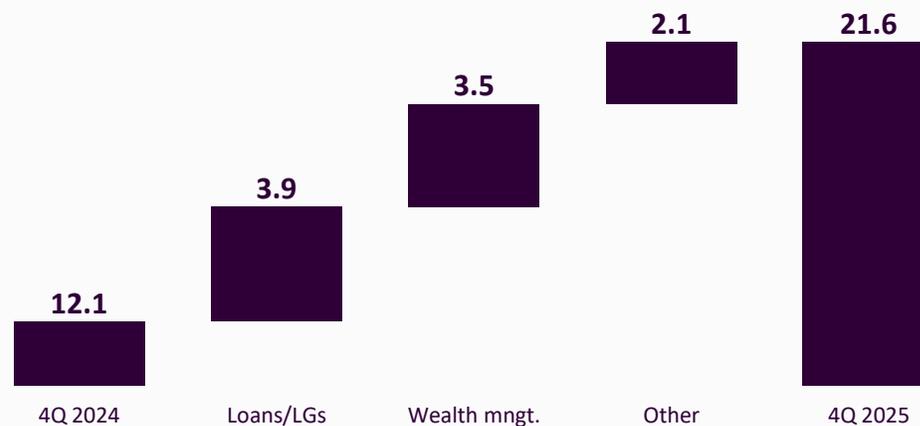
Fees grew 45% YoY

NFM

0.92%

1.21%

€mn



Loan income and deposits tailwinds supported NII in Q4

NII Breakdown

€mn

	4Q 2024	1Q 2025	2Q 2025	3Q 2025	4Q 2025
Loans	54.3	55.3	56.6	56.0	60.5
Fixed income	6.3	7.0	6.7	5.1	6.9
Deposits	-15.9	-15.8	-14.0	-14.0	-14.5
CB & Interbank	4.2	3.2	2.7	5.3	3.9
Other	-0.2	-0.2	-0.2	-0.2	-0.2
Total	48.8	49.5	51.7	52.2	56.6
NIM	3.73%	3.53%	3.47%	3.22%	3.17%

Fees grew 79% YoY with most lines increasing in the double digits

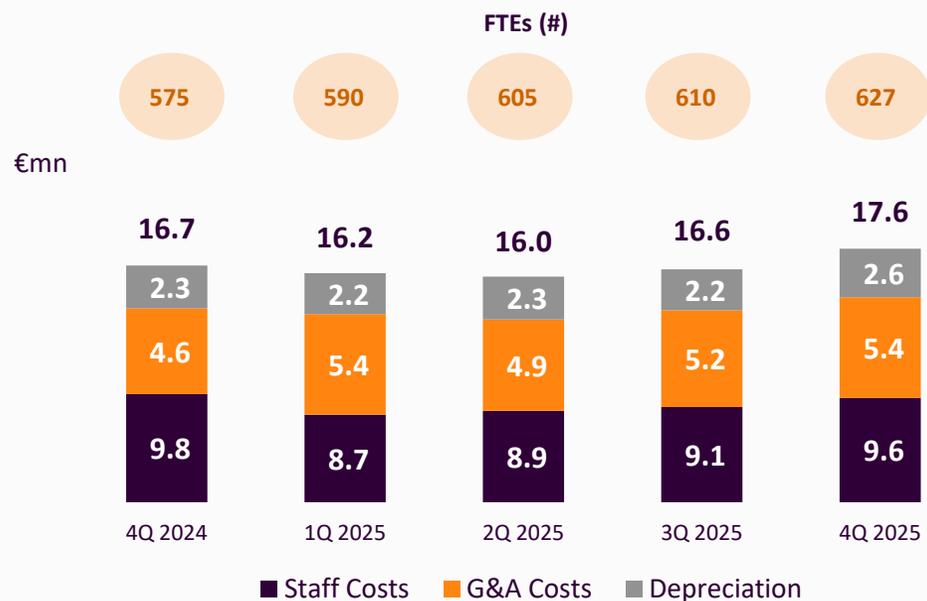
NFI Breakdown

€mn

	4Q 2024	1Q 2025	2Q 2025	3Q 2025	4Q 2025
Loans	3.0	2.6	2.9	2.6	5.6
LGs	3.6	3.9	4.0	4.3	4.9
Brokerage	2.9	2.8	2.9	3.6	4.3
Mutual Funds	1.0	1.4	1.4	1.8	3.1
Other	1.6	1.5	2.2	2.4	3.7
Total	12.1	12.1	13.3	14.7	21.6
NFM	0.92%	0.86%	0.89%	0.91%	1.21%

Fees from mutual funds (+210% YoY), loans (+87%) and the brokerage business (+48% YoY) the key drivers in Q4.

Operating expenses



Branches (#)



