



Audit Committee
of Eurobank Ergasias Services and Holdings S.A.
Terms of Reference

March 2024

TABLE OF CONTENTS

1. INTRODUCTION	3
2. PURPOSE	3
3. AUTHORITY	3
4. MEMBERSHIPS	3
5. MEETINGS	5
6. DUTIES AND RESPONSIBILITIES	6
6.1. INTERNAL CONTROL SYSTEM AND RISK MANAGEMENT	6
6.2. FINANCIAL AND NON-FINANCIAL REPORTING	7
6.3. EXTERNAL AUDIT	8
6.4. INTERNAL AUDIT	9
6.5. COMPLIANCE	10
6.6. ADDITIONAL DUTIES AND RESPONSIBILITIES	11
7. REPORTING	11
8. PERFORMANCE EVALUATION	12
9. AMENDMENTS TABLE	12
10. TABLE OF CREATION, ISSUANCE AND APPROVALS	13

1. INTRODUCTION

The Audit Committee (Committee) of Eurobank Ergasias Services and Holdings S.A. (Holdings) and its subsidiaries (Group) is a committee of the Board of Directors (Board) of Holdings.

These Terms of Reference (ToR) are drafted in accordance with international best practices and conform to the standards and practices of the Institute of Internal Auditors and the applicable legislative and regulatory framework.

The ToR are approved by the Board and are reviewed annually and revised if necessary, unless significant changes in the role, responsibilities, organization and / or regulatory requirements necessitate earlier revision. Revised ToR will be approved, as stated above.

2. PURPOSE

The purpose of the Committee is to assist the Board in discharging its oversight responsibilities primarily relating to:

- a. The review of the adequacy of the Internal Control and Risk Management systems and the compliance with rules and regulations of the monitoring process, including on issues of sustainability.
- b. The review of the financial reporting process and satisfaction as to the integrity of Holdings' Financial Statements, including ESG disclosures.
- c. The External Auditors' selection, performance and independence.
- d. The effectiveness and performance of the Internal Audit function.
- e. The effectiveness and performance of the Compliance function.

In doing so, it is the responsibility of the Committee to provide for open communication channels between the Board, Management, Internal and External Audit and to promote communication with the appropriate Supervisory Authorities.

3. AUTHORITY

The Board authorizes the Committee, within its scope of responsibilities to:

- Conduct or authorize investigations into any and all aspects of the Holdings' operations.
- Have unrestricted access to information and to members of Management and employees, who should cooperate with and support the Committee.
- Work and liaise as necessary with all other Board Committees.
- Obtain outside legal or other professional advice, as it deems necessary, provided that no conflict of interest arises. To that effect the Committee shall receive appropriate funding.

4. MEMBERSHIPS

4.1. The members of the Committee are appointed by the Board, following the recommendation of the Nomination and Corporate Governance Committee to the Board, while the type, composition (number and qualities of members) and the tenure of the Committee are approved/decided/determined by the General Meeting of shareholders.

4.2. The Committee shall comprise at least of three (3) members. The exact number of the Committee members is determined by the General Meeting of shareholders. The Committee members should not exceed 40% of total Board members (in case of fraction, rounded to the next integer) . All members of the Committee should be non-executive, while 75% of the members (in case of fraction, rounded to the next integer) should be independent. The independent members of the Committee fulfill the

requirements of independence of the applicable framework (Greek Law 4706/2020, the European Commission Recommendation 2005/162/EC and the Joint ESMA and EBA Guidelines GL/2021/6).

4.3. The Chairperson of the Committee is appointed by the members of the Committee, while the Committee's members also appoint a Vice Chairperson. The Chairperson and the Vice Chairperson must be independent non-executive members, with adequate knowledge and solid experience in financial management, accounting and auditing.

4.4. The Chairperson of the Committee should not serve as the Chairperson of the Board of Directors or Chairperson of the Board's Risk Committee. In addition, taking into consideration that there are many items discussed/approved at joined Audit and Board Risk Committees meetings, it is recommended the Chairperson of the Committee is recommended to be a member of the Board's Risk Committee and similarly, the Chairperson of the Board Risk Committee is recommended to be a member of the Audit Committee.

