

UNEP FI Principles for Responsible Banking Self-Assessment & Progress Report

2025



Progress Summary

Principle 1: Alignment	Principle 2: Impact & Target Setting	Principle 3: Clients & Customers
<p>The Bank and its subsidiaries (hereinafter “the Group”) through its ESG strategy are committed to:</p> <ul style="list-style-type: none"> • The reduction of GHG emissions from own operations by 42% by 2030. • Become Net Zero by 2050 • Steadily increase Green Asset Ratio (GAR) • Steadily increase Green Mortgage Ratio • The aspiration to achieve a representation of at least 30% women in Group’s management bodies (Defined as the EXCO and the Extended EXCO) by 2030, has been reached earlier with 38% representation of women, as at 31 December 2025 (2024: 33%). <p>The Group is focusing on the following Sustainable Development Goals:</p> <ul style="list-style-type: none"> • Good Health and Well-being • Quality Education • Gender Equality • Decent work and Economic Growth • Industry, Innovation and infrastructure • Sustainable Cities and Communities • Responsible Consumption and Production • Climate Action • Life Below Water • Partnerships for the Goals 	<p>The Group using the Principles for Responsible Banking (PRB) portfolio impact analysis tools and the Double Materiality Assessment (DMA) under European Sustainability Reporting Standards identified material:</p> <ul style="list-style-type: none"> • positive and negative impacts on the impact area of Climate Stability • positive impacts associated with the impact area of Availability, accessibility, affordability & quality of resources and services <p>The portfolio impact analysis covered Group’s lending exposures in Non-Financial Corporations (Top 50 3 Digit NACE Sectors) and Households given that these accounted for c.96% of Group’s total lending activities to customers as of 31 December 2025.</p> <p>The Group to increase positive impacts and reduce negative impacts on climate stability has set a decarbonisation target on Mortgage portfolio. The Group aims to reduce by 43% the carbon intensity metric (kgCO₂e/m²) under the Mortgage portfolio, by 2030 compared to 2022 baseline. The Mortgage portfolio as of 31 December 2025 produced 14% lower kgCO₂e/m² compared to the baseline due to increase in energy efficient residential properties financed in 2025 following introduction of Green Housing product during 2023 and 2024.</p> <p>The Group to enhance its positive impact on Availability, accessibility, affordability & quality of resources and services, has set a target associated with digital transformation and financial health and inclusion. The Group is committed to open a total of at least 25,000 new JOEY accounts by 2030 from the total of 8,965 accounts opened as of 31 December 2025, aiming to provide financial literacy to youth population aged 6-17.</p>	<p>The Group established the following to be a leader in supporting customer’s transition in more sustainable business models:</p> <ul style="list-style-type: none"> • Sustainable Finance Framework: inaugural €300mn Green Bond issuance in 2024 • Certain sector lending limits to carbon intensive sectors • ESG due diligence process in the loan origination process • Green Lending Policy • Environmentally friendly product offerings: €572mn as of 31 December 2025 (2024: €355mn) <p>The Group positively impacts accessibility to products and services through digital solutions. Progress on key digital offerings in 2025:</p> <ul style="list-style-type: none"> • Debit Cards: 32k (2024: 23k) • Quick Loans and Eloans: €95,5mn (2024: €106,7mn) • Active Quickpay users: 249k (2024: 229k) • Active mobile app users: 475k (2024: 447k) • Non-life insurance digital sales: 699k (2024: 613k) • Active digital users: 504k (2024: 480k) • Digital Accounts: 32k (2024: 22k) • JOEY new accounts: 9k (2024: N/A) <p>The Group actively engages with consumers and end-users about actual and potential impacts, including human right impacts, in alignment with Group’s vision to create partnerships with customers, guiding and supporting them in a changing world. The Group is actively engaging with customers at various stages and through different channels to ensure a comprehensive approach is in place to integrate customer’s input throughout the decision-making process.</p>
<p>BOCH Annual Financial Report 2025: page 12, 13, 20, 23, 93, 94, 177, 178, 179, 394, 498 and 520.</p>	<p>BOCH Annual Financial Report 2025: page 101, 113, 114, 136, 137, 138, 156, 162, 190 and 195.</p>	<p>BOCH Annual Financial Report 2025: page 97, 100, 129, 130, 131, 145, 183, 185, 188, 189, 206, 207, 208, 212 Green Bond – Allocation & Impact Report</p>

Progress Summary (continued)

Principle 4: Stakeholders	Principle 5: Governance & Culture	Principle 6: Transparency & Accountability
<p>The Group applies specific procedures to identify its stakeholder groups and engages with its stakeholders on a regular basis through dedicated processes and communication channels and analyses the key issues of concern and expectations that arise for each stakeholder group to improve its actions. Accordingly, the following stakeholder groups are engaged:</p> <ul style="list-style-type: none"> • The Board • Employees • Investors and shareholders • Customers • Civil Society and Non-governmental organizations (NGOs) • Government and Regulators • Business Partners • Business Community • Peers/Competitors • Nature 	<p>The Board has ultimate oversight of the identification, assessment and integration of ESG impacts, risks and opportunities throughout the organisation. The Board has delegated authority to Board Committees to support the ESG oversight.</p> <p>The Group established the Sustainability Committee which reports to the Group’s Executive Committee, setting certain roles and responsibilities to the Group’s Management Committees to provide oversight related to ESG impacts, risks, opportunities, goals and disclosures.</p> <p>The Group conducts annually ESG trainings to the Board of Directors (14 hours of ESG training in 2025 (2024: 9 hours)) and Management Committees (31 hours of ESG training in 2025 (2024: 30 hours)) to drive a responsible banking culture. Sustainability Related learnings to the Board of Directors and selected employees were conducted in 2025 to ensure responsible banking culture is spread across the Group (929.5 hours of ESG training in 2025 (2024: 1,280.5 hours)).</p>	<p>The Group publishes annually its Sustainability Statement, on a consolidated basis, in accordance with Part 28 of the Companies Act 2014 and in compliance with the European Sustainability Reporting Standards (ESRS). The reporting period and the scope of consolidation of the Sustainability Statement is consistent with the consolidated financial statements of BOCH. The Group’s policies, actions, targets, and metrics to address the material impacts, risks and opportunities identified as part of the DMA are disclosed in the respective topical sections of the Sustainability Statement, including those associated with the broader value chain. For the 2025 Sustainability Statement refer on pages 76-252 and 616 – 652 of BOCH Annual Financial Report 2025.</p> <p>The PRB Self-Assessment & Progress Report has not been externally assured. The sustainability statement, set out on pages 76 to 252 of BOCH Annual Financial Report 2025, has been subject to limited assurance by PricewaterhouseCoopers.</p>
<p>BOCH Annual Financial Report 2025: page 97</p>	<p>BOCH Annual Financial Report 2025: pages 82, 87 and 206</p>	<p>BOCH Annual Financial Report 2025: 76 to 252</p>