Cost to core income



Ample liquidity with zero ECB funding

Strong Liquidity Metrics

LDR

78%

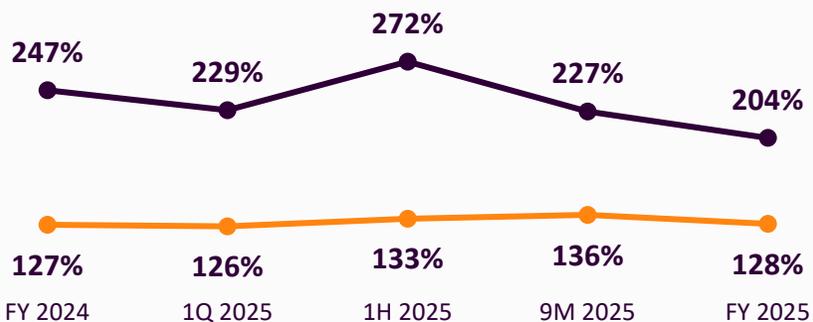
82%

81%

77%

80%

—● LCR —● NSFR



ECB/Assets

0%

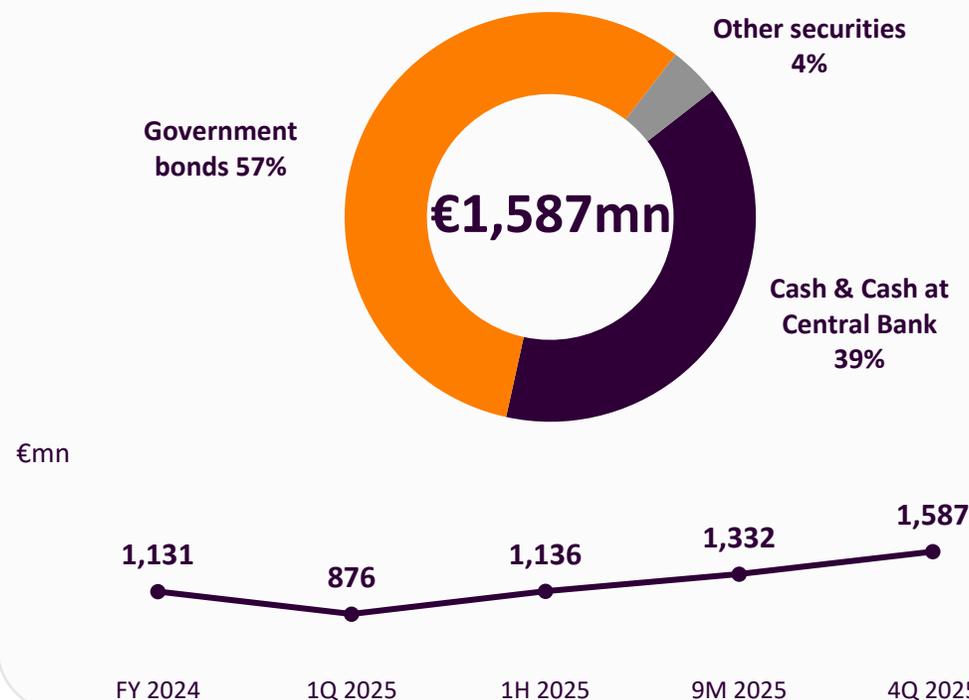
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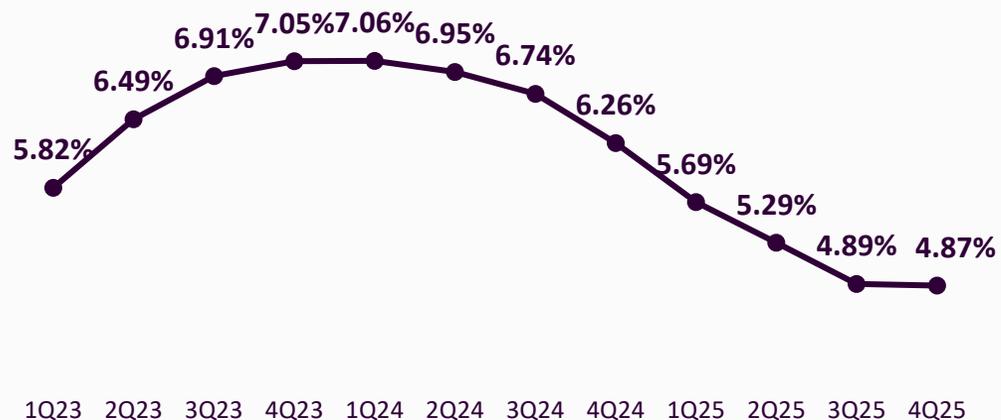
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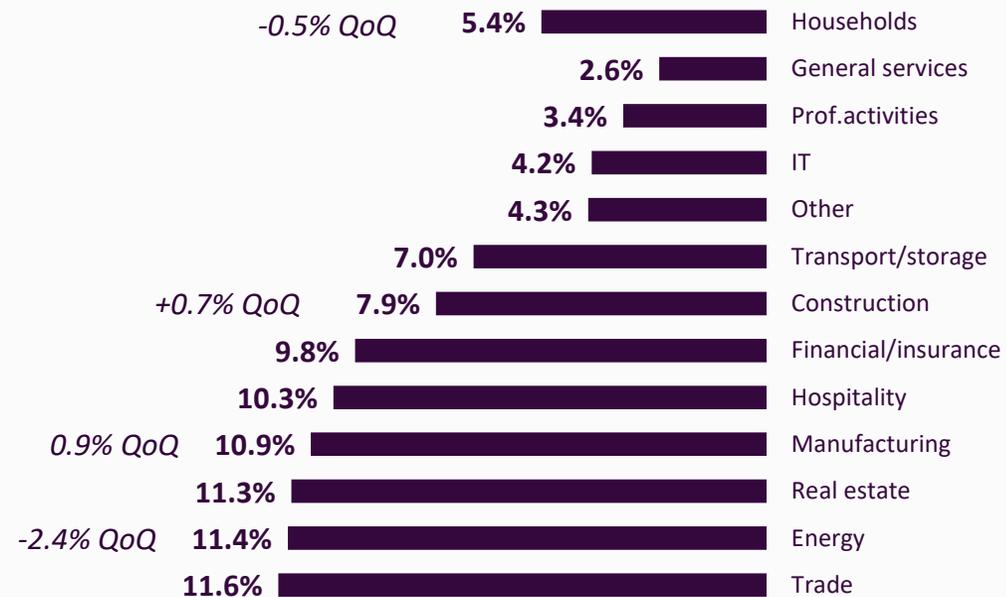
HQLAs FY 2025