4.5. The Committee as a whole must possess the skills and experience required to carry out its tasks, including knowledge of Holdings broader operating environment (both in Greece and abroad) and of Information Technology systems, while the majority should have competence in financial management, auditing and/or accounting.

4.6. The tenure of the Committee members, also determined by the General Meeting of shareholders, coincides with the tenure of the Board of Directors, with the option to renew their appointment, but in any case the service in the Committee should not be more than nine (9) years in total.

4.7. The Committee members should have no direct authority over and should be independent of Management.

4.8. The Committee's Chairperson may assign specific duties, tasks and areas of responsibility to Committee members.

4.9. The members of the Committee may participate in other committees of Holdings' Board and/or in the Boards and Audit Committees of subsidiary entities.

4.10. The members of the Committee may be invited and participate in the Board Risk Committee meetings and/or similarly the members of the Board Risk Committee may be invited and participate in the Audit Committee meetings (joint Audit Committee and Board Risk Committee meetings) for the discussion / approval of items that fall under the responsibility of both Committees.

4.11. The members of the Committee are not allowed to hold positions and conduct transactions through which a conflict regarding the Committee's mission might arise.

5. MEETINGS

5.1. The Committee shall meet at least eight (8) times per year or more frequently, as circumstances require.

5.2. The Committee may convene by teleconference.

5.2. The Committee is in quorum and meets validly when half of its members plus one are present or represented, provided the Chairperson or the Vice Chairperson, are present. Each member of the Committee may validly represent only one of the other Committee members. Representation in the Committee may not be entrusted to persons other than the members thereof. In determining the number of members for the quorum, fractions, if any, will not be counted.

5.3. Only members of the Committee have the right to attend Committee meetings. However, the Chairperson of the Committee may invite to the meetings members of Management, Internal and External audit, Compliance, Legal Advisors, the Chairperson of the subsidiaries' Audit Committees or outside advisors or experts, as deemed appropriate. The number of invitees should be confined at a minimum, so as not to impact the effectiveness and efficiency of the meeting.

5.4. Mandatory minimum attendance of Committee members should be achieved as described in the Board and Board Committees' Attendance Policy. In particular, each Board member is expected to achieve mandatory minimum attendance to the Board and Board Committees where s/he participates of not less than 85% every calendar year, while meetings up to 15% can be missed only if a valid excuse is provided.

5.5. The Committee resolutions shall be validly taken by an absolute majority of the members who are present and represented. In case of a tie, the Chairperson and in case of his/her absence the Vice Chairperson of the Committee shall have the casting vote. The Board shall be informed whenever a decision of the Committee is not reached unanimously.

5.6. Decisions may be taken through the drawing up and signing of minutes by circulation, by all the members of the Committee or their representatives, which is equal to a decision of the Committee, even if no meeting has preceded.

5.7. The agenda together with the relevant material shall be sent to the AC members, by written notice at least five (5) business days prior to the meetings normally intended for the physical attendance of the members (quarterly meetings) and at least five (5) calendar days prior to any other meeting.

5.8. The Committee appoints its Secretary who reports to the Group Company Secretariat and cooperates with the Chairperson of the Committee. The Secretary is responsible to minute the proceedings of all Committee meetings, including the names of those present and in attendance, issue true copies/ extracts of the Committee's minutes and notify the responsible managers regarding the Committee's decisions that are relevant to them or on which they need to take action. In case of non-unanimous decisions, the views of the minority should be also minuted.

5.9. The minutes shall be submitted for approval (to the extent possible) at the next meeting. Additionally, after their finalization, the minutes shall be signed by all Committee members.

5.10. Once approved, minutes shall be available to all Board members through the software application of the Committees' meetings support [Diligent Boards].

6. DUTIES AND RESPONSIBILITIES

6.1. INTERNAL CONTROL SYSTEM AND RISK MANAGEMENT

The Audit Committee:

6.1.1. Reviews and evaluates the adequacy of the Holdings' Internal Control System, in particular over financial reporting, security of information systems and applications and contingency plans in the event of a system's breakdown.