Principle 1: Alignment

We will align our business strategy to be consistent with and contribute to individuals’ needs and society’s goals, as expressed in the Sustainable Development Goals, the Paris Climate Agreement and relevant national and regional frameworks.

Business model

Describe (high-level) your bank’s business model, including the main business lines, customer segments served, types of products and services provided, the main sectors and types of activities across the main geographies in which your bank operates or provides products and services. Please also quantify the information by disclosing e.g. the distribution of your bank’s portfolio (%) in terms of geographies, business areas or by disclosing the number of customers and clients served.

Links & references:

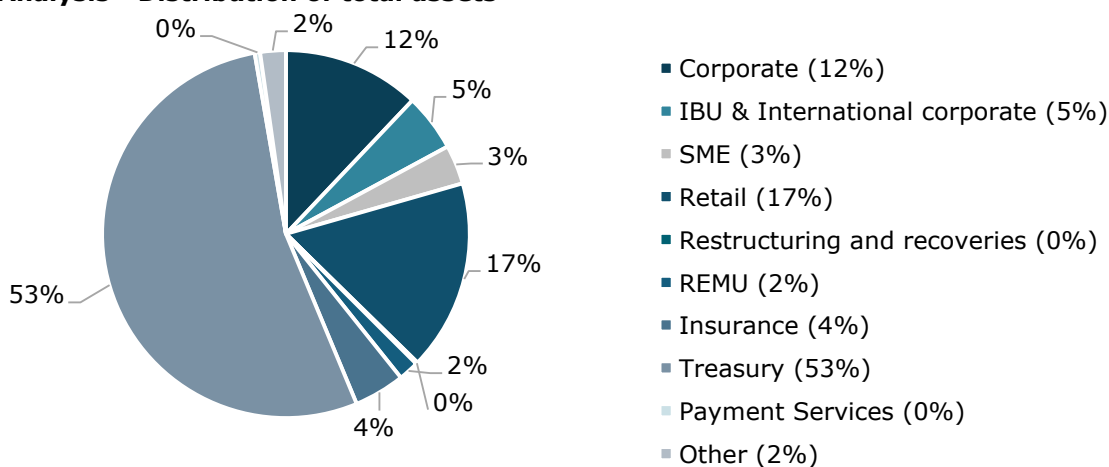
[BOCH Annual Financial Report 2025:](#)

- Section Business overview in page 20
- Section Strategy and Outlook in page 23
- Section Balance Sheet Analysis in pages 9
- Section 3. Strategy, Business Model, Value Chain and Stakeholder Engagement in page 93
- Section 8. Own workforce characteristics in page 177
- Section Corporate information in page 394
- Note 29 Customer Deposits in page 498
- Note 44.2 Credit risk concentration of loans and advances to customers in page 520

High-level summary of Bank’s response

Bank of Cyprus Public Company Ltd (BOC PCL) is wholly owned by Bank of Cyprus Holdings Public Limited Company (BOCH). Bank of Cyprus Holdings Public Limited Company was incorporated in the Republic of Ireland as a Public Limited Company on 11 July 2016, and it became the sole shareholder of Bank of Cyprus on 18 January 2017. BOCH is listed on both the Athens Stock Exchange and the Cyprus Stock Exchange. As at 31 December 2025, there were 435,686,031 issued ordinary shares with a nominal value of €0.10 each. The Bank and its subsidiaries (hereinafter “the Group”) provide a wide range of financial services including mainly retail, corporate, SME and international corporate banking, factoring, brokerage, asset management, real estate management and insurance services. The Group operates mainly in Cyprus. The Bank is the largest credit provider in Cyprus with a domestic market share of 47,4% at 31 December 2025. Group gross loans totaled €10,955 million at 31 December 2025, compared to €10,261 million at 31 December 2024. The Bank’s deposit market share for residents in Cyprus reached 39.3% as at 31 December 2025. The Group’s Cyprus operations accounted for 88% of loans and advances to customers as at 31 December 2025 and 82% of its deposits. The Group employs 2,850 employees on a head count basis as at 31 December 2025. The Bank’s registered office and headquarter is located in 51 Stasinou Street, Ayia Paraskevi, 2002 Strovolos, Nicosia, Cyprus. In 2025, the Group acquired 100% of Ethniki Insurance Cyprus Ltd, operating both in life and non-life insurance sectors in Cyprus increasing its market share in the insurance industry. BOC PCL has strong local roots and has focused on elevating society through long-term sustainable practices and solutions since its inception in 1899. As the leading financial services provider in Cyprus, the Group is determined to lead the transition of Cyprus to a sustainable future. The distribution of the Group’s business segments as a percentage of total assets is presented in the following graph.