Loan book rate

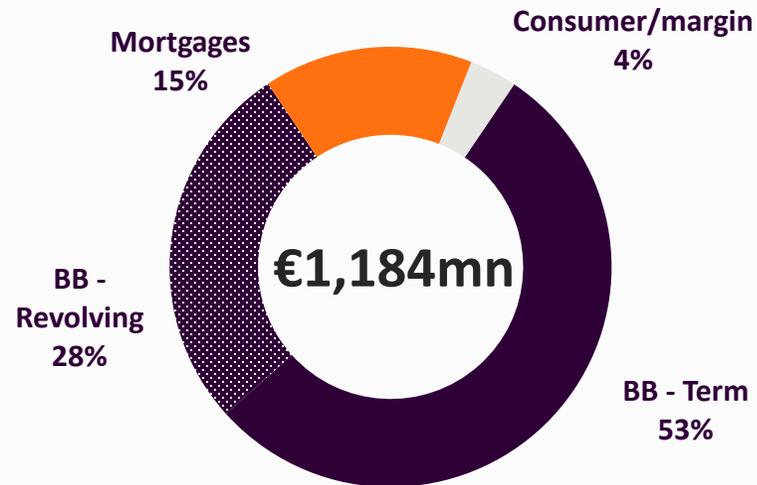


Gross loans breakdown FY 2025

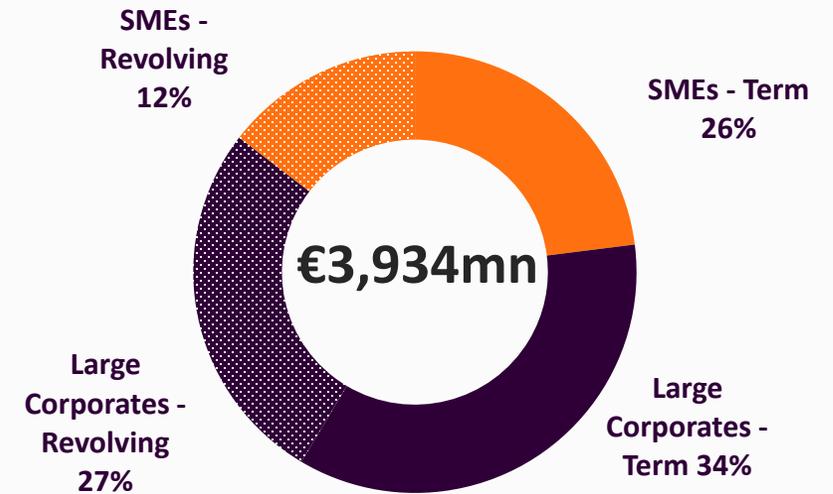


*Households includes mortgages, consumer and margin loans

Retail



Wholesale



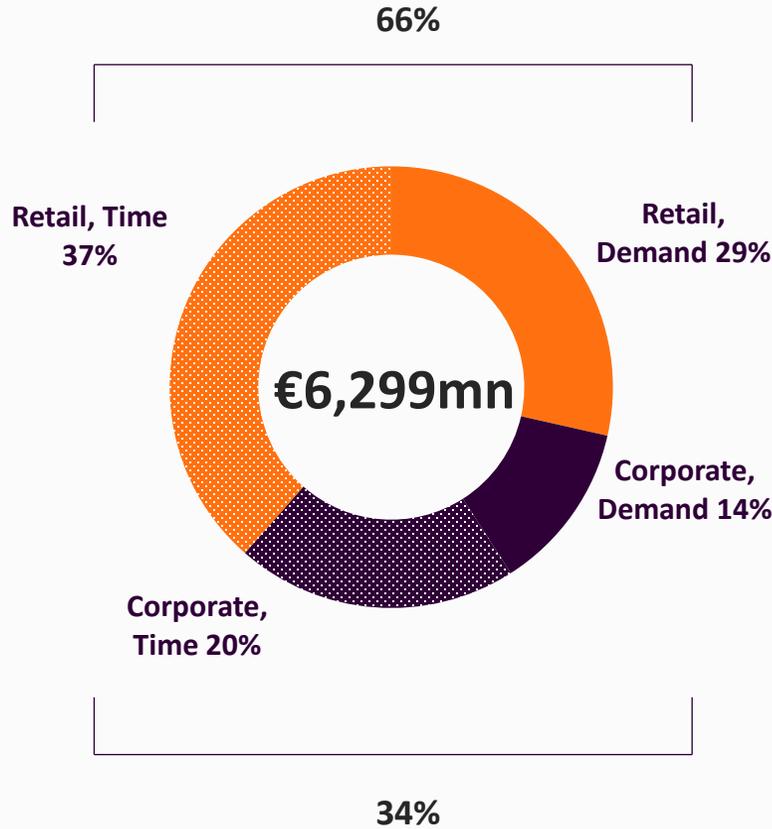
BB: Business banking-companies with turnover of €2.5-7.5mn