6.1.2. Reviews and monitors the level of operational & non-financial risks in Holdings in the joint Audit Committee and Board Risk Committee meetings by:

- evaluating the efficiency and effectiveness of the organizational structure, the key processes and internal controls designed to mitigate significant operational and non-financial risks in Holdings;
- evaluating the level of operational losses being incurred in Holdings;
- ensuring that Management is taking adequate corrective steps to reduce the level of operational and non-financial risks where necessary.

6.1.3. Ensures that fraud (including "greenwashing") preventive and detection activities are adequately addressed and followed up by Management.

6.1.4. Reviews all significant regulatory issues received from Regulatory and Tax Authorities, which include internal control, regulatory, corporate governance, compliance and supervision.

6.1.5. Reviews and monitors the implementation of corrective actions to recommendations made by the Internal and External Auditors (including recommendations in the Management Letter), as well as by Regulatory Authorities, to strengthen the internal control and risk management systems.

6.1.6. Proposes, at least once every three years, that an Audit firm, meeting the criteria set by BoG, performs an independent review of the adequacy of the Internal Control System and authorizes the Auditors to inform BoG of the results of their review. Proposes to the Board the replacement of these Auditors after carrying out two consecutive reviews.

6.1.7. Ensures that Holdings has established and maintains appropriate procedures for the receipt, retention and treatment of complaints regarding accounting, internal control, or auditing matters from both inside and outside the organization.

6.1.8. Assesses the confidential procedures established by Management for employees to submit complaints and comments regarding compliance with the applicable legislation, internal regulations and proper practices (reporting of unethical conduct). Care should be taken to ensure the protection of the person making such report.

6.1.9. Ensures that Holdings has mechanisms to monitor share and other securities transactions of BoD members and personnel (employees, advisors etc.) in accordance with relevant regulations and the disciplinary measures against employees, who do not comply with procedures.

6.1.10. Collaborates with the pertinent BoD members for the design and proper functioning of the Remuneration Policy and practices both at Holdings and Group level.

6.1.11. Discloses a positive or negative statement, that the system of internal controls has been evaluated, in the annual Director's Report.

6.2. FINANCIAL AND NON-FINANCIAL REPORTING

The Audit Committee:

6.2.1. Monitors the financial reporting and sustainability reporting process and submits recommendations or proposals to ensure its integrity.

6.2.2. Supervises and assesses whether the internal controls related to financial reporting are adequate and effective and that these controls are adjusted to reflect any major changes in the risk profile of Holdings.

6.2.3. Reviews significant accounting, reporting and footnote disclosure issues, focusing on judgmental areas and methods used in the valuation of assets and liabilities.

6.2.4. Reviews any legal or tax matters which could significantly impact the Financial Statements.

6.2.5. Reviews with Management the financial results presentation. Prior to their release, it also reviews the Financial Results Press Release, Interim and Annual Financial Reports, including Financial Statements, Auditors' Report and Directors' Report. In addition, it reviews the Consolidated Pillar III report and evaluates the disclosure requirements, including ESG disclosures / disclosures of Sustainability-related Non - Financial Information.

6.2.6. After the relevant proposal of the Nomination and Corporate Governance Committee, proposes to the Board the approval of the Corporate Governance Statement.

6.2.7. Meets with Management to discuss any changes in accounting policies, critical accounting estimates, one-off items impacting the Financial Statements, significant variances from prior year, unadjusted differences, capital adequacy and any other issues of significance.

6.2.8. Reviews and discusses the letter of representations, requested from Management by the External Auditors.

6.2.9. Meets with the External Auditors (with or without Management present) to discuss all of the above, in addition to any significant changes required to the External Auditors' audit plan.

6.2.10. Based on the results of the above review, recommends to the Board the approval of the Financial Results Press Release, Interim and Annual Financial Reports and the Consolidated Pillar III Report.

6.2.11. Discusses with Management, the Internal and External Auditors, the adequacy of Management Information Systems, including significant risks and controls over such risks.

6.2.12. Ensures that Holdings has established clear processes which ensure that any other financial reporting required by the Regulators to have Board and / or Committee clearance is promptly prepared and submitted for such clearance. Reviews and recommends submission to the Board of such financial reporting.

