Annual General Meeting 2024

26 April 2024

Addiko Bank

Key Highlights 2023

Earnings & Asset Quality

- **2023 net profit up 60% YoY to €41.1m** (YE22: €25.7m), 2023 EPS at €2.12
- **Return on average Tangible Equity** at 5.5% YTD (YE22 YTD: 3.4%)
- **Operating result** up by 41% YoY to €103.9m reflects positive momentum on earnings despite increasing deposit funding costs and inflation impacts on operating expenses
- **Cost of Risk remained benign at 34bps** (€11.8m)
- **NPE volume down to historic low of €138m** (YE22: €163m) with NPE ratio (on-balance loans) at 2.8% (YE22: 3.3%), while **NPE coverage** increased to **80.9%** (YE22: 75.4%)

Business Development

- **Double-digit growth in focus areas** delivered
- **Growth in customer base** to 0.9m – active customers up 6% YoY
- **Focus area deposit volumes** up 6% YoY
- **Operating & sales efficiency improved**
- **Expansion into Romania on track**

Funding, Liquidity & Capital

- **Funding situation remained solid**: Deposits at €5.0b, **LDR at 69%** and **LCR at >310%**
- **TCR** improved to a strong 20.4% fully-loaded **- all in CET1** (YE22: 20.0%) with proposed dividend already deducted

ESG

- Addiko's **ESG strategy** and indicators **published** in 2023
- **ESG action plan on track** & all **initiatives delivered according to plan**

Guidance 2023 Confirmed by Actuals

For the full year 2023 the Group delivered:

Outlook 2023 Delivered

Outlook 2023 (as revised upwards in 1H23)	2023 results
Gross performing loans: c. €3.5b with >10% growth in focus	€3.5b with 11% focus growth ✓
Net Banking Income: up by c. 15%	up by 18.6% to €295.2m ✓
Operating expenses: below €179m	€178.6m ✓
Total Capital Ratio: above 18.6% on a fully-loaded basis	20.4% ✓
Sum of other result and expected credit loss expenses on financial assets: <1.5% on average net loans and advances to customers	1.7% ⓘ

Adaptations for 4Q23

- **Additional provisioning for CHF** related claims to **enable faster resolution**
  - Statute of limitation to file new CHF claims in Croatia expired in June 2023, providing clarity on final number of cases and allowing launch of strategy to resolve CHF cases during 4Q23
  - Prudent provisioning for limited number of CHF related claims in Slovenia
- Management decided in 4Q to **keep post-model adjustments for remaining uncertainties**
- Excluding these adaptions, the **Sum of other result and expected credit loss expenses on financial assets** would be at **1.5%** for the full year 2023 ✓

Key Topics

Regulatory Environment

- **Slovenia introducing windfall tax for all banks in 2024** (20bp on total assets per year over a period of 5 years); no impact on Mid-Term Guidance
- Countercyclical buffers in Slovenia and Croatia and Systemic Risk buffer in Austria weigh in on capital requirement (already reflected in guidance)
- **SREP:** No change in **P2R, P2G decreased** to 3.0% (from 3.25%)

Dividend

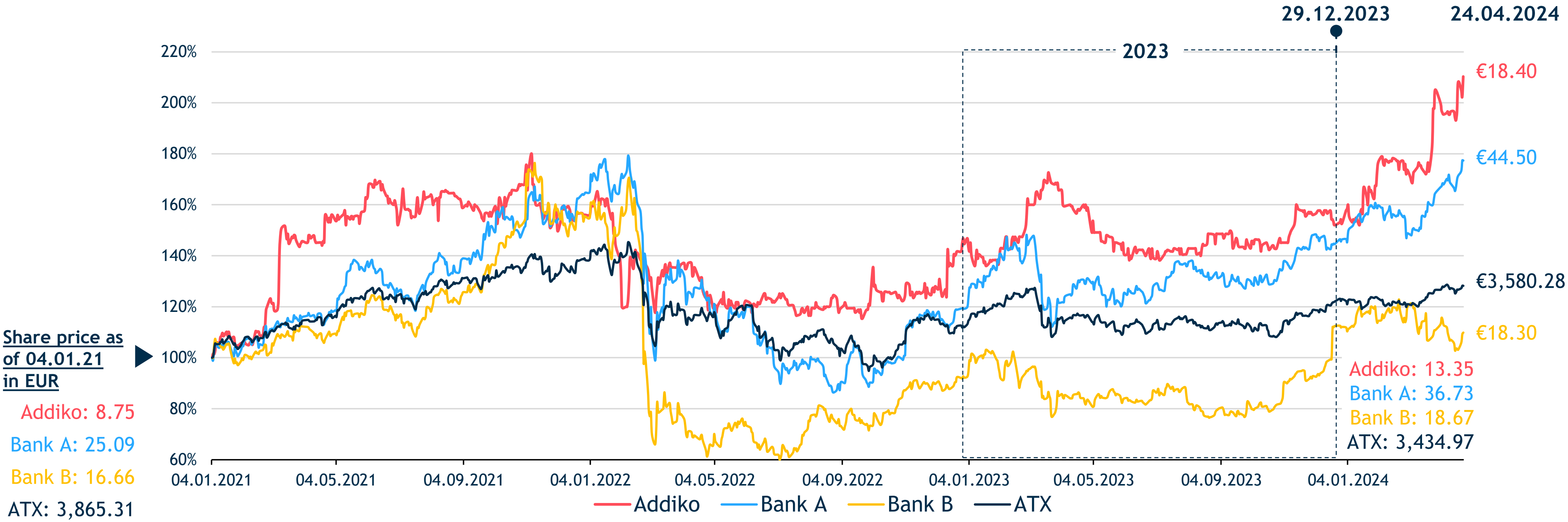
- **Dividend proposal of €24.6mn** (**DPS of €1.26),** corresponding to 60% of net profit for 2023
- In line with ECB recommendations not to exceed a target payout ratio of 50%, the management revised Addiko's dividend guidance
- **Dividend payment date** on 7 May 2024 (ex-date: 2 May 2024, record date: 3 May 2024)
- Dividend distributed as **capital repayment** without deduction of Austrian withholding tax

Shareholder Structure Developments

- **Agri Europe Cyprus**
  - Miodrag Kostic as ultimate beneficial owner
  - On 25 March 2024, acquired 9.99% stake from Infenity Management Ltd.
  - On 25 March 2024, announced a voluntary offer for an additional 17% (up to 26.99% in total)
- **Alta Pay Group d.o.o.**
  - On 28 March 2024, published a 9.63% stake in Addiko
  - Acquired an additional 19.96% in financial instruments from several Austrian shareholders
  - The sales have not yet taken place and are dependent on the necessary regulatory and merger control approvals as well as the approval by purchaser's general meeting

Share Price Development since Beginning of 2021

Evolution of the stock price during 2021 in comparison to Austrian banks with CSEE presence