Segmental Analysis - Distribution of total assets



Principle 1: Alignment (continued)	
We will align our business strategy to be consistent with and contribute to individuals’ needs and society’s goals, as expressed in the Sustainable Development Goals, the Paris Climate Agreement and relevant national and regional frameworks.	
Strategy alignment	
Please describe how your bank has aligned and/or is planning to align its strategy to be consistent with the Sustainable Development Goals (SDGs), the Paris Climate Agreement, and other international frameworks such as the Kunming-Montreal Global Biodiversity Framework (GBF), the United Nations Guiding Principles on Business and Human Right (UNGPs), the forthcoming instrument on plastic pollution etc. Include any other national and/or regional frameworks that your bank has a strategy to align with where relevant.	
Links & references:	
BOCH Annual Financial Report 2025:	
<ul style="list-style-type: none"> Section 3. Strategy, Business Model, Value Chain and Stakeholder Engagement in page 93 	
High-level summary of Bank’s response	
The Group follows a holistic approach regarding, Environment, Social and Governance (ESG) areas, to ensure compliance with evolving regulatory framework, fulfilment of its commitment to the PRB and be aligned with its primary ambitions as enforced by the ESG strategy. The Group is determined to play a leading role in the transition of Cyprus into a sustainable future. During 2025, the Group has made significant progress in enhancing its ESG agenda in its portfolio and operations. The Group continues its “Beyond Banking” strategic approach to sustainability and established ESG as one of its four strategic pillars, with a special focus on the fight against climate change and its ambition to Net Zero by 2050. The Group’s ESG strategy, formulated in 2021, is continuously expanding ensuring the Group maintains its leadership role in the Social and Governance pillars while accelerating efforts to address critical environmental challenges. In 2025, the Group continues to be committed towards its primary ESG ambitions:	
42% GHG emission reduction by 2030 on own operations	The Group aims to become carbon-neutral in own operations by 2050, by gradually eliminating its scope 1 and 2 GHG emissions. The Group has estimated the Scope 1 and Scope 2 GHG emissions of 2021 relating to own operations in order to set the baseline for carbon neutrality target in own operations by 2050. The Group has estimated Scope 1 and Scope 2 GHG emissions for 2025 to monitor the progress on carbon neutrality target in own operations. The Group has set an interim target in line with carbon-neutrality ambition in own operations to reduce Scope 1 and Scope 2 GHG emissions by 42% (absolute target) by 2030 compared to the baseline of 2021.
Become Net Zero by 2050	The Group’s ambition to become Net Zero, by reducing its Scope 1, Scope 2 and Scope 3 emissions through its supply chain (i.e. third-party providers) and its financing activities, which also entails the alignment and commitment of our customers towards this goal.
Steadily increase Green Asset Ratio (GAR)	The Group aims to increase GAR. The GAR indicates the degree of alignment with the EU Taxonomy, such as showing the proportion of the share of credit institution’s assets financing and invested in EU Taxonomy-aligned economic activities as a share of total covered assets, such as those consistent with the European Green Deal and the Paris agreement goals. The Group’s GAR as at 31 December 2025 was 0.6% (Turnover based) and 0.6% (CapEx based) compared to 0.6% (Turnover based) and 0.3% (CapEx based) as at 31 December 2024.
Steadily increase Green Mortgage Ratio	In accordance with the Green Asset Ratio, the numerator consists of mortgages used only for sustainable activities related to the construction of new buildings and renovation of buildings, while the denominator includes all mortgages. The Group has not yet developed EU taxonomy aligned Mortgages, however, aims to launch such an offering in upcoming years.
The aspiration to achieve a representation of at least 30% women in Group’s management bodies (Defined as the EXCO and the Extended EXCO) by 2030, has been reached earlier with 38% representation of women, as at 31 December 2025 (2024: 33%).	

Principle 1: Alignment (continued)

We will align our business strategy to be consistent with and contribute to individuals’ needs and society’s goals, as expressed in the Sustainable Development Goals, the Paris Climate Agreement and relevant national and regional frameworks.

Strategy alignment

Please describe how your bank has aligned and/or is planning to align its strategy to be consistent with the Sustainable Development Goals (SDGs), the Paris Climate Agreement, and other international frameworks such as the Kunming-Montreal Global Biodiversity Framework (GBF), the United Nations Guiding Principles on Business and Human Right (UNGPs), the forthcoming instrument on plastic pollution etc. Include any other national and/or regional frameworks that your bank has a strategy to align with where relevant.

High-level summary of Bank’s response (continued)

The Group has also identified, through several multi-stakeholder dialogue, numerous material areas of impact that contribute to specific Sustainable Development Goals (SDGs). As sustainability reporting is now a major source of information for investors, combined with the fact that regulatory bodies are also increasing the requirements of aligned disclosures, transparent reporting of SDGs is of high importance for the Group.

Due to its expertise and business model, the Group has selected to focus on the following SDGs:



These goals are the ones where the Group can have an impact based on its business environment and its customers. These include the commitment to the Paris Agreement, which is an overarching commitment. Committing to climate change mitigation means to actively support responsible tourism and consumption, innovation in the local infrastructure, and supporting sustainable cities and communities. For more details on the Sustainable Development Goals refer to **Appendix: Sustainable Development Goals in page 27 of this report.**

Principle 2: Impact & Target Setting

We will continuously increase our positive impacts while reducing the negative impacts on, and managing the risks to, people and environment resulting from our activities, products and services. To this end, we will set and publish targets where we can have the most significant impacts.