6.2.13. While the Board retains the responsibility for the approval and monitoring of the Business Plan and Budget, the Committee receives reports on the monitoring of the above items by Management, for information purposes.

6.3. EXTERNAL AUDIT

The Audit Committee:

6.3.1. Defines the criteria and the procedures for the appointment or replacement of the External Auditors and makes recommendations to the Board on the appointment or replacement of External Auditors, for approval by the AGM.

6.3.2. Ensures periodic tendering and rotation of the External Auditors with rotation of the statutory audit firm at least once in a period up to ten (10) consecutive years and approves the Group's External Auditors' Tendering Policy and Procedure.

6.3.3. Reviews the Key Audit Partner (KAP) evaluation, selection/rotation and appointment procedure (embedded in the Group's External Auditors' Tendering Policy and Procedure), approves the appointment of the new KAP responsible for carrying out the statutory.

6.3.4. Reviews the scope of audit work and audit approach and assesses the process for identifying and responding to key audit and internal control risks.

6.3.5. Considers any issues pertaining to the External Auditors' independence and objectivity in accordance with the applicable legislation (L. 4449/2017, Regulation (EU) 537/2014 and L. 3148/2003 art. 12), communicates the result to the Board and recommends, if necessary, taking appropriate action. The Committee receives at least annually written confirmation from the External Auditors regarding their independence and approves Group's Policy on External Auditors Independence.

6.3.6. Reviews Group audit and assurance fees and makes recommendation to the Board on the appointment of the External Auditors and for the respective Holdings' statutory audit fee for approval by the Annual General Meeting of shareholders. Reviews the terms of the Holdings' contract (engagement letter) to be signed with the External Auditors.

6.3.7. Ensures that Holdings has established clear policies in order to adhere to the governing laws and regulations regarding limitations in the scope of External Auditor's activities, including the relevant rules regarding the hiring of employees from the external audit firm.

6.3.8. Ensures that the nature of non-audit services, prior to their being undertaken by the External Auditors, has been reviewed and approved (for amounts less than €50k, per assignment, provides authorization to Group Finance to review and clear non-audit services and subsequently ratifies them on a quarterly basis) and that there is proper balance between audit and non-audit work in accordance with Group's policy on External Auditors' Independence.

6.3.9. Evaluates, on an annual basis, the work and contribution of the External Auditors and specifically, the robustness of the audit, the quality of delivery, the quality of people and services and the audit remuneration based on the assessment performed by Group Finance, Group Risk, Internal Audit and Group and Country CFOs.

6.3.10. Meets with the External Auditors on a regular basis to discuss audit, accounting, financial reporting and internal control issues raised by them.

6.3.11. Reviews the additional report submitted to the Audit Committee by the External Auditors that explain the results of the statutory audit.

6.3.12. Updates the Board for the results of the audits, the contribution of the audits to the integrity of the financial reporting and the role of the Audit Committee in the whole process.

6.3.13. Ensures that all information and findings of the External Auditors on the financial statements of Holdings are discussed among Holdings' Management and the External Auditors and any significant findings are communicated to the relevant supervisory and/or regulatory authorities.

6.3.14. Investigates any disputes that may arise between the Management and the External Auditors regarding the individual and consolidated Financial Statements of Holdings.

6.4. INTERNAL AUDIT

The Audit Committee:

6.4.1. Monitors and reviews the effectiveness of the Internal Audit function.

6.4.2. Ensures that the Internal Audit function is independent (Internal Audit has a functional reporting line to the Audit Committee and a dotted reporting line for administrative matters to the CEO), adequately organized, has unrestricted access to any pertinent information and operates efficiently and effectively in compliance with the Standards of the Institute of Internal Auditors.

6.4.3. In consultation with the Nomination and Corporate Governance Committee proposes to the Board the appointment, replacement or dismissal of the Chief Internal Auditor and annually assesses his (her) performance, while his (her) annual compensation is approved by the Remuneration Committee.

6.4.4. Approves the Terms of Reference of the Internal Audit and any subsequent amendments proposed by the Internal Audit.