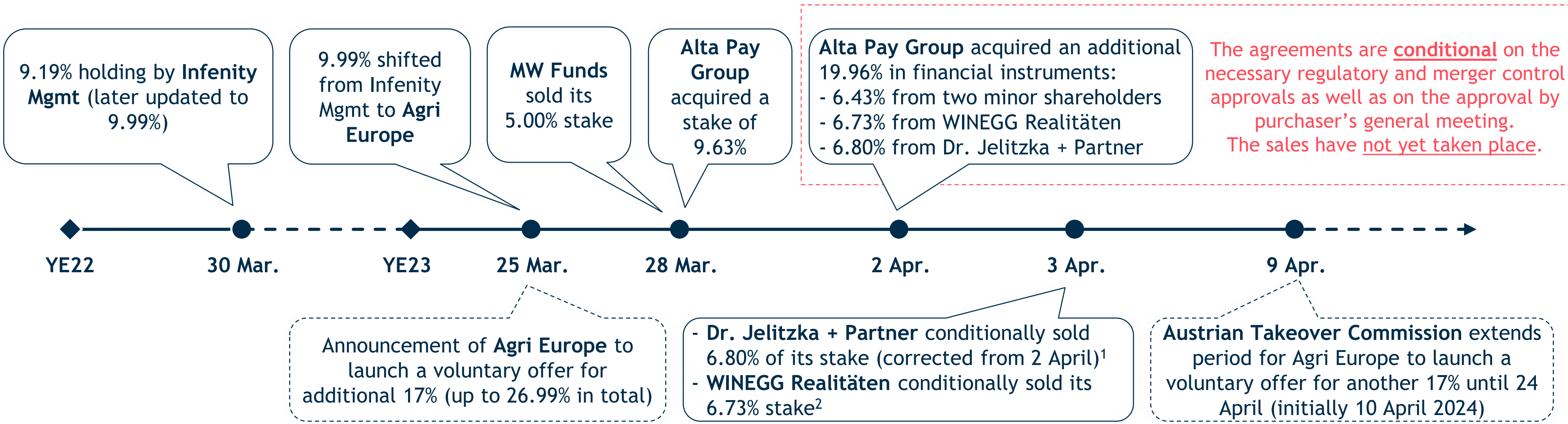


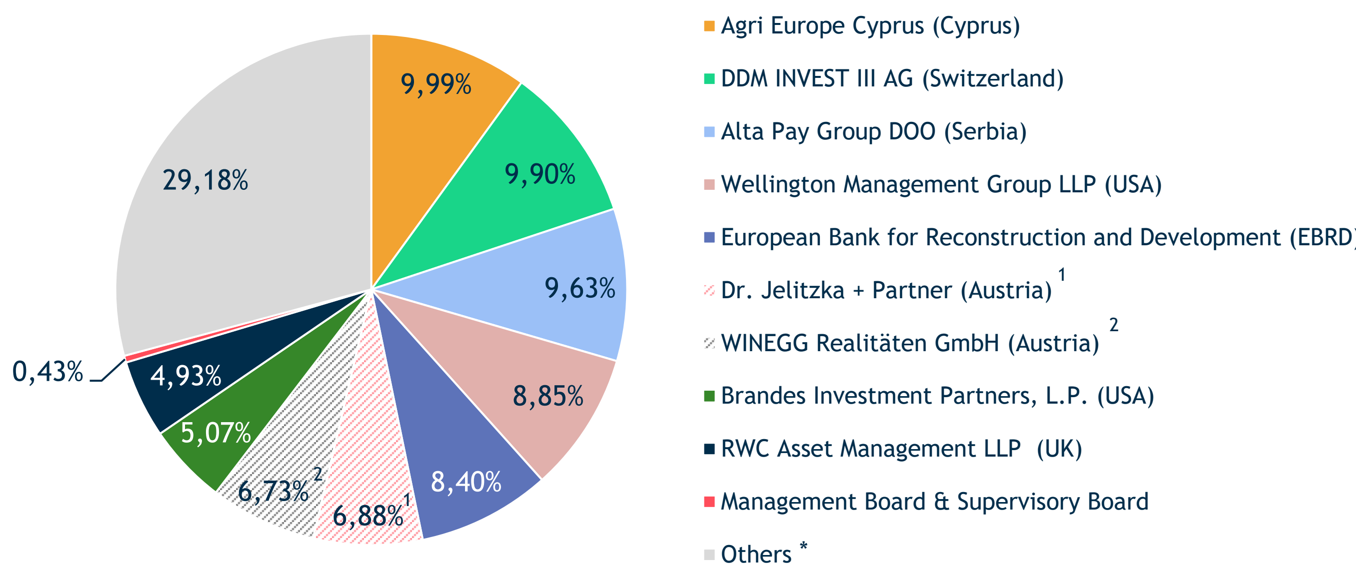
Share Buyback Programme 2023

- **Start:** 11 April 2023, **End:** 29 March 2024
- **In total, 229,584 shares for a total value of €3,158,673.30** were purchased for remuneration purposes on the Vienna Stock Exchange based on the authorisation resolution of the Annual General Meeting of 27 November 2020 pursuant to § 65 para 1 no 4 and no 8 Stock Corporation Act
- **Weighted average price:** €13.758 per share;; **ca. 1.18% of the share capital of the company**
- 31,531 shares were distributed in April 2024 as part of the variable remuneration to the Management Board
- **At the time of the AGM** on 26 April 2024, the Company held **212,858 own shares**

Recent Developments in the Shareholder Structure (c. 48.5% free float)

Addiko Bank





The illustration is based on the most recent Major Holdings and Directors Dealings notifications and on sources that the bank considers reliable. Holdings below 4% of the shares are presented in a summarized form. The detailed holdings of the Management and Supervisory Board are shown in the Directors Dealings section. Addiko Bank AG does not guarantee the accuracy or completeness of the text and graph.

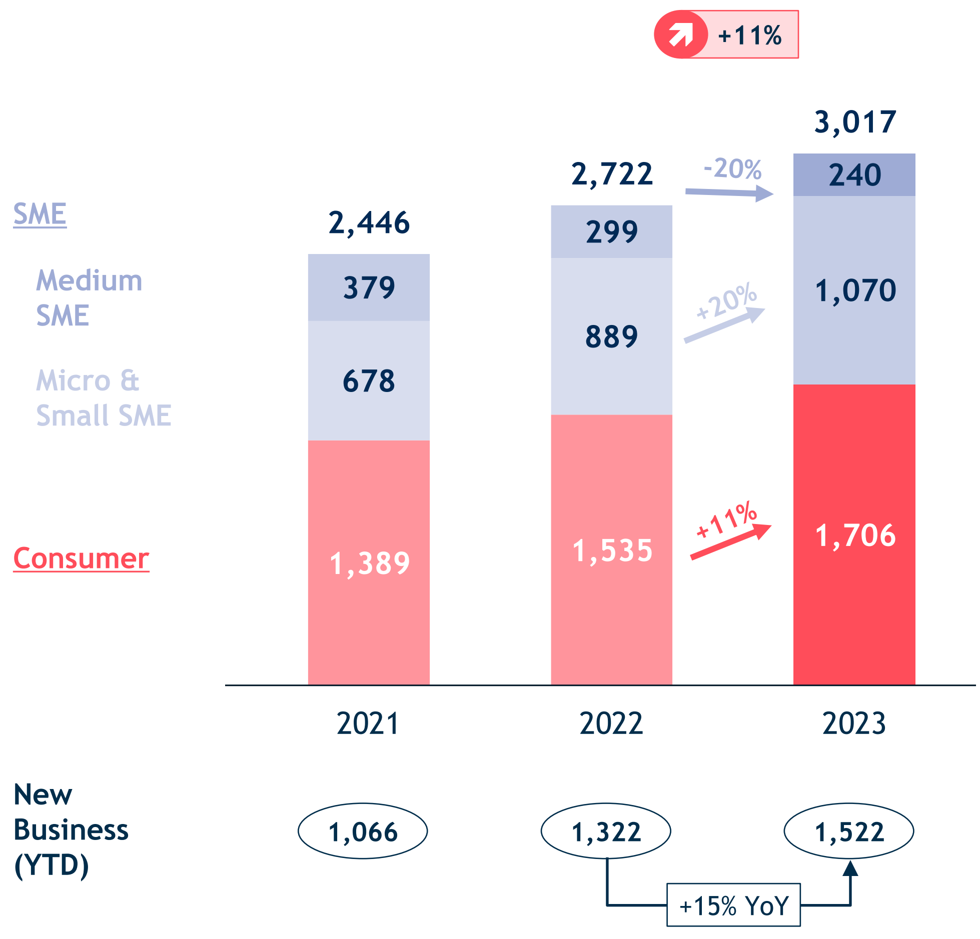
Latest status published on https://www.addiko.com/shareholder-structure/

** Contains own shares acquired by Addiko Bank AG through share buybacks. The share buyback programme 2023 ended on 29 March 2024. At the time of the AGM on 26 April 2024, the Company held 212,858 own shares.*

Strong Growth Momentum in Focus Continued

Focus portfolio development

Gross performing loans (€m)

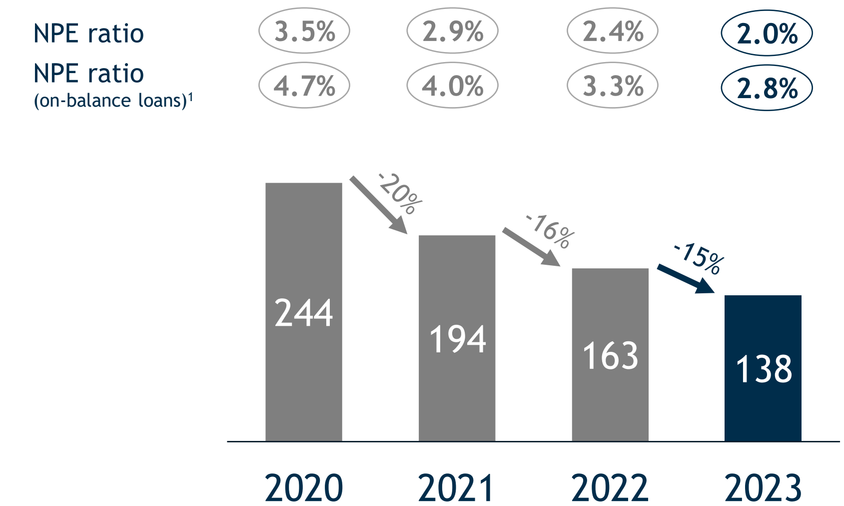


- **+11% growth in focus book in 2023** (+15% YoY excluding medium SME)
- **New business generation up +15% YoY**
- **Focus yield up to 6.3%** with **new business yields** reaching 7.7% in Consumer and 5.7% in SME
- **Focus book at 87%** of gross performing loans
  - Consumer book **grew by 11%** YoY
  - SME book **up 10%** YoY while large ticket medium SMEs decreased by 20%
  - Micro & Small SME book **up 20%** YoY
- **Underwriting criteria continue to be calibrated** to current environment in line with risk appetite
- **Prudent risk approach** remains strategic anchor - balancing of demand vs. risk appetite as priority