Impact Analysis

Show how your bank has identified, prioritized and measured the most significant impacts associated with its portfolio (both positive and negative). Determine the priority areas for target- setting. Include details regarding: Scope, Portfolio Composition, Context, and Performance Measurement. The impact analysis should include assessment of the relevance of the four priorities laid out in [Leading the Way to a Sustainable Future: Priorities for a Global Responsible Banking Sector](#), as part of its initial or ongoing impact analysis.

Links & references**BOCH Annual Financial Report 2025:**

- Section 4. Impacts, Risks and Opportunities in page 101
- Section 3. Material impacts, risks and opportunities and their interaction with strategy and business model under ESRS E1 - Climate Change in pages 113 and 114
- Section 2. Material impacts, risks and opportunities and their interaction with strategy and business model under ESRS E5 – Resource Use and Circular Economy in page 162
- Section 2. Financed positive impacts on Access to products and services under ESRS S4 - Consumers and End Users in page 195
- Section 7. Actual and potential positive impacts on Access to products and services ESRS S4 – Consumers and End Users in page 188

High-level summary of Bank's response

In September 2022, the Group voluntarily conducted an impact analysis, using its loan portfolio, in accordance with the PRB's impact analysis tools. In October 2023, the Bank has become the first Bank in Cyprus to sign the UNEP FI's PRB and conducts on an annual basis impact analysis to identify actual and potential positive and negative impacts of Institutional and Consumer lending activities. The latest PRB portfolio impact analysis was performed in 1Q2026 using FY2025 data and deployed the updated UNEP FI Portfolio Impact Analysis tool (Version 3 - January 2024). The analysis covered Group's exposures in Non-Financial Corporations (Top 50 3 Digit NACE Sectors) and Households given that these operations accounted for c.96% of Group's total lending activities to customers as of 31 December 2025.

The Group as a first wave reporter under the Corporate Sustainability Reporting Directive (CSRD) employs the Double Materiality Assessment (DMA) to determine the basis of the disclosures included in the Group's Sustainability Statement. 2025 is the second year the Group conducted a full DMA. The Group, through the DMA process, is identifying and assessing the material impacts, risks and opportunities (IROs) which are considered significant in achieving its long-term objectives and strategic plans. The scope of this assessment extends beyond the operational activities of the Group, covering its entire value chain, from upstream to downstream, as well as any external parties affected by the Group's operations. The DMA was carried out in three distinct phases: value chain analysis, IRO identification, assessment and mapping, and stakeholder validation. In order to assess the Group's Impact Materiality, internal stakeholders from various departments were requested to identify actual and potential operational impacts, including both positive and negative effects mapped to the ESRS sub-sub-topics. With regards to the impacts arising from loan and owned investment portfolios, the Group identified the actual and potential positive and negative impacts using UNEP FI PRB Impact Analysis (Institutional Banking, Consumer Banking and Investment Portfolio Impact Analysis Tools). The identified actual impacts were incorporated into a survey, requesting from the Group's Management and Senior Management to assess and score them based on scale and scope (+ irremediability for the negative impacts). The potential operational impacts were identified and scored by Group's management and senior management based on scale and scope (+ irremediability for the negative impacts) (+ likelihood for the potential impacts) during the survey process. The potential financed impacts were identified, prioritised and scored by Group's management and senior management based on scale and scope (+ irremediability for the negative impacts) (+ likelihood for the potential impacts). Group's Management and Senior Management was informed during assessment sessions that in the case of a potential negative human rights impact, the severity of the impact takes precedence over its likelihood. The results from the stakeholder assessment exercise were aggregated leading to a score between 1-5 for actual and potential, positive and negative impacts for each ESRS sub-sub-topic. The UNEP FI – ESRS AR 16 Topics Mapping tool was utilized to associate the identified financed and investment impacts and their scores to the relevant ESRS sub-sub-topics. For those ESRS topics, sub-topics and sub-subtopics not addressed by the UNEP FI - ESRS AR 16 Topics Mapping tool, an independent impact identification and assessment exercise was conducted by the Group. This process led to the identification of specific impacts from Group's operations and loan and investment portfolios, at the sub-sub-topic level of ESRS 1 AR 16, including the scores derived from the survey, the impacted time horizons, and their association with relevant value chain activities.

In addition, the Bank is in the process of developing a nature-related heatmap utilizing the ENCORE Tool of UNEP FI to assess the potential impacts and dependencies on various nature topic areas including water supply, water use, water pollution at sectoral level and interlinkages with Climate Stability, Pollution and Biodiversity.

Principle 2: Impact & Target Setting (continued)

We will continuously increase our positive impacts while reducing the negative impacts on, and managing the risks to, people and environment resulting from our activities, products and services. To this end, we will set and publish targets where we can have the most significant impacts.

Impact Analysis (continued)

Show how your bank has identified, prioritized and measured the most significant impacts associated with its portfolio (both positive and negative). Determine the priority areas for target- setting. Include details regarding: Scope, Portfolio Composition, Context, and Performance Measurement. The impact analysis should include assessment of the relevance of the four priorities laid out in [Leading the Way to a Sustainable Future: Priorities for a Global Responsible Banking Sector](#), as part of its initial or ongoing impact analysis.

High-level summary of Bank’s response (continued)

The material impacts arising from loan portfolio of the Group, as identified from DMA, are summarized in the following table:

Natural Environment – Impact topics	Financed Positive	Financed Negative	Impact Areas
Climate Stability	✓	✓	Climate Stability
Resource intensity		✓	Circularity
Social - Impact topics	Financed Positive	Financed Negative	Impact Areas
Housing	✓		Availability, accessibility, affordability & quality of resources and services
Finance	✓		

The Group introduced in 2023 and 2024, which continues to be applied throughout 2025, an ESG Due Diligence process in the loan origination process, requesting from customers (based on certain thresholds) to provide ESG data through an ESG questionnaire so to assess customer’s performance on ESG spectrum and exposure on ESG risks. By collecting, storing and assessing ESG data, the Group will be in a better position to identify and address the ESG impacts of its Corporate lending portfolio in the future.