SME: Small and medium companies-companies with turnover of €7.5-50mn

LC: Large corporate-companies with turnover in excess of €50mn

Deposit growth driven primarily by retail customers

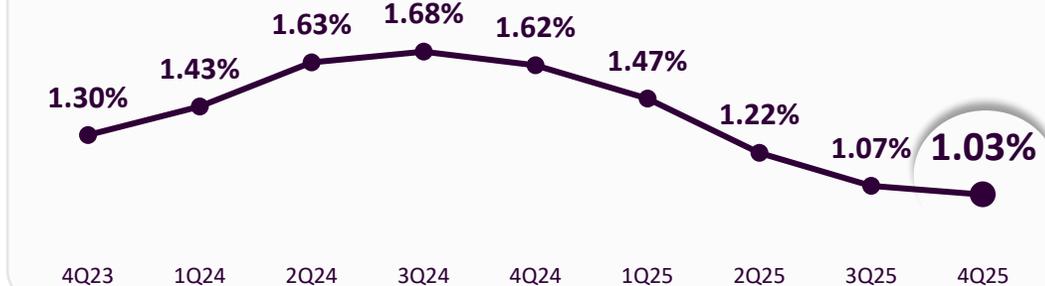
Deposits mix



Deposits movement



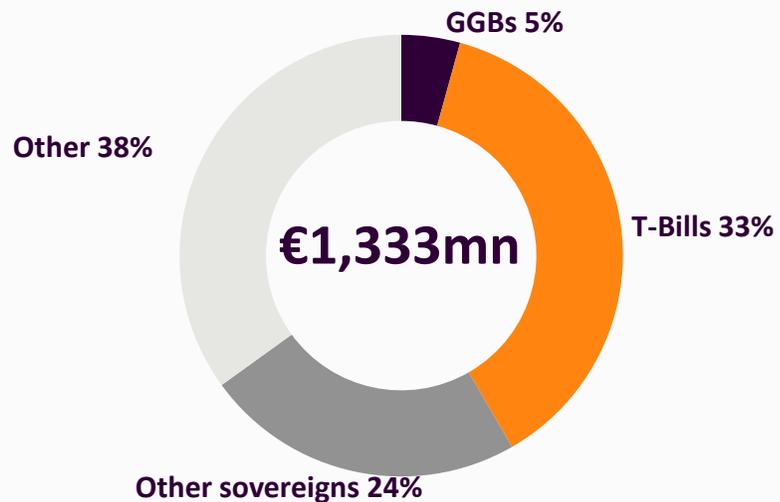
Deposits rate



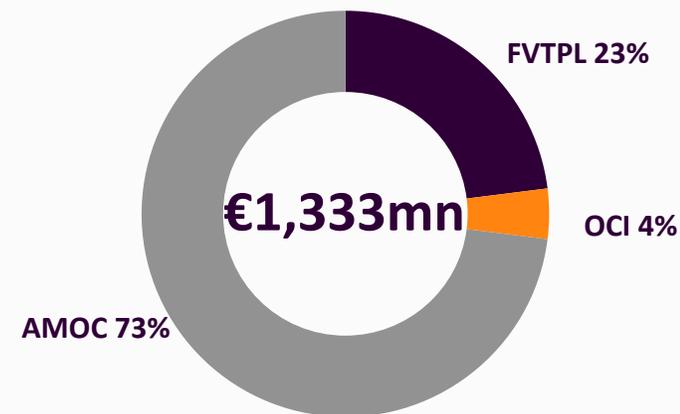
Deposit beta is calculated by dividing the average deposit rate with the average 3M Euribor rate of a specific period 26