Strong Finish in NPE Development in 2023

NPE volume & ratio development

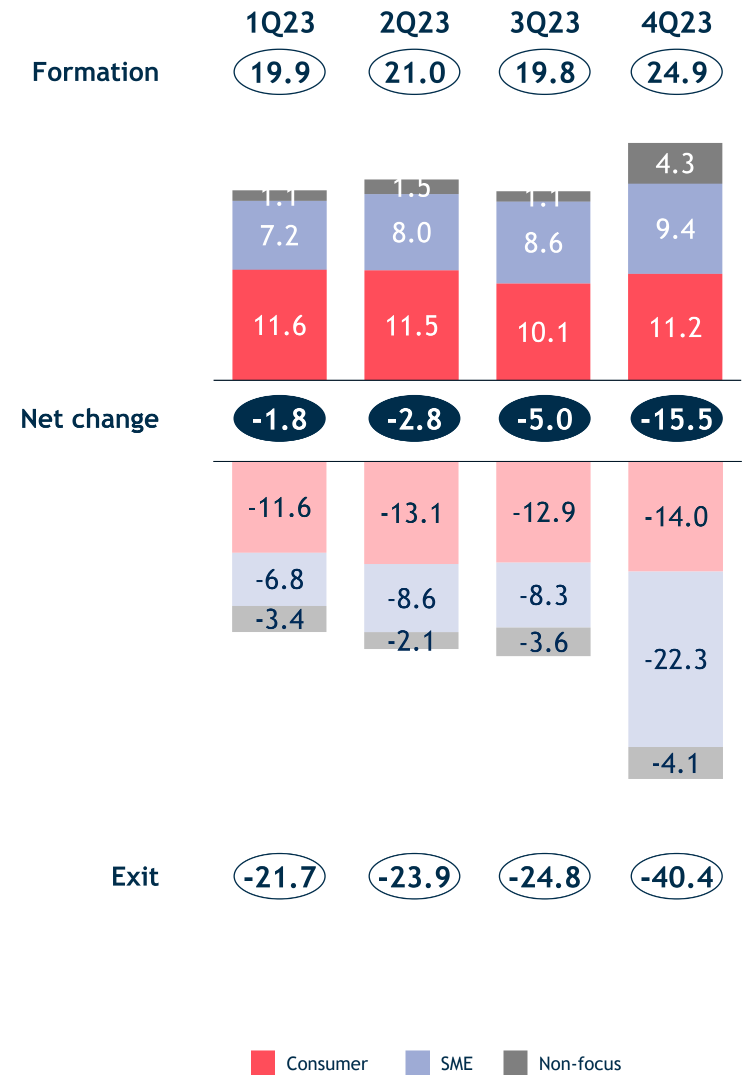
€m, YTD



- **Positive NPE development during 2023** with strong net reduction in fourth quarter based on NPE strategy
- **2023 NPE ratio reduced to new historic low of 2.8% (on-balance loans)**

Quarterly NPE formation & exit

€m, QTD



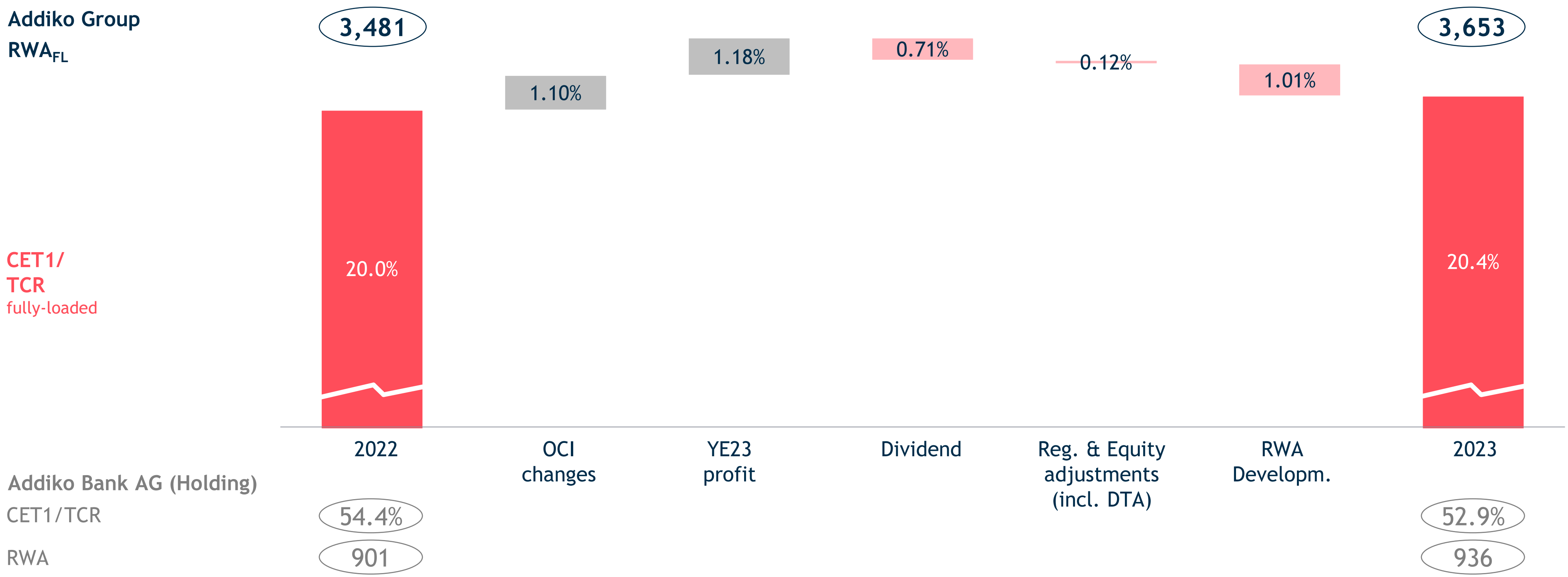
[1] Incl. exposure towards National Banks (respective values excl. NB exposure: 2020: 5.9%, 2021: 5.2%, 2022: 4.4%, 2023: 3.6%).

Capital Position Remains Strong

Addiko Bank

Capital development fully-loaded (based on full-year changes)

% CET1/TCR, YTD, RWA in €m

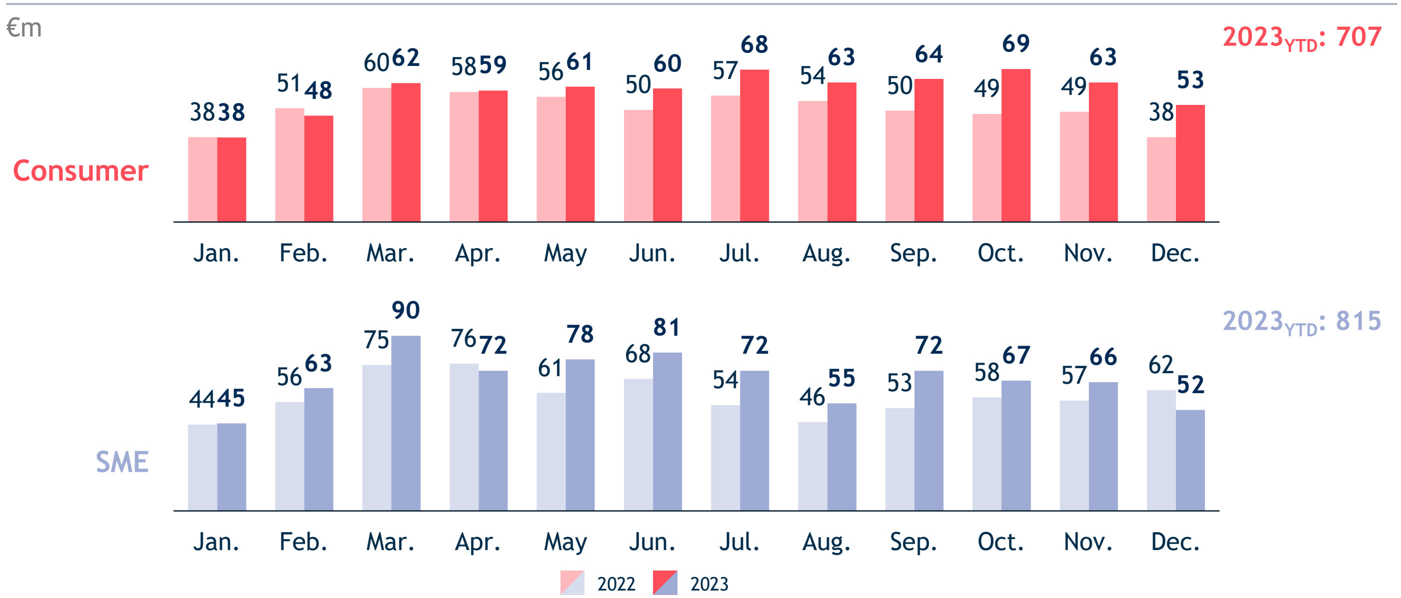


- **Expiration of IFRS 9 transitional capital rules as of 1 January 2023** leading to no difference between transitional and the fully loaded regulatory capital (dynamic component negligible)
- **Positive development in OCI during 2023** mainly reflecting the recovery of market values and the related fair value measurement of debt instruments measured at FVTOCI (up €38.2m YTD) resulting in a decrease of current negative fair value reserves to €-48.6m (improved from €-85.3m at YE22)
- While gross performing loans in focus book grew by 11% YoY, **overall RWA growth was contained at 5% YoY** supported by reduction of non-focus book and successful resolution of NPEs

