

MAIL VOTE DOCUMENT

For voting remotely before the Annual General Meeting of shareholders of "Eurobank Ergasias Services and Holdings S.A." (the "Company") of 23 July 2024

I the undersigned shareholder / legal representative of shareholder / proxy holder of shareholder of the Company:

Name / Company Name	
Address / Registered Office	
Identity card number/Company's Register Num.	
DSS Investor Share No	
DSS Securities Account	
Number of shares (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)	
Name of the legal entity's representative who signs the form (completed by legal entities only)	
Mobile Phone Number	
Email	

With the present document I am notifying you of
(please mark with ✓ your choices)

- my vote
 the vote of the shareholder that I represent or I am a proxy holder of

on the items of the Annual General Meeting of shareholders of the Company of Tuesday 23 July 2024 at 10.00, as follows:

IF YOU APPROVE THE ITEMS BELOW, SUBMIT THIS DOCUMENT AS IS, WITHOUT ANY MARKINGS

For any item (items) that you do not approve, or wish to abstain from the voting, please mark the corresponding column on the right "AGAINST" or "ABSTAIN" respectively.

ITEMS ON AGENDA	AGAINST	ABSTAIN
1. Annual Separate and Consolidated Financial Statements for the financial year 2023. Directors' and Auditors' Reports.	<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"/>
3. Appointment of Auditors for the financial year 2024.	<input type="checkbox"/>	<input type="checkbox"/>
4. Dividend distribution and authorizations.	<input type="checkbox"/>	<input type="checkbox"/>
5. Amendment of article 8 of the Articles of Association.	<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"/>

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"/>
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"/>
9. Approvals according to article 86 of L. 4261/2014.	<input type="checkbox"/>	<input type="checkbox"/>
10. Approval of amendment of the Remuneration Policy for Directors.	<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"/>
12. Remuneration Report for the financial year 2023.	<input type="checkbox"/>	<input type="checkbox"/>
13. Approval of amendment of the Nomination Policy of the Directors.	<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"/>
14.2 Burkhard Eckes, proposed as independent non-executive member	<input type="checkbox"/>	<input type="checkbox"/>
14.3 Alice Gregoriadi, proposed as independent non-executive member	<input type="checkbox"/>	<input type="checkbox"/>
14.4 John Hollows, proposed as independent non-executive member	<input type="checkbox"/>	<input type="checkbox"/>
14.5 George Zantias	<input type="checkbox"/>	<input type="checkbox"/>
14.6 Stavros Ioannou	<input type="checkbox"/>	<input type="checkbox"/>
14.7 Fokion Karavias	<input type="checkbox"/>	<input type="checkbox"/>
14.8 Evangelos Kotsovinos, proposed as independent non-executive member	<input type="checkbox"/>	<input type="checkbox"/>
14.9 Irene Rouvitha Panou, proposed as independent non-executive member	<input type="checkbox"/>	<input type="checkbox"/>
14.10 Cinzia Basile, proposed as independent non-executive member	<input type="checkbox"/>	<input type="checkbox"/>
14.11 Rajeev Kakar, proposed as independent non-executive member	<input type="checkbox"/>	<input type="checkbox"/>
14.12 Bradley Paul Martin	<input type="checkbox"/>	<input type="checkbox"/>
14.13 Jawaid Mirza, proposed as independent non-executive member	<input type="checkbox"/>	<input type="checkbox"/>
15. Determination of the type and composition of the Audit Committee.	<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	

Place and date:

(name/surname)

(signature)

(signature verification)

Instructions:

1. 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, the representative or the proxy holder via e-mail at the e-mail address Investorsinfo@eurobankholdings.gr, 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).
2. If the present mail vote is transmitted by a proxy holder, the appointment of the proxy holder must be made at least forty-eight (48) hours before the date of the General Meeting, i.e. by 10.00 a.m. on 21.07.2024 at the latest. Following that date, it will not be possible to participate by proxy at the vote that will take place before the General Meeting.