Well diversified securities book

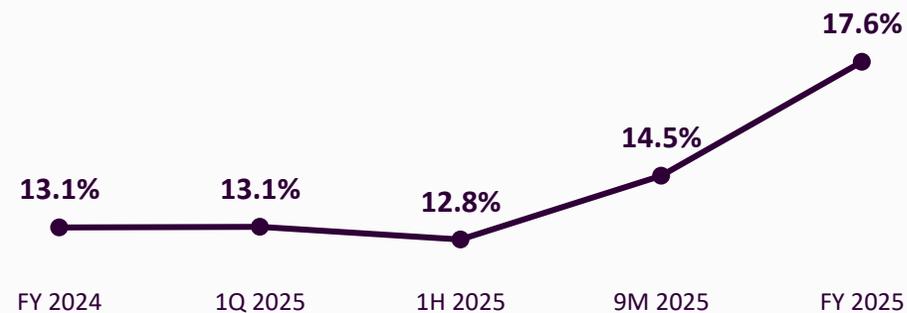
Securities book mix



Breakdown per classification



Securities over assets

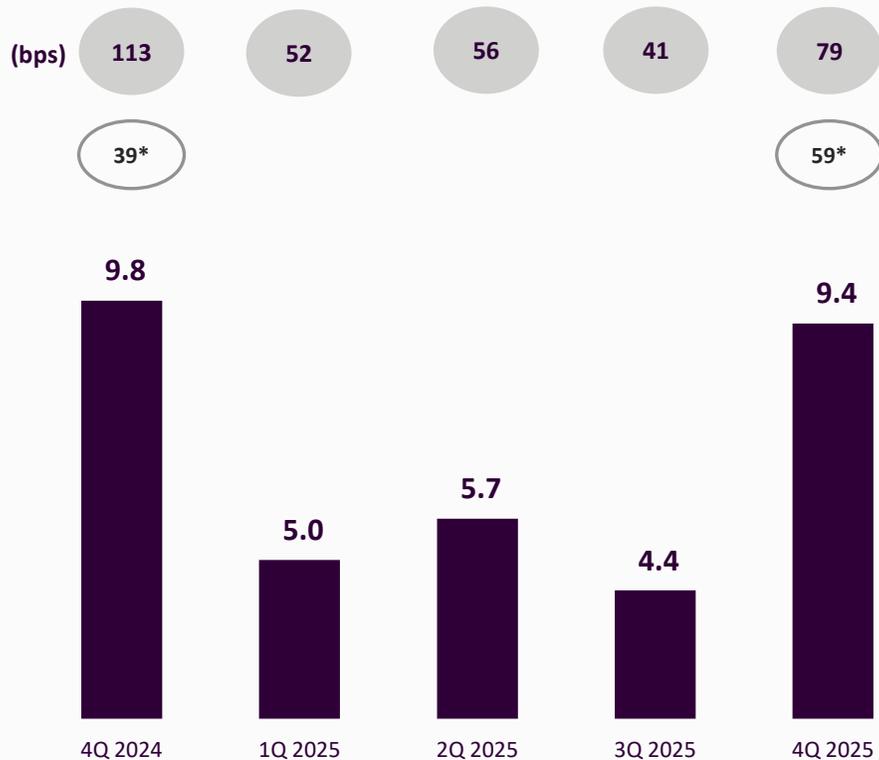


Asset Quality



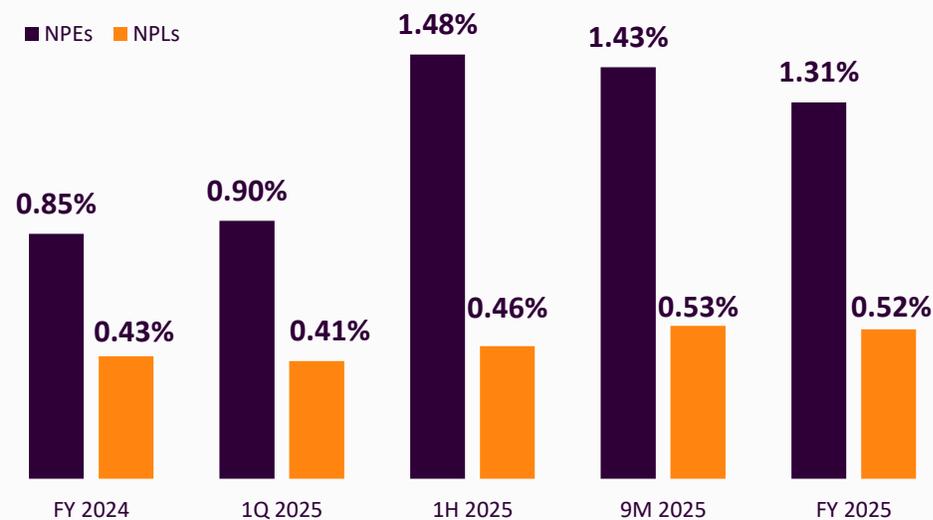
Healthy balance sheet with broadly stable NPEs and FY 2025 CoR at 56bps, broadly aligned with guidance