GDP forecasts[1] (%, real growth)

	2022A	2023E Base	2024E Base	2025E Base	2026E Base
		Forecasts			
Slovenia	2.5%	1.3%	2.7%	2.5%	3.3%
Croatia	6.2%	2.5%	2.9%	3.1%	2.7%
Serbia	2.3%	1.5%	2.0%	2.5%	2.5%
Bosnia & Herzegovina	3.9%	1.7%	1.9%	2.1%	2.1%
Montenegro	6.4%	4.5%	2.9%	3.0%	2.8%
Romania	4.7%	2.5%	3.2%	3.5%	3.5%
Euro Area	3.3%	0.5%	1.2%	1.6%	1.6%

New business continued during 2023



- Global economy still impacted by **Russia's war in Ukraine which continues to be a major cause for uncertainty**
- Despite the slowdown in the EU and the numerous global economic challenges, the **five Balkan economies performed relatively well in 2023**
- While Montenegro and Croatia benefitted from a **surge in tourism**, the other three countries were significantly **impacted by the German recession and the broader EU slowdown**
- In addition, **Slovenia's GDP slowed down** to 1.3% in 2023 owing to the flood in August 2023
- **Inflation is expected to come down significantly** in all five countries in 2024 while GDP forecasts are expected to **continue to outpace growth in the Eurozone**
- Addiko will continue to proactively apply and fine-tune its **prudent risk approach for sustainable business growth going forward**

[1] Source: The Vienna Institute for International Economic Studies (wiiw).

Acceleration Program as Key Engine Towards Achieving Mid-Term Guidance

Addiko Bank

1 Business Growth in Focus Areas
- Unlock potential of existing footprint
- Tap additional revenue & profit pools
- Prepare market expansion

2 Operational Excellence & Digital
- Optimize key processes & IT infrastructure
- Enhance digital capabilities
- Tap cost reduction potentials

3 Best-in-Class Risk Management
- Superior E2E underwriting & monitoring capabilities
- Excellence in data, analytics & automation
- Enhanced NPE management

Key developments

1 Business Growth in Focus Areas

2023
- **Acceleration Program enabled 11% YoY growth in focus book** and 23% growth in lending customer base
- **Partnership universe** further **extended** to **>560 partners at >1200 locations**
- **ESG action plan on track**

Outlook 2024
- **Romania expansion on track to soft launch in 2024** with passporting as preferred solution
- **Expand revenue** with new products, improve digital convenience, form further partnerships, while preserving premium pricing

2 Operational Excellence & Digital

2023
- **Operational Excellence** measures and road-map defined
- **Digital users** up >8.5% YoY
- **New digital E2E** business **capabilities** launched in 3 key countries
- **Faster onboarding for SMEs (20 minutes)** implemented in one country

Outlook 2024
- **Implementation of Operational Excellence measures** during 2024
- Continued **automation** of key processes to achieve further FTE reduction
- Roll-out of **fast SME onboarding** in other countries

3 Best-in-Class Risk Management

2023
- **NPEs successfully reduced** by 15% since YE22 to a **historically low NPE ratio** of 2.8% (on-balance loans), collection process optimized
- **New risk reporting platform rolled-out** across the Group including live deep-dive and pattern analytics
- Share of **automatic decisions** in the Consumer segment up 6% YoY

Outlook 2024
- **Risk Excellence stream** initiated to **further improve efficiency**
- **Establish factory-like underwriting** to drive further increase of share of automatic underwriting decisions via standardization

New Mid-Term Guidance

Addiko Bank

	Financial KPIs	Actuals 2023	Outlook 2024	Guidance 2025	Guidance 2026	Previous Guidance
Income & Business	Loan Growth[1]	€3.5b	>6% CAGR 2023-2026			c. 10% CAGR in focus book
	NIM[2]	3.8%	>3.8%	>4.0%	>4.1%	>3.8%
	NBI (YoY growth)[2]	€295.2m	>4.5%	c. 9%	c. 9%	n.a.
	OPEX	€178.6m	<€191m			CIR c. 50%
Risk & Liquidity	CoR[3]	0.34%	c.1%	<1.1%	<1.2%	c. 1.2%
	NPE Ratio[4]	2.8%	<3% as guiding principle			n.a.
	Total Capital Ratio	20.4%	>18.35% subject to yearly SREP			>18.6%
	LDR	69%	Ramping up to <80%			<100%
Profit-ability	RoATE[5]	5.5%	c. 6.5%	c. 9%	>10%	>10%
	DPS[6]	€1.26	>€1.2	>€1.6	>€2.0	60% of net profit

- Guidance based on macroeconomic and interest rate assumptions (see page 10 and in the Annual Report)
- Expansion into Romania:
  - No notable impact on business and results expected before 2026.
  - Until 2026, estimated yearly OPEX run-rate ramping up to €3.5m, cumulative CAPEX estimated at below €2m.
  - Results accretive from 2026 onwards

[1] Gross performing loans. [2] Assuming an average yearly ECB deposit facility rate of 385bp in 2024, 325bp in 2025 and 263bp in 2026. [3] On net loans. [4] On on-balance loans (EBA). [5] Assuming an effective tax rate of ≤19% and considering pull-to-par effect of majority of negative fair value reserves in FVTOCI. [6] Dividend paid out of the result of the respective year, distributed in the following calendar year subject to AGM decision, in line with new dividend policy.

Addiko Story Well Positioned for Strong Growth in Mid-Term

Vision

- We will turn **Addiko into leading CSEE specialist bank** for Consumer & SME customers
- We **are focused** and **offer the best digital products** to challenge universal banks
- We will **accelerate the bank's transformation and generate value for our shareholders**
- We offer **better personal customer service** than pure online banks

Consumer (Mid-Term)

- Focus on less capital-intensive new products (packages, cards) driving fees
- Embedded finance - Expansion to new industries with >30% of new business with higher interest rates & cross selling
- E2E digital lending replacing 10-20% branch business adding convenience to digital customer
- Better engaging mobile banking / cash-in & payment solutions driving better share of wallet

Consumer		SME
Products		
New Products		New Products
Distribution		
POS / Partnership		Smart Targeting
Digital		
E2E Digital Lending	⇄	E2E Digital Lending
Platform		
M-Banking App	⇄	M-Banking App

Operational Excellence

Best-in-class Risk Management

SME (Mid-Term)

- Building SME ecosystems of new products
- Enhanced SME targeting through focus on data, efficiency and leveraging the unique selling proposition of fast loans
- Fastest lending solutions also available online to increase online channel distribution to 70%
- Better mobile banking application offering engaging propositions tailored to diverse SME products

Additional Materials

Management Team Since June 2021

Herbert Juranek

Chief Executive Officer

Chair of the Management Board

Addiko since May 2021

Mandate until YE25

- ✓ Deputy Chairman of the Supervisory Board of Addiko Bank AG
- ✓ Senior Partner at Q-Advisers and Q-Capital Ventures
- ✓ Chief Operating Officer & member of the Management Board at Erste Group Bank AG

Edgar Flaggl

Chief Financial Officer

Member of the Management Board

Addiko since July 2012

Mandate until YE25

- ✓ Head of Investor Relations & Group Corporate Development at Addiko Bank AG
- ✓ Head of Group Strategy/ Corporate Development & Reporting at Al Lake
- ✓ Head of Group Financial Controlling at Hypo Alpe-Adria-Bank International AG

Tadej Krašovec

Chief Risk Officer

Member of the Management Board

Addiko since September 2016

Mandate until YE25

- ✓ Chief Risk & Operating Officer at Addiko Bank Slovenia
- ✓ Executive director of Credit Risk Department at NLB
- ✓ Director of Risk Department at NLB
- ✓ Head of Credit Portfolio Management at NLB

Ganesh Krishnamoorthi

Chief Market, IT & Digitalisation Officer

Member of the Management Board

Addiko since August 2020

Mandate until July 2026

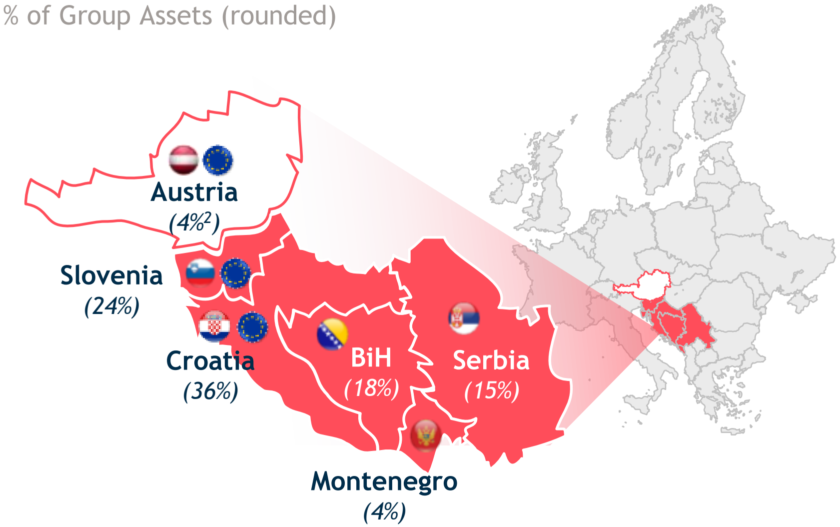
- ✓ Interim Chief Executive Officer, responsible for Retail, Digital, IT & Marketing at Anadi Bank
- ✓ CMO at easybank
- ✓ General Manager Digital EU at Western Union
- ✓ Head of Retail Direct & Digital Sales at GE Money Bank