The areas prioritised by the Group for target setting are Climate Stability and Availability, accessibility, affordability & quality of resources and services. For more details on the identified financed material impacts refer to [BOCH Annual Financial Report 2025](#):

- Section 3. Material impacts, risks and opportunities and their interaction with strategy and business model under ESRS E1 - Climate Change in pages 113 and 114
- Section 2. Material impacts, risks and opportunities and their interaction with strategy and business model under ESRS E5 – Resource Use and Circular Economy in page 162
- Section 2. Financed positive impacts on Access to products and services under ESRS S4 - Consumers and End Users in page 195

The Group to reduce negative impact and enhance positive impact on Climate stability:

- Promotes Green lending to manage climate transition risks and physical risks. Refer to page 142 of [BOCH Annual Financial Report 2025](#).
- Established GHG emission reduction targets on loan portfolio (Scope 3). Refer to page 136 of [BOCH Annual Financial Report 2025](#).
- Established sector limits on carbon intensive sectors enforced by Group’s Concentration Risk Policy. Refer to page 132 of [BOCH Annual Financial Report 2025](#).
- Established ESG Due Diligence process on loan origination process embedded in the Lending policy. Refer to page 129 of [BOCH Annual Financial Report 2025](#).

Principle 2: Impact & Target Setting (continued)

We will continuously increase our positive impacts while reducing the negative impacts on, and managing the risks to, people and environment resulting from our activities, products and services. To this end, we will set and publish targets where we can have the most significant impacts.

Impact Analysis (continued)

Show how your bank has identified, prioritized and measured the most significant impacts associated with its portfolio (both positive and negative). Determine the priority areas for target- setting. Include details regarding: Scope, Portfolio Composition, Context, and Performance Measurement. The impact analysis should include assessment of the relevance of the four priorities laid out in [Leading the Way to a Sustainable Future: Priorities for a Global Responsible Banking Sector](#), as part of its initial or ongoing impact analysis.

High-level summary of Bank's response (continued)

The Group to further support the access to home ownership, given the increases in interest rates the recent years, introduced a series of support measures to the Cypriot society. The following measures were implemented in 2025 (given that these were launched in December 2024, comparative information has not been reported):

- Support to performing borrowers: Rewarding performing Housing loan borrowers who have a Housing loan linked to ECB or Euribor base rates if certain criteria are met. Reward was provided in the form of antamivi points or cash credit to a bank account held with the Bank, representing interest rate of 0,50% for the period from 30/06/24 to 31/12/24.
- Interest Rate Subsidies:
 - In alignment with Government Subsidy Scheme "Housing Subsidy Scheme for Young Couples and/or Individuals up to 41 Years Old" a 1% interest rate subsidy for the approved Cypriot residents under the scheme. The subsidy is offered with the Bank's 3 Years Fixed interest rate Housing Loan product during the fixed rate period of the loan only.
 - In alignment with Government Subsidy Scheme "Housing Scheme for the Revitalization of Mountainous, Near the Buffer Zone and Disadvantaged Areas" a 1% interest rate subsidy for the approved Cypriot residents under the scheme. The subsidy is offered with the Bank's 3 Years Fixed interest rate Housing Loan product during the fixed rate period of the loan only.
- Offering Housing Loans at lower Fixed interest rate by the Bank: Offering 3-year fixed interest housing loan at a discount of 0.75% during the three-year Fixed rate period of the loan only. The product had a rate of 2.85% or 2.90% depending on customer contribution (higher or below 30%). The discount was available only for primary residence Housing Loans for the acquisition of properties up to €350K for a total amount of €100m.

Furthermore, the Group enhance positive impact on Availability, accessibility, affordability & quality of resources and services through its Digital Transformation journey. The Group has introduced new digital products and enhanced digital interaction experience. For more information refer to Section 7. Access to products and services in page 188 of [BOCH Annual Financial Report 2025](#).

Principle 2: Impact & Target Setting (continued)

We will continuously increase our positive impacts while reducing the negative impacts on, and managing the risks to, people and environment resulting from our activities, products and services. To this end, we will set and publish targets where we can have the most significant impacts.

Targets, Target Implementation, and Action Plans/Transition plans

Show that your bank has set and published a minimum of two SMART targets which address at least two different areas of most significant impact that your bank identified in its impact analysis. Once targets are set, explain the actions taken and progress made. Include details regarding: Alignment, Baselines, Targets, Target Implementation & Monitoring (and KPIs), Action Plans/ Transition plans and Milestones. Banks are encouraged to disclose information regarding actions they are taking in four priorities laid out in [Leading the Way to a Sustainable Future: Priorities for a Global Responsible Banking Sector \(2024\)](#).

Links & references

[BOCH Annual Financial Report 2025:](#)

- Section 7. Climate Change Metrics & Targets under GHG Emission Reduction Targets – Loan Portfolio - Scope 3 in page 137.