Cost of Risk

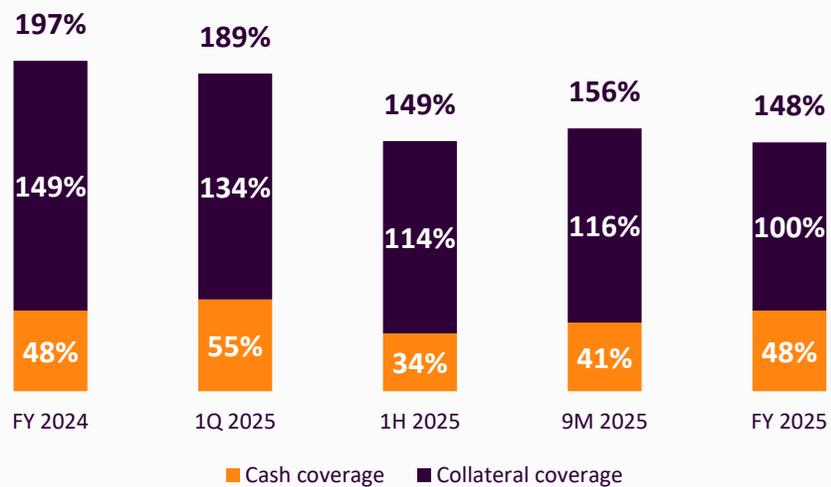


*Recurring cost of risk

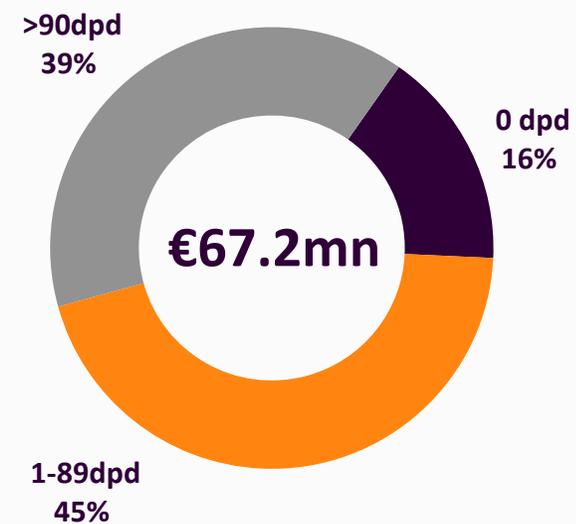
NPE/NPL ratio



Stage 3 coverage



NPE buckets

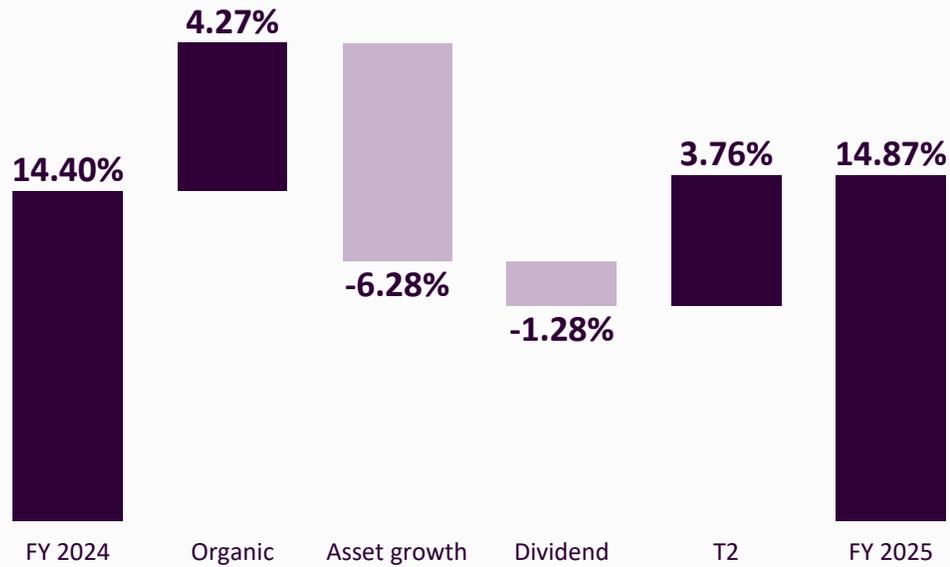


Capital



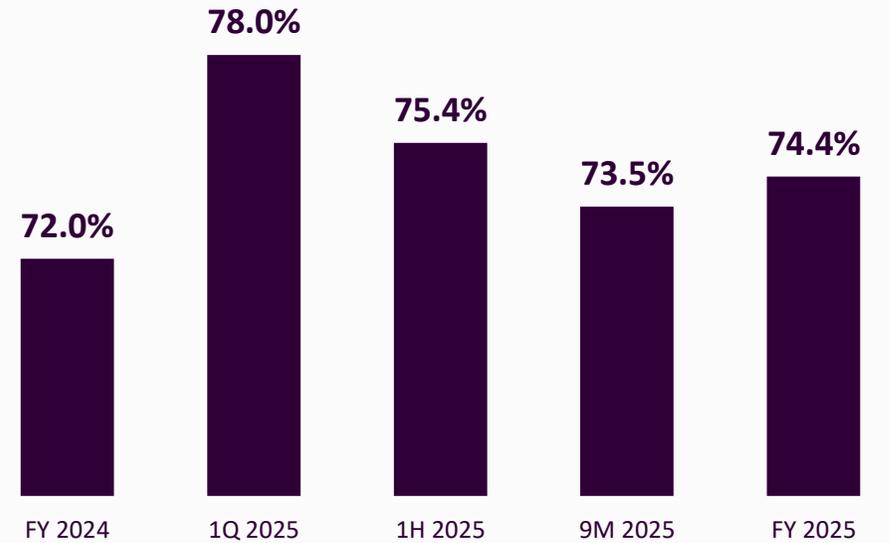
Successful T2 issuance in June 2025 allowed us to grow our balance sheet

TCR trajectory



*Capital ratios incorporate period profits and dividend provision

RWA density



Sustainability



Sustainability strategy; driving sustainable impact across *people, planet* and *governance*

Support energy transition



- ✓ Minimize our own carbon footprint
- ✓ Incorporate climate and environmental factors in business and risk management
- ✓ Develop transition plans
- ✓ Implement waste management programs

Create value for people and the society



- ✓ Maintain high levels of employee and customers satisfaction
- ✓ Provide equal opportunities for all stakeholders
- ✓ Protect stakeholders' data privacy
- ✓ Enhance customer satisfaction and operational efficiency through digitalization

Maintain sound governance model



- ✓ Foster a culture of ethics, transparency and Integrity
- ✓ Embed sustainability in bank's corporate culture
- ✓ No tolerance to corruption and bribery
- ✓ Protection of whistleblowers

Memberships, Ratings & Awards



FTSE4Good

ESG
Transparency Score

86%

2024

ATHEX ESG
Data Portal



HELLENIC BANK
ASSOCIATION



2025 sustainability achievements

Support energy transition

- ✓ **95%** renewable energy consumption (electricity)
- ✓ **93 %** reduction in Scope 2 (market- based) emissions
- ✓ **65%** hybrid & electric cars of total bank's fleet
- ✓ **€408 mln** loans in renewables
- ✓ Green Asset Ratio: **1.26% (turnover)/ 2.66% (CAPEX)**
- ✓ **102.16 Kg CO2** emissions, avoided from being released into the environment, due to **recycling program**
- ✓ Development of **Environmental Management System**
- ✓ Initiation of **Sustainable Finance Framework**

Create value for people and the society

- ✓ **50%** women representation
- ✓ **36 %** of women in managerial positions
- ✓ **60%** of branches accessible to PWD
- ✓ Development of comprehensive framework for **servicing people with disabilities**
- ✓ **Zero** incidents of discrimination
- ✓ NPS at **87.59**

Maintain Sound Governance Model

- ✓ **25%** female representation in BoD
- ✓ **82%** Nonexecutive Board Members
- ✓ **45% Independent** Nonexecutive BoD Members
- ✓ **Updated** Policies with ESG Criteria incorporated
- ✓ Stand alone environmental policy
- ✓ Sustainability related training to all employees

Appendix



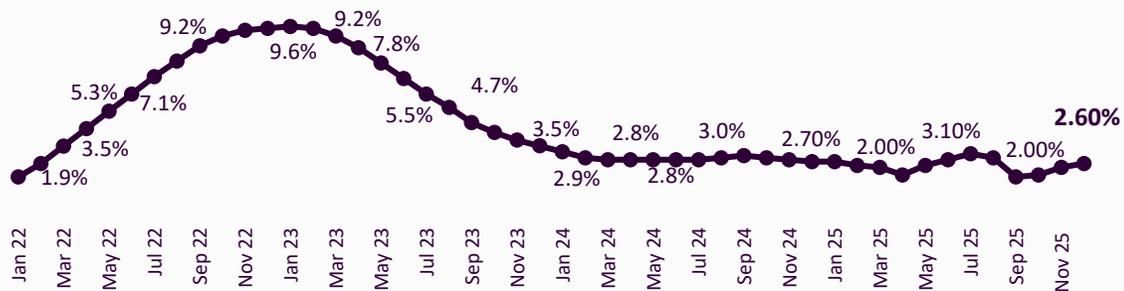
in EURmn	3Q 2024	4Q 2024	1Q 2025	2Q 2025	3Q 2025	4Q 2025
Net interest income	49.6	48.8	49.5	51.7	52.2	56.6
Net fee and commission income	10.1	12.1	12.1	13.3	14.7	21.6
Core Income	59.8	60.8	61.6	65.1	66.9	78.2
Other income	0.9	0.9	2.5	1.5	1.7	2.2
Trading Income	5.9	5.0	4.3	5.3	3.8	4.5
Total Net Revenues	66.5	66.7	68.4	71.9	72.4	84.8
of which one offs	-	-	-	1.0		
Staff Costs	-8.0	-9.8	-8.7	-8.9	-9.1	-9.6
G&A Costs	-4.5	-4.6	-5.4	-4.9	-5.2	-5.4
Depreciation	-2.0	-2.3	-2.2	-2.3	-2.2	-2.6
Total Operating costs	-14.5	-16.7	-16.2	-16.0	-16.6	-17.6
Pre-Provisions Income	52.0	50.0	52.2	55.9	55.8	67.2
Pre-Provisions Income adj.	52.0	50.0	52.2	54.9	55.8	67.2
Core Pre-Provision Income	45.2	44.1	45.4	49.0	50.3	60.5
Profit from Associates	0.0	0.2	-	-	-	-0.6
Impairments	-3.6	-9.8	-5.0	-5.7	-4.4	-9.4
Profit before Tax	48.4	40.4	47.2	50.1	51.4	57.2
Income tax	-9.3	-8.3	-8.2	-8.0	-9.1	-10.5
Non Controlling Interests	0.0	0.0	0.0	0.0	0.0	0.0
Net profit attributable to shareholders	39.2	32.0	39.0	42.1	42.3	46.7