Overview of Addiko

- ✓ Fully licensed bank with HQ in Austria, focused 100% on Central and South-Eastern Europe (CSEE)
- ✓ Addiko Bank AG is regulated by the Austrian Financial Market Authority (FMA)[1] and by the European Central Bank (ECB)
- ✓ Pan-regional platform focused on growth in Consumer and SME lending
- ✓ Listed on the Vienna Stock exchange on 12 July 2019, admitted to ATX Prime on 15 July 2019 (19.5m shares)

Operating as one region - one bank

2023, % of Group Assets (rounded)



Repositioned as a focused CSEE specialist lender

Consumer

SME

2023

~0.9m *Customers*	**154** *Branches*	**€6.2b** *Total Assets*	**63%-37%** *EU vs. EU accession asset split*[3]
€3.6b *Loans and Advances*	**€5.0b** *Customer Deposits*	**€801m** *Equity*	**BB** *Long-Term IDR issued by Fitch*

[1] Finanzmarktaufsicht Österreich.
[2] Includes total assets from Holding (€1,116m) and consolidation/recon. effects of (-€893m).
[3] EU is calculated based on sum of total assets from Slovenia, Croatia and Holding (incl. consolidation). EU accession is calculated based on sum of total assets from Bosnia & Herzegovina, Serbia and Montenegro.

Addiko's Commitment to the Sustainable Development Goals

Addiko Bank

ESG in Addiko - It is the little things that count

	Environment	Social	Governance
Vision	Carbon footprint reduction	Committed to the good	Making ESG work through good governance
Mission	Addiko helps its employees and customers to become more climate neutral	Addiko supports social equality on all levels	Sound principles of governance in Addiko's DNA
15 Initiatives	Electromobility	Diversity and inclusion	Corporate bodies & code of conduct
	Office space optimisation	Future of work	Financial literacy
	Environment friendly banking services	Personal progress & well-being	Education
	Electricity from renewable resources	Supporting communities	Membership in associations
	Green products & no-go zones for financing	Feedback culture	Supply chain management

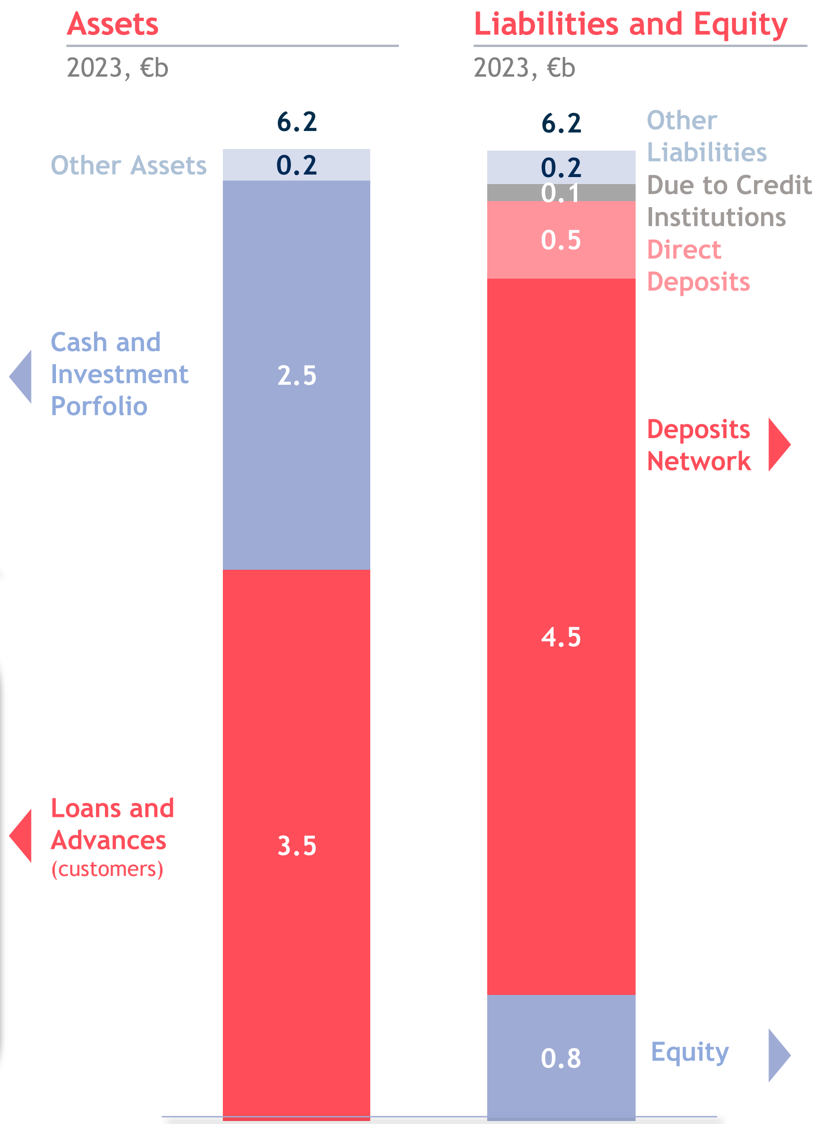
Balance Sheet Composition

Liquid balance sheet
- LCR ratio: 313% (YE22: 307%)

Liquid assets
- €1.26b of cash (225bps on avg.)
- €1.21b of investment portfolio (207bps on avg.)

Low NPE ratio
- NPE ratio: 2.0% (YE22: 2.4%)
- NPE ratio $_{\text{(on balance)}}$: 2.8% (YE22: 3.3%)

Solid provision coverage levels
- 80.9% NPE coverage ratio (YE22: 75.4 %)
- 109.4% incl. collateral (YE22: 115.3 %)



Strong deposit base
- Loan-deposit ratio (customer) : 69.3% (YE22: 66.4 %)

Funding surplus[1]: c. €1.5b

Robust capital base
- 20.4% CET1 ratio (fully-loaded)

Ongoing RWA optimisation, potential capital optimisation with eligible instruments in future, depending on market environment

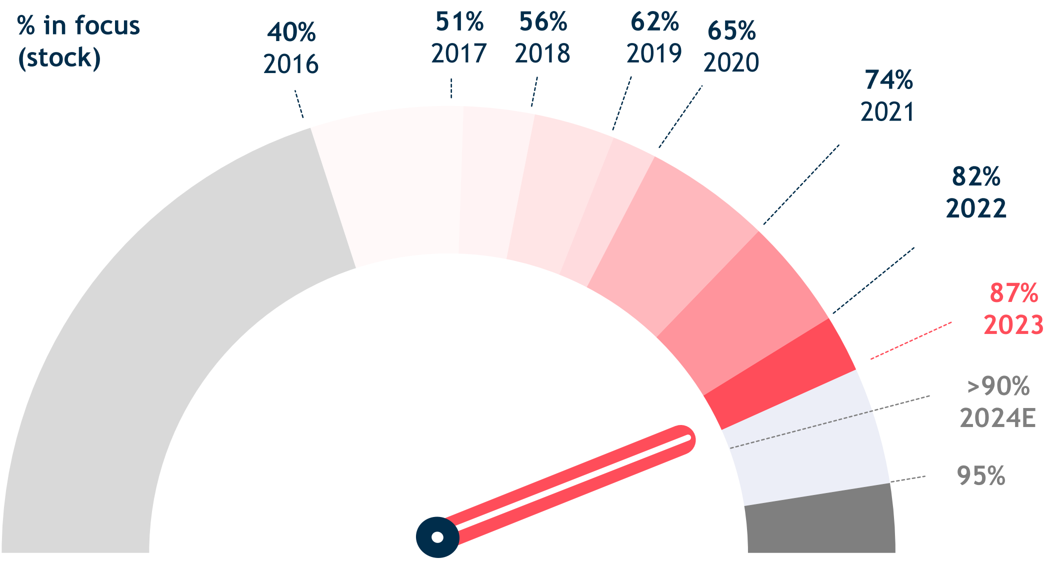
[1] Calculated as difference between deposits of customers and loans and advances to customers.