High-level summary of Bank’s response

Climate Stability

The Group, by taking into account the GHG emissions estimated for loan portfolio, the most significant loan exposures and the RIMA on C&E risks, decided to set a decarbonisation target on Mortgage portfolio, since their exposure corresponds to 34% of Households, Non-Financial and Other-Financial Corporations exposures as at 31 December 2025 (2024: 34%) and corresponds to c.6% of Group’s GHG emissions of loan portfolio as at 31 December 2025 (2024: c.6%). The target is aligned with the Group’s ESG ambition to reach Net Zero by 2050. The Group has estimated the GHG emissions per square meter, as at 31 December 2022, for the properties financed under its Mortgage portfolio using the Partnership for Carbon Accounting Financial (PCAF) methodology and proxies, to identify the baseline. By applying SBTi target setting methodology, the baseline was set at December 2022. Then Group utilised the SBTi’s tools, sectoral decarbonisation approach, in order to estimate the decarbonisation pathway that the Mortgage portfolio should follow to be aligned with the International Energy Agency Below 2 Degree Scenario.

Metric	2022 Base line	Target year	Target	Target reduction	Performance as at 31 December 2025	Figure as at 31 December 2025	Methodology
kgCO ₂ /m ²	53.50	2030	30.65	(43%)	(14%)	45.91	PCAF/SBTi
kgCO ₂ /m ²	53.50	2035	18.60	(65%)	(14%)	45.91	PCAF/SBTi
kgCO ₂ /m ²	53.50	2040	11.27	(79%)	(14%)	45.91	PCAF/SBTi
kgCO ₂ /m ²	53.50	2045	5.29	(90%)	(14%)	45.91	PCAF/SBTi
kgCO ₂ /m ²	53.50	2050	2.34	(96%)	(14%)	45.91	PCAF/SBTi

The Group aims to reduce by 43% the kilograms of GHG emissions financed per square metre (kgCO₂e/m²) under the Mortgage portfolio, by 2030 compared to 2022 baseline. The Mortgage portfolio as at 31 December 2025 produced 45.91 kgCO₂e/m² which is 14% lower compared to the baseline due to increase in energy efficient residential properties financed in 2025 following introduction of Green Housing product. In addition to the Green Housing product with a variable interest rate, the Group introduced in 2024 the Green Housing product with a fixed interest rate. Both products are aligned with the Green Loan Principles (GLP) of the Loan Market Association (LMA), supporting the decarbonization strategy of the mortgage portfolio. The Group’s new lending strategy, embedded in the 2026-2028 Financial Plan, include a new lending internal KPI associated with the Green Housing product which represents the decarbonization lever to reach the carbon intensity reduction. The feasibility of this GHG emission reduction target is strengthened by Cyprus legislation, which mandates that residential properties must have an EPC Category A to obtain a planning permit for construction after July 1, 2020.

The Group monitors the performance against the new lending internal KPIs associated with decarbonisation target on Mortgage in order to take remedial action on time:

- By the Sustainability Committee (SC), Executive Committee (EXCO) and Nominations Corporate Governance Committee (NCGC) through the Sustainability Performance Report (Quarterly)
- By the SC, EXCO and Risk Committee (RC) through the Climate Risk Report (Quarterly)
- By EXCO through the monthly performance pack (Monthly)
- By Business Development Committee (BDC) on a monthly basis.

Principle 2: Impact & Target Setting (continued)

We will continuously increase our positive impacts while reducing the negative impacts on, and managing the risks to, people and environment resulting from our activities, products and services. To this end, we will set and publish targets where we can have the most significant impacts.

Targets, Target Implementation, and Action Plans/Transition plans (continued)

Show that your bank has set and published a minimum of two SMART targets which address at least two different areas of most significant impact that your bank identified in its impact analysis. Once targets are set, explain the actions taken and progress made. Include details regarding: Alignment, Baselines, Targets, Target Implementation & Monitoring (and KPIs), Action Plans/ Transition plans and Milestones. Banks are encouraged to disclose information regarding actions they are taking in four priorities laid out in [Leading the Way to a Sustainable Future: Priorities for a Global Responsible Banking Sector \(2024\)](#).

Links & references**BOCH Annual Financial Report 2025:**

- Section 7. Metrics & Targets on positive impacts through Digital transformation in page 190.

Availability, accessibility, affordability & quality of resources and services

Taking into account the Group's positive impact to customers and society through the Group's financing activities, actions and digital means, it has been decided to set a target associated with financial health and inclusion to measure and demonstrate the Group's positive contribution. The Group decided to set a target on new JOEY accounts to be opened by 2030. JOEY is the Bank of Cyprus' digital banking app and debit card designed specifically for children and teenagers, covering the age range 6–17. It is a youth banking ecosystem that allows minors make transactions (with full parental oversight) and learn money management safely through several features such as setting saving goals, budgeting and money health scoring. More specifically, the Group has set a SMART target to open a total of at least 25,000 new JOEY accounts by 2030 from the total of 8,965 new JOEY accounts opened as of 31 December 2025. The Group aims to promote financial inclusion by bringing underserved groups into the formal financial system as youth under 18 are traditionally excluded from independent banking. In addition, the Group aims to promote financial health by providing and improving the financial literacy, resilience, habits and long-term financial well-being of youth 6-17.

The target has been taking into consideration the number of accounts as at 31 December 2025, management expectations on new JOEY accounts projection between 2025-2030, the eligible population in Cyprus (ages 6-17) and assumptions on the Group's market share. The target relates to new accounts created and does not consider the accounts that will be closed in the following years for any reason. The target has been approved by the Board of Directors in March 2026 and is effective from the beginning of 2026 until 2030. As a result, there is no progress to track for 2025. The Group monitors the performance against the target in order to take remedial actions on time through SC, EXCO and NCGC on a quarterly basis through the Sustainability Performance Report.