in EURmn	9M 2024	FY 2024	1Q 2025	1H 2025	9M 2025	FY 2025
Net interest income	141.1	189.9	49.5	101.2	153.4	210.0
Net fee and commission income	29.3	41.3	12.1	25.5	40.2	61.8
Core Income	170.4	231.2	61.6	126.7	193.6	271.8
Other income	2.8	3.7	2.5	4.0	5.7	7.9
Trading Income	14.8	19.8	4.3	9.6	13.4	17.9
Total Net Revenues	188.0	254.7	68.4	140.3	212.7	297.6
of which one offs	-	-	-		1.0	1.0
Staff Costs	-22.9	-32.6	-8.7	-17.5	-26.7	-36.3
G&A Costs	-12.3	-16.9	-5.4	-10.3	-15.5	-20.9
Depreciation	-6.0	-8.3	-2.2	-4.5	-6.7	-9.3
Total Operating costs	-41.2	-57.9	-16.2	-32.3	-48.9	-66.5
Pre-Provisions Income	146.9	196.8	52.2	108.1	163.9	231.0
Pre-Provisions Income adj.	145.5	195.4	52.2	107.1	162.9	230.1
Core Pre-Provision Income	129.2	173.3	45.4	94.4	144.8	205.3
Profit from Associates	0.1	0.3	-	-	-	-0.6
Impairments	-10.7	-20.6	-5.0	-10.7	-15.1	-24.5
Profit before Tax	136.3	176.6	47.2	97.4	148.7	205.9
Income tax	-28.1	-36.4	-8.2	-16.3	-25.4	-35.9
Non Controlling Interests	0.0	0.0	0.0	0.0	0.0	0.0
Net profit attributable to shareholders	108.2	140.2	39.0	81.1	123.4	170.0

in EURmn	9M 2024	FY 2024	1Q 2025	1H 2025	9M 2025	12M 2025
Cash & Cash at C.B.	847	969	842	1,091	1,171	1,005
Securities	637	728	748	800	975	1,333
Net Loans	3,272	3,613	3,920	4,190	4,368	5,050
PP&E	10	11	10	10	11	11
Intangible Assets	10	11	11	11	11	11
RoU assets	19	20	20	19	18	18
DTA	8	10	11	12	13	15
Other Assets	120	182	126	117	155	116
Total Assets	4,921	5,541	5,686	6,250	6,720	7,558
Due to C.B. and due to Banks	115	116	143	155	149	281
Deposits	4,132	4,643	4,773	5,192	5,648	6,299
Lease Liabilities	21	21	21	21	20	20
Other Liabilities	65	141	89	75	203	211
Total Liabilities	4,332	4,921	5,026	5,592	6,020	6,811
Share Capital	255	255	255	255	255	255
Total Equity	588	620	659	659	701	747
Total Liabilities & Equity	4,921	5,541	5,686	6,250	6,720	7,558

Macro environment is supportive

CPI Jan 2022 - December 2025



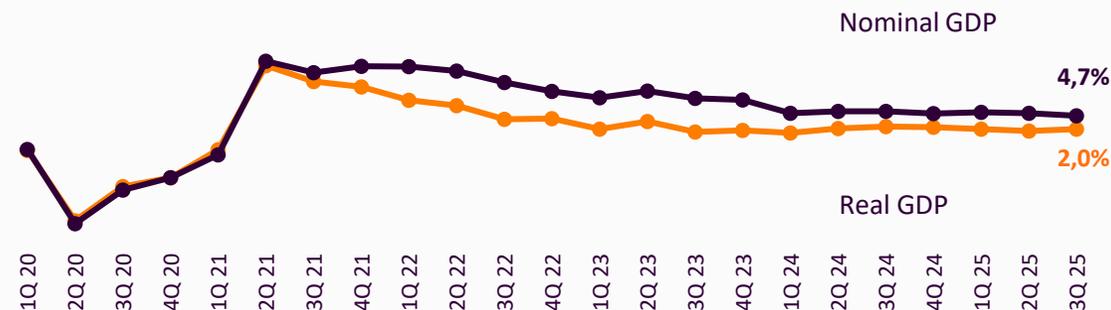
The avg. CPI in December 2025 compared with December 2024, **increased by 2.6%**. In December 2024, the 12M rolling annual rate of change of the CPI **was also 2.6%**.

Unemployment – December 2025



Source: Hellenic Statistical Authority

GDP Jan 2022 – 3Q 2025



According to recent data published by the Bank of Greece, the growth rate of the Greek economy in 2025 is **estimated at 2.1%** and is expected to maintain a stable growth momentum in the coming years.

Latest BoG projections (01/2026)

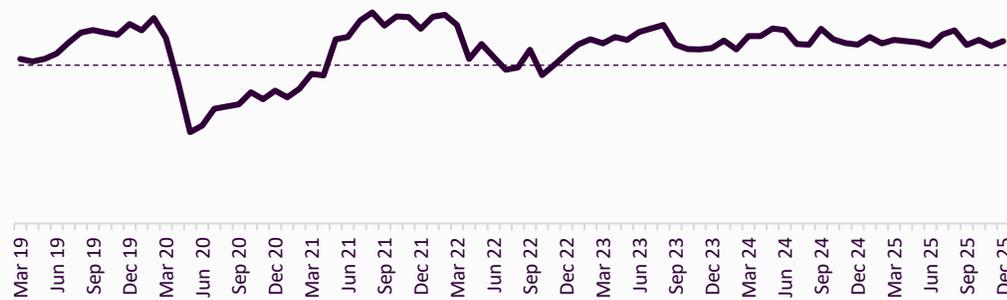
	2023	2024	2025f	2026f	2027f
Real GDP (%)	2.3	2.1	2.1	2.1	2.1
Inflation (%)	4.2	3.0	2.8	2.1	2.2
Unemployment (%)	11.1	10.1	9.2	8.6	8.1