Acceleration of Growth in Focus Areas Consumer & SME

Addiko Bank

Gross performing loans in focus segments

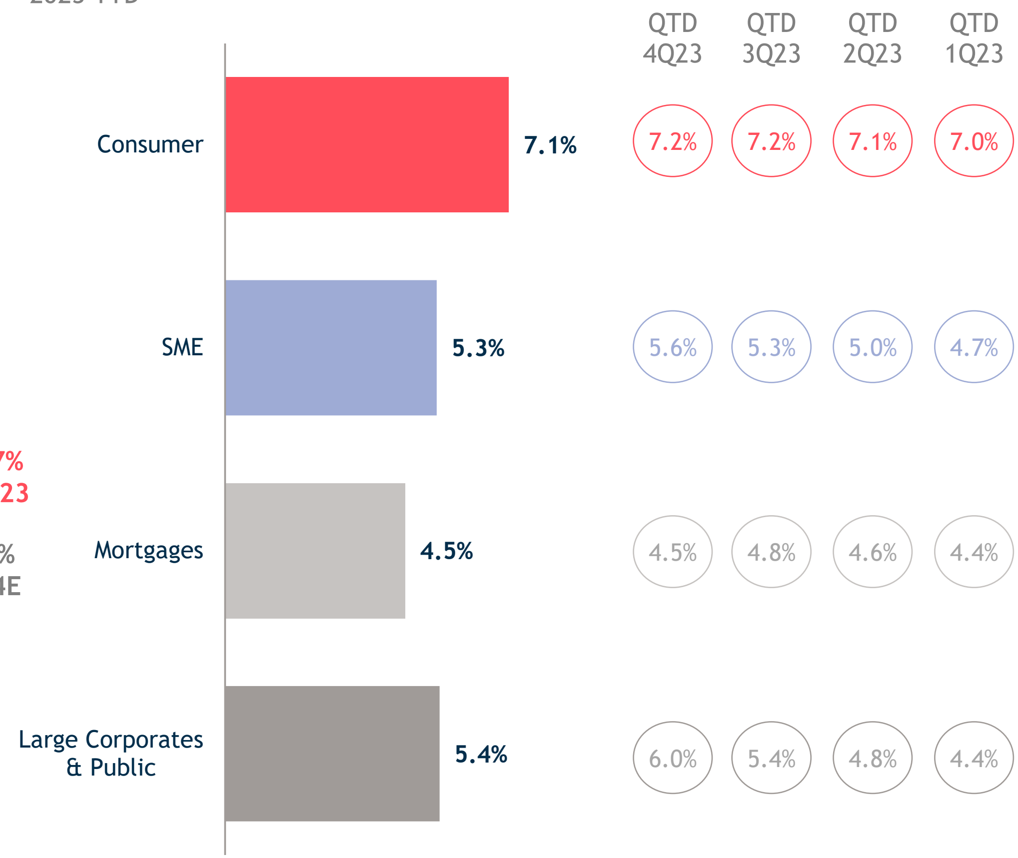
Gross loans of focus segments as % of total gross performing loans



% change of gross performing loans in focus areas vs. previous period

Gross yield by segment[1]

2023 YTD



- **Shift to focus continues trend** reaching 87% at YE23
- **Well on track to achieve focus book share** of >95%
- **Focus yield** up to 6.3% at YE23 (+ 79bp YoY), mainly driven by successful execution of focus strategy and high new business pricing

[1] The gross yield is calculated as regular interest income (i.e. excluding interest income on NPE, interest like income and before FTP) divided by the simple average of gross performing loans based on beginning and end of period amounts.

Visible Progress in Business with Consumer & SME Customers in CSEE

Addiko Bank

Business Update

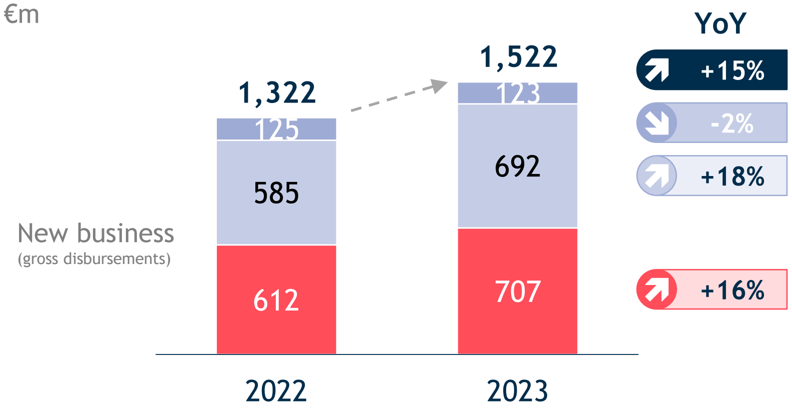
Consumer

- **Strong customer growth in cash loans** (+46% YoY)
- **Solid new business delivered** (+16% YoY) with **premium pricing** (+121bp YoY)
- **Card acceleration supported NCI growth**
- **Share of partnerships** in gross disbursements increased to 12% (564 partnerships and 1,219 locations)
- **BNPL** product launched in Romania

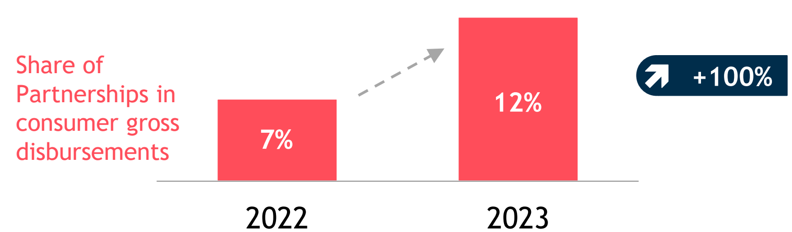
SME

- **Strong business growth** +10% YoY by scaling Micro (+41% YoY) with **speed as key USP**
- **New business pricing up** +153bp YoY
- **New USP:** Online SME lending application in all markets

Improving dynamics YoY



	2022	2023	YoY
Consumer New business yield	6.5%	7.7%	+121bp
SME New business yield	4.2%	5.7%	+153bp
Focus yield[1]	5.5%	6.3%	+79bp



	2022	2023
Partnerships/ Locations	330/ 610	564/ 1,219

Consumer | Micro & Small SME | Medium SME

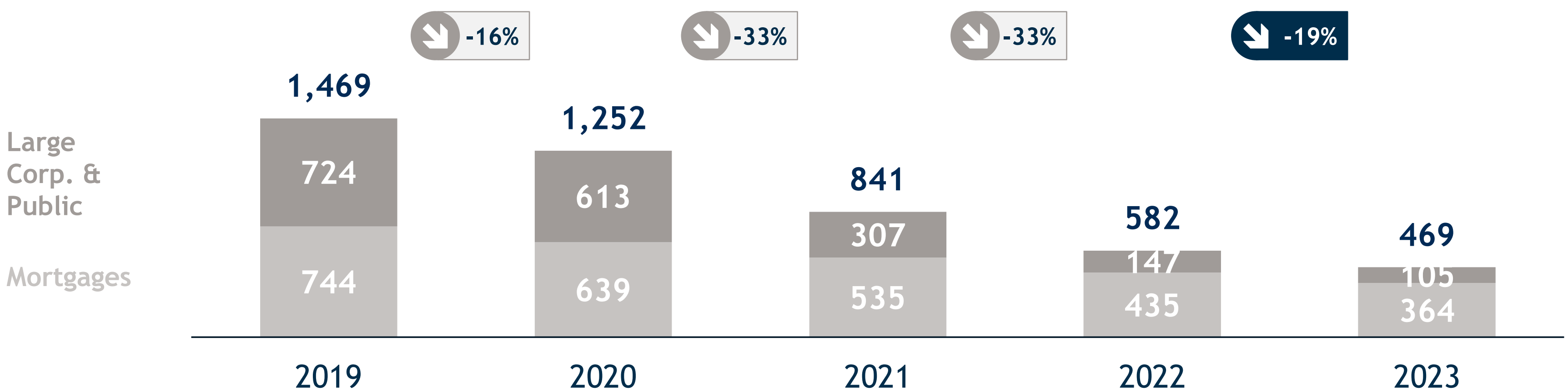
[1] Focus yield equals the gross yield of focus segments and is calculated as regular interest income (i.e. excluding interest income on NPE, interest like income and before FTP) divided by the simple average of gross performing loans based on beginning and end of period amounts.