Human Rights

Respect for human rights is integrated into the Group's operational policies and procedures. The Group's Code of Ethics and Code of Conduct outline defined standards for behaviour, responsibilities, and ethical practices applicable to all employees. These frameworks are supported by reporting mechanisms and investigation procedures to address issues and ensure equitable treatment. BOCH engages its workforce through channels designed to promote accountability and inclusion, as detailed below, supporting a culture aligned with these principles. For more details refer to Section 3. Commitment to Human Rights under S1 – Own Workforce in page 167 of [BOCH Annual Financial Report 2025](#)

Principle 3: Clients & Customers

We will work responsibly with our clients and our customers to encourage sustainable practices and enable economic activities that create shared prosperity for current and future generations.

Client and Customer engagement

Describe how your bank has worked with and/or is planning to work with its clients and customers to encourage sustainable practices and enable sustainable economic activities. It should include information on the client engagement strategy including but not limited to the impact areas identified/ targets set, awareness raising activities with clients and customers, relevant policies and processes, actions planned/implemented to support clients' transition, selected indicators on client engagement and, where possible, the impacts achieved.

High-level summary of Bank's response

The Group's commitment to be a leader in transition of Cyprus to a sustainable future includes supporting its customers reaching the same goal. The Group acknowledges that provision of finance leads to environmental and social impacts depending on the activity financed. The Group focus on promoting Green lending to support customer's transition to low carbon economy and being exposed to lower C&E risks. In this context, the Group is determined to be a leader in supporting the transition to more sustainable business models. Specifically:

- The Group established a Sustainable Finance Framework (SFF) which is aligned with the GLPs of LMA. Under the framework an amount at least equivalent to the net proceeds of any Sustainable Financing Instrument issued by the Group will be allocated to finance new or re-finance, in whole or in part sustainable projects which meet the eligibility criteria of the Eligible Green (Renewable energy, energy efficiency, clean transportation, Green Buildings) and/or Social Project categories (Access to essential services – Healthcare and Employment generation and SME financing). For more details refer to Section Sustainable Finance Framework under ESRS E1 - Climate Change in page 131 of [BOCH Annual Financial Report 2025](#).
- The Group has estimated and is estimating the financed Scope 3 GHG emissions associated with loan and investment portfolio using PCAF standards, methodologies and proxies. The Group following the estimation of financed Scope 3 GHG emissions of 2022 defined an emission trajectory of its Mortgage portfolio setting its first decarbonization target on its loan portfolio. The Group designed the strategy to meet the decarbonization target set by directing new lending to more energy efficient residential properties. For more details refer to Section Scope 3 GHG emissions in page 145 of [BOCH Annual Financial Report 2025](#).
- The Group has set certain sector limits to carbon intensive sectors (oil, gas, manufacturing of cement, manufacturing of Iron & Steel & Aluminium and non-renewable power generation). Financing in these sectors is only permitted for carbon-intensive NACE sectors subject to a total (cumulative) exposure of €100mn as per the provisions of Concentration risk policy and for transition or green projects that align with the Group's sustainability objectives, subject to approval by its highest credit committees. The limits aim to initiate engagement with customers operating in carbon intensive sectors so to support them in their transition to low carbon economy. For more details refer to Section Concentration Risk Policy under ESRS E1 - Climate Change in page 132 of [BOCH Annual Financial Report 2025](#).
- The Group, through its Lending policy, implemented its ESG Due Diligence process in loan origination process aiming to gather customer ESG data and assess customer's performance on ESG spectrum and exposure to ESG risks. Customers eligible under the ESG Due Diligence process must complete an ESG questionnaire during new lending and review applications. Depending on the customer's response, the customer's ESG score derives. The above-mentioned process develops also a high-level action roadmap for the customer under assessment in order to improve the ESG score and mitigate potential ESG risks. The ESG questionnaire, Synesgy solution, takes into account Global Reporting Initiative (GRI) and ESRS metrics in order to assess customer's performance on ESG spectrum. The Group implemented a margin discount which is linked, at the client level, to the borrower's "E" score (extracted from borrower's ESG score). In addition, the margin discount is linked at the transaction level (i.e. whether lending is green or not) utilizing the provisions of the Green Lending Policy. This approach aims to incentivise customers to have a better ESG score and obtain Green lending in order to be exposed to lower level of energy, climate change transition and adaptation impacts and risks. In addition, the Bank has developed various training webinars to increase awareness of customers with regards to physical risks (e.g. wildfires) and to support them on the completion of ESG questionnaires and improve their ESG score following the questionnaire's action plan. For more details refer to Section Lending Policy under ESRS E1 - Climate Change in page 133 and Section Lending Pricing Policy (LPP) under ESRS E1 - Climate Change in page 133 of [BOCH Annual Financial Report 2025](#).
- The Group established a Green Lending Policy, which is based on Green Loan Principles (GLP) of Loan Market Association (LMA), to actively promotes financing towards projects with tangible environmental benefits. In addition, the policy enables the Group to grasp green lending opportunities in the market. The policy establishes the criteria to classify a loan as 'green', focusing, among others, on projects such as renewable energy, energy efficiency, clean transportation, green technologies, climate change adaptation and Green buildings. By providing Green lending the Group effectively manages the material negative impacts and risks associated with energy, climate change mitigation and climate change adaptation. For more details refer to Section Green Lending Policy under ESRS E1 - Climate Change in page 130 of [BOCH Annual Financial Report 2025](#).

Principle 3: Clients & Customers (continued)

We will work responsibly with our clients and our customers to encourage sustainable practices and enable economic activities that create shared prosperity for current and future generations.

Client and Customer engagement (continued)

Describe how your bank has worked with and/or is planning to work with its clients and customers to encourage sustainable practices and enable sustainable economic activities. It should include information on the client engagement strategy including but not limited to the impact areas identified/ targets set, awareness raising activities with clients and customers, relevant policies and processes, actions planned/implemented to support clients’ transition, selected indicators on client engagement and, where possible, the impacts achieved.