Positive outlook for the Greek economy

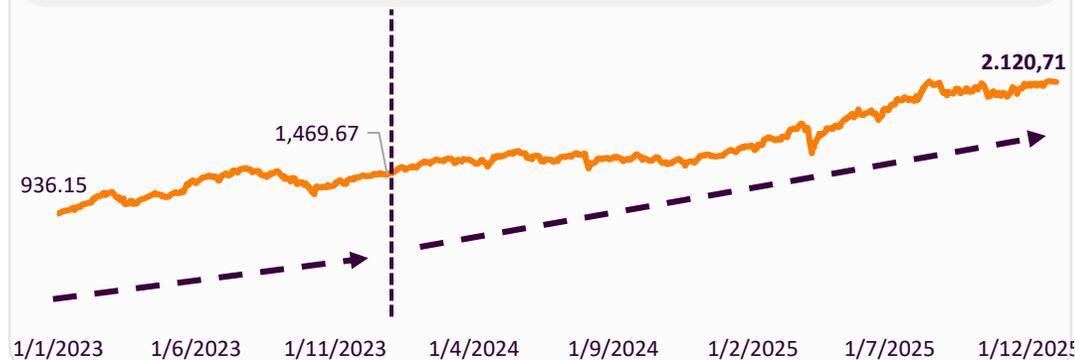
Greek sovereign ratings

Latest credit ratings		Outlook	
FitchRatings	Last upgrade: 11/2025	BBB	Stable (11/2025)
S&P Global Ratings	Last upgrade: 4/2025	BBB	Stable (10/2025)
MORNINGSTAR DBRS	Last upgrade on 3/2025	BBB	Stable (9/2025)
SCOPE Scope Ratings	Last upgrade on 11/2025	BBB	Positive (11/2025)
MOODY'S	Last upgrade on 3/2025	Baa3	Stable (9/2025)
R&I	Last upgrade: 10/2025	BBB	Stable (10/2025)

Greek economic sentiment index



ATHEX Exchange | General Index



Sustainability targets – monitoring our sustainability journey

Support energy transition

Create value for people and the society

Maintain sound governance model

Target	2025
• 100% renewable energy in our own operations	95%
• 100% replacement of conventional vehicles with electric or plug-in hybrid electric vehicle (PHEV) of bank's fleet by 2030	65%
• 34% reduction of Scope 1 location-based emissions (by 2030)	+ 0.4% (marginal increase due to bank's growth)
• Development of an environmental management system in accordance with ISO 14001 by 2026	✓
• 100% replacement of paper used with FSC –Certified one.	New target
• Measure our financed emissions and establish a baseline for emissions' reduction	1.918.612Tons of CO ₂ eq

Target	2025
• Implement initiatives in support of a flexible and balanced working environment	12
• Zero tolerance to violence, harassment and any type of discrimination	0
• 50% of women employees at group level	50 %
• 40% of women in managerial positions	36 %
• Maintain NPS> 80	87.59
• Adopt international security standards to enhance cybersecurity and personal data protection	ISO 27001:2022

Target	2025
• Embed ESG criteria in our remuneration and risk management policies	5 policies with EG criteria embedded
• Sustainability training for employees	2 Dedicated ESG Trainings with 300 participations each
• Provide transparent information to stakeholders	150 engagement meetings/2 ESG related publications
• Zero tolerance to bribery incidents and full compliance with anti-corruption regulations	0
• Zero incidents of retaliation against whistleblowers	0

- **Adjusted net profit:** Net profit/loss adjusted after adding back one off expenses or deducting one off revenues
- **Basic Earnings per share (EPS):** Net profit attributable to ordinary shareholders divided by the weighted average number of shares
- **Common Equity Tier 1 (CET1):** Common Equity Tier I regulatory capital as defined by Regulation (EU) No 575/2013 as in force. based on the transitional rules for the reported period. divided by total Risk Weighted Assets (RWA)
- **Core operating income:** The total of net interest income. net banking fee and commission income and income from non banking services
- **Cost to core income ratio:** Total operating expenses divided by total core operating income.
- **Cost to Income ratio:** Total operating expenses divided by total operating income
- **Cost of Risk (CoR):** Impairment charge in the P&L, annualized, divided by the average gross loans over the period
- **Earnings per share (EPS) underlying:** Net profit attributable to ordinary shareholders excluding one off items, divided by the number of shares that resulted post the latest share capital increase
- **Fees and commissions:** The total of net banking fee and commission income and income from non banking services of the reported period
- **Fully Loaded Common Equity Tier 1:** Common Equity Tier I regulatory capital as defined by Regulation (EU) No 575/2013 as in force without the application of the relevant transitional rules for the reported period. divided by total Risk Weighted Assets (RWA)
- **Gross Loans:** Loans and advances to customers at amortised cost before expected credit loss allowance for impairment on loans and advances to customers at amortized cost and Loans and advances to customers mandatorily measured at FVTPL
- **Liquidity Coverage Ratio (LCR):** total amount of high-quality liquid assets over the net liquidity outflows for a 30-day stress period
- **Loans to Deposits ratio (L/D):** Loans and advances to customers at amortised cost divided by due to customers at the end of the reported period
- **Impairments on loans:** Impairment charge for expected credit loss

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Contact information

Kostantinos Vatousis, Head of Strategy, IR & ESG
kvatousis@optimabank.gr

George Doukas, IRO
gdoukas@optimabank.gr

32 Aigialeias & Paradeisou str. Maroussi
Athens 15125
Greece

OPTIMAr.AT
OPTIMA GA
ISIN: GRS533003000

www.optimabank.gr

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