6.4.5. Evaluates the process for developing the annual Internal Audit Plan focusing on issues regarding risk assessment, priorities as a result of changes in the economic environment and coordination with the External Auditors (combined Audit Plan).

6.4.6. Approves the annual Internal Audit plan and the three-year high level Audit Plan and makes recommendations, on any additional areas that need to be covered. The Committee shall be informed of the nature and extent of any significant special work or any other deviation from the approved annual Internal Audit plan. The Committee submits the Plan to the Board.

6.4.7. Reviews the organizational structure of Internal Audit, financing, budgeting and staff related issues, including personnel costs, recruitment, training and professional advancement. The Committee ensures that Internal Audit has the appropriate skillset and capacity to audit and evaluate the effectiveness of the internal control framework with special emphasis on the areas of risk and capital management, as well as financial control.

6.4.8. Considers and reviews with Management:

- Significant findings of Internal Audit and Management's response, including the timetable for implementation to correct weaknesses.

- Any difficulties encountered by Internal Audit in the course of their audits such as restrictions on the scope of their work or access to information.

6.4.9. Reviews and approves the Internal Audit budget, previously agreed with Management.

6.4.10. Receives and reviews the quarterly Activity Report prepared by the Chief Internal Auditor for the purpose of the regular meetings. Such report shall outline the audit and risk assessment issues, planning issues and personnel matters.

6.5. COMPLIANCE

The Audit Committee:

6.5.1. Monitors and reviews the effectiveness of the Compliance Function.

6.5.2. Ensures that the Compliance of Holdings is a permanent and independent function (the Head of Compliance reports functionally to the Audit Committee and for administrative purposes to the CEO of Holdings) adequately organized, has unrestricted access to any pertinent information and operates efficiently and effectively.

6.5.3. Has the oversight of compliance issues relating, inter alia, to Market Manipulation, Conflict of interests, Antitrust, Internal Conduct, etc..

6.5.4. Reviews and approves the Mandate of the Compliance and any subsequent amendments proposed by Compliance.

6.5.5. In consultation with the Nomination and Corporate Governance Committee, proposes to the Board for approval the appointment, replacement or dismissal of the Head of Compliance. The performance of the Head of Compliance is assessed on an annual basis by the Audit Committee.

6.5.6. Approves the Annual Compliance Plan of actions. The Committee shall be informed of the nature and extent of any deviations from the approved annual plan.

6.5.7. Ensures that Compliance has the appropriate skillset and capacity to carry out its plan.

6.5.8. Reviews and approves Holdings' Code of Conduct and Ethics as well as reviews and approves or submits its proposal for approval to the Board, where required, key Policies under the responsibility of Compliance (such as the Conflict of Interest Policy, the Market Abuse Policy, the Anti-Trust Policy, the Anti-Bribery and Corruption Policy etc.).

6.5.9. Ensures that a mechanism has been set for monitoring compliance with internal and external rules and regulations, including Group Guidelines and Holding's Code of Conduct and Ethics.

6.5.10. Ascertains that Holdings has an effective process for determining risks and exposures from asserted and unasserted litigations and claims from non-compliance with laws and regulations.

6.5.11. Reviews with Legal Counsel, Operational Risk, Compliance, Internal Audit and others, as required, any legal or regulatory matters, presently encountered, or foreseeable changes on applicable laws and regulations that may have a material impact on Holdings' operations and Financial Statements.

6.5.12. Is informed by Management of audits performed by Regulatory and/or Tax authorities and the results of these audits, while Compliance reports any delays and fines for any alleged breaches of regulations.

6.5.13. Reviews quarterly reports on Director's substantial Stock Exchange transactions (Law 2533/1997) submitted by Group Company Secretariat.

6.5.14. Reviews and/or approves the compliance reports prepared by the Compliance (including reports as per Bank of Greece requirements) and communicates to the Board any compliance related non-conformities that may have a material impact on Holdings' operations, reputation or Financial Statements.

6.5.15. Reviews and provides clearance to the Board for share capital increase prospectuses, prior to Board members' signing of the endorsement letter for the submission to the Hellenic Capital Markets Committee (HCMC), as well as prior to HCMC approval.