Accelerated Run-Down of Non-Focus in Line With Plans

Addiko Bank

Non-Focus portfolio development

Mortgages, Large Corp. & Public Fin. gross performing loans (€m)



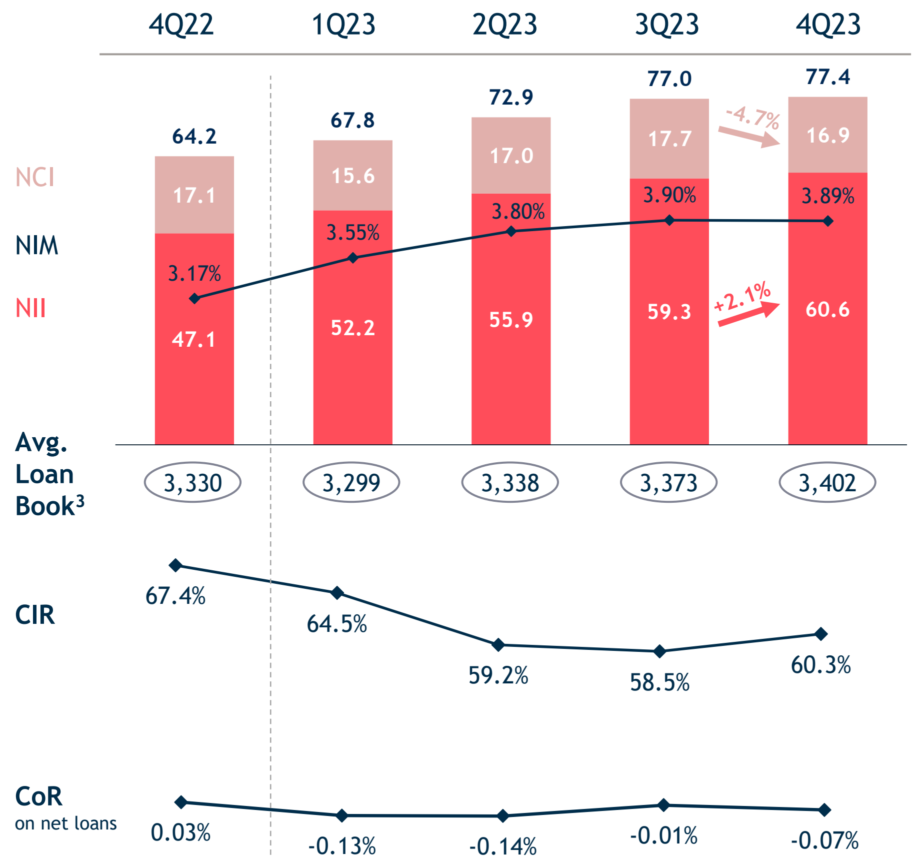
- **Non-Focus reduction accelerated under new management** (-58% since 1H21)
- Run-down reduces short-term income generation while freeing up capital and increasing granularity of portfolio
- **Well-provisioned legacy portfolio with solid risk profile** & RWA optimisation potential via run-down
- Allows further sharpened **focus on growth in Consumer & SME and efficiency**
- **Business mix shift** towards focus is **driving yield expansion** with yield difference between focus and non-focus

Financial Performance 2023 at a Glance

Financial Performance 2023

YTD, €m

	2023	YE22	YoY
Net interest income	228.0	176.4	+29.2%
Net fee & commission income	67.1	72.5	-7.4%
Net banking income	**295.2**	**248.9**	**+18.6%**
Net result on financial instruments	0.4	1.9	-78.6%
Other operating result	-13.1	-9.2	+42.5%
Operating expenses[1]	-178.6	-168.0	+6.3%
Operating result[2]	**103.9**	**73.6**	**+41.1%**
Other result	-44.7	-27.0	+65.4%
Expected credit loss expenses	-11.8	-15.4	-23.8%
Tax on income	-6.3	-5.5	+15.9%
Result after tax	**41.1**	**25.7**	**+59.9%**



- **Strong NII momentum and improved NIM** throughout 2023 supported by shift to focus via higher yielding new business and better yielding liquidity position
- **NCI in 2023 lower due to** lost income from FX/DCC in Croatia (Euro introduction) partially compensated by higher income from accounts & packages and card business
- **Operating expenses remained in check with increasing inflationary pressure**
- **QTD CIR** at 60.3% (down 7.1pp YoY)

Main developments in 2023:
- Prudent provisions and strategy to resolve remaining CHF cases
- Other external factors impacting banks in region (VAT on cards BiH, Lexitor, interest rate cap for housing loans in Serbia)

[1] General administrative expenses. [2] Operating result before impairments and provisions. [3] Based on daily average.

Financial Performance 2023 in Detail

Key financials

P&L

in €m	YTD			QTD		
	YE23 (YTD)	YE22 (YTD)	+/- PY	4Q23	3Q23	+/- PQ
Net interest income	228.0	176.4	29.2%	60.6	59.3	2.1%
Net fee and commission income	67.1	72.5	-7.4%	16.9	17.7	-4.7%
Net banking income	**295.2**	**248.9**	**18.6%**	**77.4**	**77.0**	**0.5%**
Other income[1]	-12.7	-7.3	73.6%	-4.9	-3.5	39.7%
Operating income	**282.5**	**241.6**	**16.9%**	**72.5**	**73.5**	**-1.3%**
Operating expenses[1]	**-178.6**	**-168.0**	**6.3%**	**-46.7**	**-45.0**	**3.6%**
1 **Operating result**[3]	**103.9**	**73.6**	**41.1%**	**25.8**	**28.5**	**-9.2%**
2 Other result	-44.7	-27.0	65.4%	-12.2	-16.1	-24.3%
Expected credit loss expenses[4]	-11.8	-15.4	-23.8%	-2.3	-0.3	>100%
Result before tax	**47.4**	**31.2**	**52.2%**	**11.4**	**12.1**	**-5.8%**
3 **Result after tax**	**41.1**	**25.7**	**59.9%**	**11.0**	**10.6**	**3.8%**

Balance Sheet

in €m	YE23 (YTD)	YE22 (YTD)	+/- PY	+/- PQ
Total assets	6,151	5,996	2.6%	-0.7%
Loans and receivables to customers	3,489	3,293	6.0%	0.2%
4 o/w gross performing loans	3,486	3,304	5.5%	-0.2%
Customer deposits	5,033	4,960	1.5%	-1.1%
Shareholders' equity	801	746	7.4%	4.2%

Key Ratios

	YE23 (YTD)	YE22 (YTD)	+/- PY (pts)	+/- PQ (pts)
NIM (in bps)	375	298	77	8
Cost/income ratio	60.5%	67.5%	-7.0%	-0.1%
NPE Ratio (GE based)	2.0%	2.4%	-0.4%	-0.2%
NPE Ratio (on-balance loans)	2.8%	3.3%	-0.5%	-0.3%
Cost of risk (net loans)	-0.34%	-0.47%	0.13%	-0.07%
Loan-deposit ratio (customer)	69.3%	66.4%	2.9%	0.9%
RoATE	5.5%	3.4%	2.1%	0.0%
5 CET1 ratio (fully-loaded)	20.4%	20.0%	0.4%	0.9%
Total capital ratio (fully-loaded)	20.4%	20.0%	0.4%	0.9%

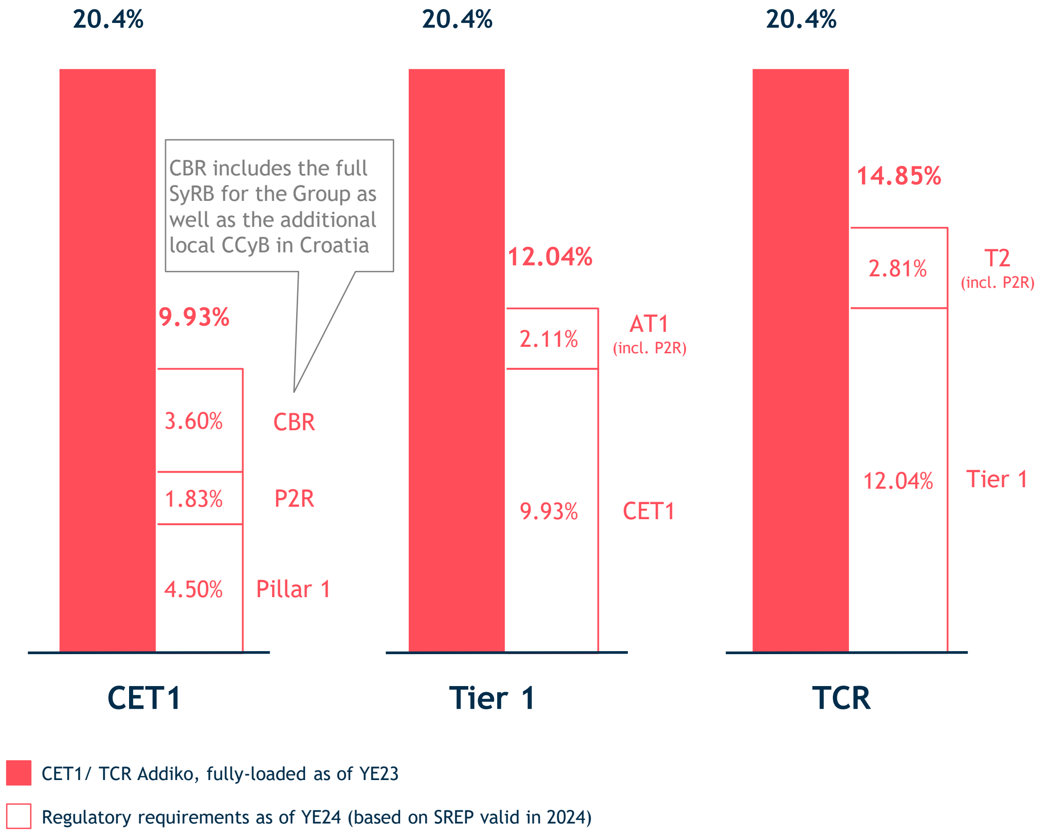
As of 2023, no difference between transitional and fully-loaded capital due to expiry of IFRS 9 transitional capital rules (dynamic component negligible)

1. **Operating result** up 41.1% YoY to €103.9m:
   - **Net interest income up 29.2% YoY** driven by strong business development in Consumer & SME and higher income from treasury and liquidity management, supported by increasing market interest environment
   - **Net fee and commission income** due to lost income from FX/DCC in Croatia (Euro introduction) - partially compensated by higher income from accounts & packages and card business
   - **Operating expenses up by 6.3%** due to inflation pressure, mainly visible in staff & premises costs. Targeted cost management avoided higher updrift
2. **Other result up YoY** due to provisions for CHF legal matters, modification loss related to interest rate cap for Serbian housing loans as well as provisions for other operational banking risks
3. **Result after tax of €41.1m** reflecting strong business development, benign credit losses and successful increases in pricing, partially consumed by provisions for legal claims
4. **Performing loan book continued growth path** due to ongoing business momentum
5. **CET1 ratio strong at** 20.4%

RoATE at 5.5% (2022: 3.4%)

[1] General administrative expenses. [2] Includes net result on financial instruments and other operating result. [3] Operating result before impairments and provisions.
[4] Expected credit loss expenses on financial assets.

Capital requirements as of 2024 (excluding P2G)



P2R (2024)

- Unchanged at 3.25%
- At least 56.25% must be held in CET1 capital and at least 75% in Tier 1 capital
- Yearly review as part of SREP

Combined Buffer Requirement (CBR)

- Systemic Risk Buffer for Addiko Group: 0.25% as of 01/23, increase to 0.50% as of 01/24
- Local Countercyclical Buffers:
  - Slovenia: 0.50% as of 03/23; NEW: to be increased to 1.00% as of 01/25
  - Croatia: 0.50% as of 03/23, 1.00% as of 12/23; NEW: to be increased to 1.50% as of 06/25
  - Local buffers partially impact Group CBR

	YE23	YE24	YE25
Capital Conservation Buffer	2.50%	2.50%	2.50%
Countercyclical Buffer	0.46%	0.60%	0.72%
Systemic Risk Buffer	0.25%	0.50%	0.50%
Total	**3.21%**	**3.60%**	**3.72%**

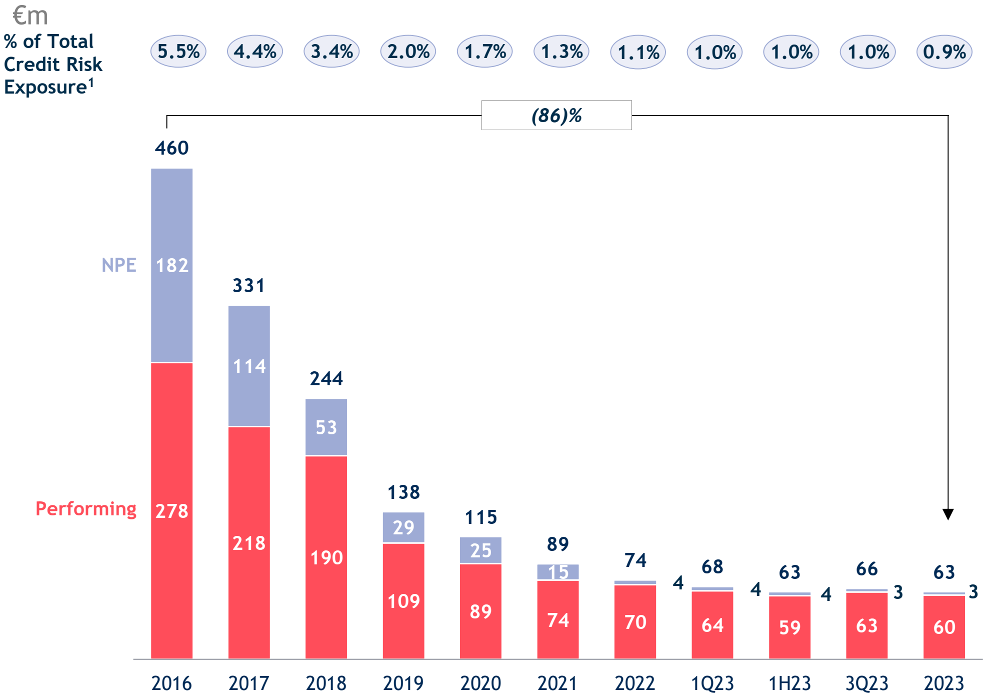
P2G (2024)

- Reduced to 3.0% (down from 3.25%)
- To be held in CET1, applicable to all capital stacks
- Yearly review as part of SREP

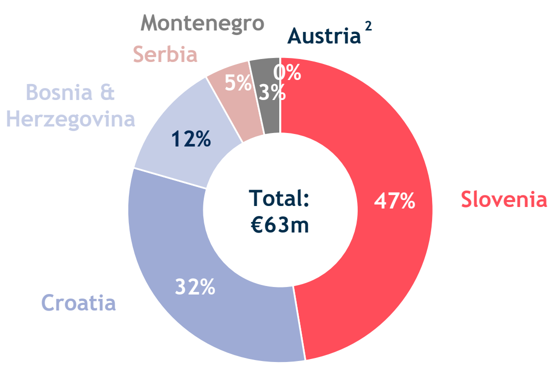
CHF Loans Significantly Managed Down

Addiko Bank

CHF portfolio overview



CHF credit risk exposure by countries (performing)



[1] Calculated as total CHF credit risk exposure divided by total credit risk exposure of Addiko Group.

[2] Reflects Holding's short-term balance (if any) related to hedging CHF exposures for Addiko subsidiaries.

CHF status across countries

Slovenia

- Several legislative initiatives on CHF loans were launched, but ultimately rejected because the parliamentary constitutional service classified these drafts as unconstitutional and unlawful under European law
- 02/22: the Parliament passed draft CHF law which came into force the same month. Estimated worst-case damage was at €100-110m
- 03/22: CHF Law was suspended by the Constitutional Court ("CC")
- 12/22: CC declared the CHF Law as unconstitutional due to its non permissible retroactive effects
- 1H/23 Supreme Court (SC) supported by CC tightened its decision-making practice in CHF cases establishing retroactively higher requirements for the information duty vis-á-vis customers

Croatia

- 09/15: Conversion Law enacted
- 09/19: Supreme Court (SC) confirmed ruling of high courts that FX clauses in CHF loans including interest rate clauses are null and void
- 02/20: SC declared contract annexes regarding conversions to be valid (i.e. already converted loans can't file another lawsuit for compensation)
- 05/22: According to the CJEU, CHF loans do not fall under the Consumer Protection Directive as the Conversion Law 2015 created a balance between banking and consumer rights (which can be assumed in principle, but requires confirmation from the local courts)
- 12/22: SC rendered statements entitling borrowers of converted loans to request additional default interest on overpaid amounts until conversion date - without containing an indication on the calculation method. These statements are legally not binding to lower courts until confirmed in an individual case with the SC. Later on, such decision in an individual case was taken but did not become effective as it was blocked by the Record Service
- 06/23: High Court in Varaždin ruled that clients of converted CHF cases are not entitled to further payments; case brought to SC in 3Q23 in addition to other cases that were ruled against banks in other courts

Serbia

- Law enacted end of 4/2019

Bosnia & Herzegovina

- 10/17: Conversion Law Draft was voted down by parliament in favour of a widely accepted voluntary offer
- 09/20: Vote for Draft Conversion Law was withdrawn
- 01/21: Draft Conversion Law put to vote again; Parliament stated that all objections and facts needed to be attached to draft
- Q4/21: Bosnian CHF Association announced that there is no need for a CHF Law since almost 91% of the loans were settled

Montenegro

- 07/15: CHF conversion law enacted and amended in 09/16
- First instance ruling in mass proceedings declaring CHF clause invalid but not awarding plaintiffs any amount since they can convert under the Conversion Law 2015. Consequently, the amount in dispute was reduced
- 04/23: CC awarded one plaintiff right to litigation costs despite withdrawal of CHF claims due to execution of conversion

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Addiko Bank

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VIENNA, 2024

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Addiko Group’s Investor Relations website https://www.addiko.com/investor-relations/ contains further information, including financial and other information for investors.

About Addiko Group

Addiko Group is a specialist banking group focusing on providing banking products and services to Consumer and Small and Medium-sized Enterprises (SME) in Central and South-Eastern Europe (CSEE). The Group consists of Addiko Bank AG, the fully-licensed Austrian parent bank registered in Vienna, Austria, listed on the Vienna Stock Exchange and supervised by the Austrian Financial Market Authority and the European Central Bank, as well as six subsidiary banks, registered, licensed and operating in five CSEE countries: Croatia, Slovenia, Bosnia & Herzegovina (where it operates via two banks), Serbia and Montenegro. Through its six subsidiary banks, Addiko Group services as of 31 December 2023 approximately 0.9 million customers in CSEE using a well-dispersed network of 154 branches and modern digital banking channels.

Based on its strategy, Addiko Group has repositioned itself as a specialist Consumer and SME banking group with a focus on growing its Consumer and SME lending activities as well as payment services (its “focus areas”). It offers unsecured personal loan products for Consumers and working capital loans for its SME customers and is largely funded by retail deposits. Addiko Group’s Mortgage business, Public and Large Corporate lending portfolios (its “non-focus areas”) are subject of an accelerated run-down process, thereby providing liquidity and capital for the growth in its Consumer and SME lending.