6.6. ADDITIONAL DUTIES AND RESPONSIBILITIES

The Audit Committee:

6.6.1. Reviews the Committee's annual plan, referring to the annual schedule of the Committee's meetings and the allocation of the main agenda items to each meeting.

6.6.2. Develops proposals, for consideration by the Board, regarding any matter within the purview of these ToR and performs any other activities within the purview of these ToR, at the request of the Board.

6.6.3. Performs any other activities within the purview of this ToR, at the request of the BoD or as required by legal and regulatory framework.

6.6.4. Oversees issues within its purview in the overall context of maintaining a sustainable business model.

6.6.5. Provides, when appropriate, adequate information to the General Meeting of shareholders regarding its activities.

6.6.6. Is kept up to date and fully informed about strategic issues and commercial changes (including ESG matters) affecting Holdings and the market in which it operates.

7. REPORTING

The Audit Committee is responsible for submitting the following reports:

- 7.1. Quarterly reports to the Board regarding its activities. Alternatively, the Chairperson of the Committee shall inform the Board during the respective quarterly Board meetings.
- 7.2. Annually and after notification to the Board, submits a report to the Annual General Meeting of shareholders on the issues dealt by the Committee during the previous year, also including therein a description of the Sustainability Policy followed by the Bank.

- 7.3. Every three years submits to the BoG, the Internal Control System Adequacy Evaluation Report provided by independent certified accountants – auditors and the Committee’s Assessment thereon. The report is submitted within the first six months of every three year period.
- 7.4. The Committee shall also:
- Report Committee actions to the Board with recommendations, as the Committee may deem appropriate, and follow up effective implementation of recommendations.
 - Report Committee actions to the Board for the special areas for which additional audits are required either from internal or external auditors
 - Provide for any report and information (including findings and considerations in relation to any area) to the Board, which is required from the Committee by applicable laws and regulations.

8. PERFORMANCE EVALUATION

The Audit Committee’s performance is evaluated annually according to the provisions of the Board and Board Committees Evaluation Policy of Holdings. In order to perform their role effectively, the Committee members need to maintain and develop their skills and knowledge.

9. AMENDMENTS TABLE

Version	Date	Change Description
1.0 (new format)	24.3.2009	
2.0	10.3.2010	
3.0	3.3.2011	
4.0	7.2.2013	
5.0	29.8.2013	
6.0	24.9.2015	
7.0	27.7.2017	
8.0	23.3.2020	Adjustments following the completion of the demerger of Eurobank Ergasias S.A. through sector’s hive down and establishment of a new company-credit institution under the corporate name “Eurobank S.A.”
9.0	05.04.2022	1. incorporation of the amendments of article 44 of the Law 4449/2017, related to the AC. 2. Amendment of the tenure of the AC members (from 12 to 9 years) as per the new L. 4706/2020 on corporate governance. 3. Addition of the Section 6.6, Additional Duties and Responsibilities 4. Amendments proposed by the reporting Units (i.e. Internal Audit, Group Compliance and Group Finance)
10.0		- Review of the RFA provisions referring to AC and amendments as required

		<ul style="list-style-type: none"> - Amendments for the improvement of AC's governance and functioning (clause for AC ToR revision, quorum in meetings, reference to the joint AC/BRC meetings) - Amendment to reflect AC's responsibility to review and monitor non-financial risks (in addition to operational risks) in the joint AC & BRC meetings. - Amendment to reflect AC's responsibility to review issues related to sustainability and ESG disclosures. - The amendments proposed by the reporting Units (i.e. Internal Audit, Group Compliance and Group Finance) in order to accurately reflect AC's responsibilities in their area of responsibility
--	--	--

10. TABLE OF CREATION, ISSUANCE AND APPROVALS

Unit	Authorized Personnel	Date
Created by: Group Company Secretariat		March 2024
Reviewed by: Group Internal Audit, Group Compliance, Group Finance		March 2024
Recommended for approval by: AC		20 March 2024
Approved by: Board of Directors		22 March 2024