High-level summary of Bank’s response (continued)

The Group positively impacts accessibility to products and services through the strategic orientation to continuously scale up digital transformation. The Group through digital networks supports customer accessibility to financial products and services. Digital solutions like Internet Banking (1bank) and BOC Mobile Application with offerings like QuickLoans, Digital Deposits, QuickPay, QuickCards, Digital Accounts, Antamivi Scheme, Digital card ‘wallets’ which provide secure, efficient, and accessible way to financial services, reducing the need for branch visits and allowing customers to manage their finances remotely. The Group, undertakes several actions to evolve its positive impact arising from digitalization. For more details on these actions refer to Section 7.1.2 Actions enhancing positive impacts through Digital transformation in page 189 of [BOCH Annual Financial Report 2025](#).



Note:

(1) Quick Loans (Digitally approved) and eLoans (requiring in branch verification) values refer to disbursed amounts and not to on-balance-sheet loan balaneacs.

Principle 3: Clients & Customers (continued)
 We will work responsibly with our clients and our customers to encourage sustainable practices and enable economic activities that create shared prosperity for current and future generations.

Client and Customer engagement (continued)
 Describe how your bank has worked with and/or is planning to work with its clients and customers to encourage sustainable practices and enable sustainable economic activities. It should include information on the client engagement strategy including but not limited to the impact areas identified/ targets set, awareness raising activities with clients and customers, relevant policies and processes, actions planned/implemented to support clients’ transition, selected indicators on client engagement and, where possible, the impacts achieved.

High-level summary of Bank’s response (continued)

Engaging with clients and customers

The Group actively engages with consumers and end-users, their representatives or with credible proxies about actual and potential impacts, including human right impacts, in alignment with Group’s vision to create partnerships with customers, guiding and supporting them in a changing world. The Group is actively engaging with customers at various stages and through different channels to ensure a comprehensive approach is in place to integrate customer’s input throughout the decision-making process. The following table summarises the general processes for engaging with customers about actual and potential impacts.

Engagement Description	Direct Engagement	Frequency	Effectiveness of the Engagement
Call Centre	Direct	Ongoing	1. The customer is requested monthly to complete a satisfaction survey on the customer service received by the Group which is communicated to line Directors and may lead to improvements in processes, products and activities. 2. For the effectiveness of handling complaints for customers refer below.
Personal Meeting			
Branches			
Complaints through various means			
Website			
Customer Survey		Monthly	

Group’s vision to create partnerships with customers, guiding and supporting them in a changing world is enforced by the following mechanisms:

- **Customer Complaints Management Policy:** Refer to Section 5. Customer Complaints Management under ESRS S4 - Consumers and End Users in page 183 of [BOCH Annual Financial Report 2025](#).
- **Treating Customers Fairly Policy:** Refer to Section 7.1 Digital Transformation under ESRS S4 - Consumers and End Users in page 188 of [BOCH Annual Financial Report 2025](#).
- **Whistleblowing Policy:** Refer to Section 6. Whistleblowing system under ESRS G1 - Business Conduct in page 208 of [BOCH Annual Financial Report 2025](#).
- **Personal Data Protection Compliance Policy:** Refer to Section 6. Data Privacy, Information technology and security risks for consumers and end-users under ESRS S4 - Consumers and End Users in page 185 of [BOCH Annual Financial Report 2025](#).
- **Policy relating to the Prevention of Money Laundering and Terrorism Financing:** Refer to Section 9. Financial Crime and Fraud under ESRS G1 - Business Conduct in page 212 of [BOCH Annual Financial Report 2025](#).
- **Trainings to the Board of Directors** (the Board), Management and individual contributors on Business conduct (Fraud, Compliance with laws and regulations, Complaints management, Business Ethics, AML, antibribery and whistleblowing. Refer to Section 5. Training on Business Conduct under ESRS G1 - Business Conduct in page 206 of [BOCH Annual Financial Report 2025](#).
- **Trainings to employees and customers** to increase awareness of climate change, physical risks and the ESG Due Diligence process. In addition, webinars have been developed to support customers in the completion of ESG Questionnaires and the utilization of their Action Plan to improve their ESG performance.
- **ESG Due Diligence in loan origination process through Lending Policy:** The Group collects ESG data from customers, including water usage, energy consumption, greenhouse gas emissions, and the existence of recognised certifications (e.g. ISO standards for energy and waste management) etc. Data collected are further analysed, allowing the Bank to identify trends, sustainability gaps, and transition challenges, thereby enhancing informed decision-making and portfolio-level insights. The ESG Due Diligence process results in a structured survey report which is complemented by a tailored action plan with prioritised actions aimed at improving the client’s ESG performance. During new lending and annual credit reviews, the Bank uses a combined ESG and credit assessment to recommend high-priority actions to relevant customers, supporting their transition journey. Also, for customers within the scope of the CSRD, the Bank has established ESG Covenants. Refer to Section Lending Policy under ESRS E1 - Climate Change in page 129 of [BOCH Annual Financial Report 2025](#).

Principle 3: Clients & Customers (continued)

We will work responsibly with our clients and our customers to encourage sustainable practices and enable economic activities that create shared prosperity for current and future generations.

Business opportunities

Describe what strategic business opportunities in relation to the increase of positive and the reduction of negative impacts your bank has identified and/or how your bank has developed these in the reporting period. Provide information on sustainability-related products and services and frameworks in place that support the transition needs of clients, size of the sustainable finance portfolio in USD or local currency and/or as a % of your bank’s portfolio,* and which SDGs or impact areas you bank is striving to make a positive impact on (e.g. green mortgages—climate, social, sustainability bonds—financial inclusion, etc.). * Provide information on the sustainable finance frameworks/standards/taxonomies used to label sustainable finance volumes

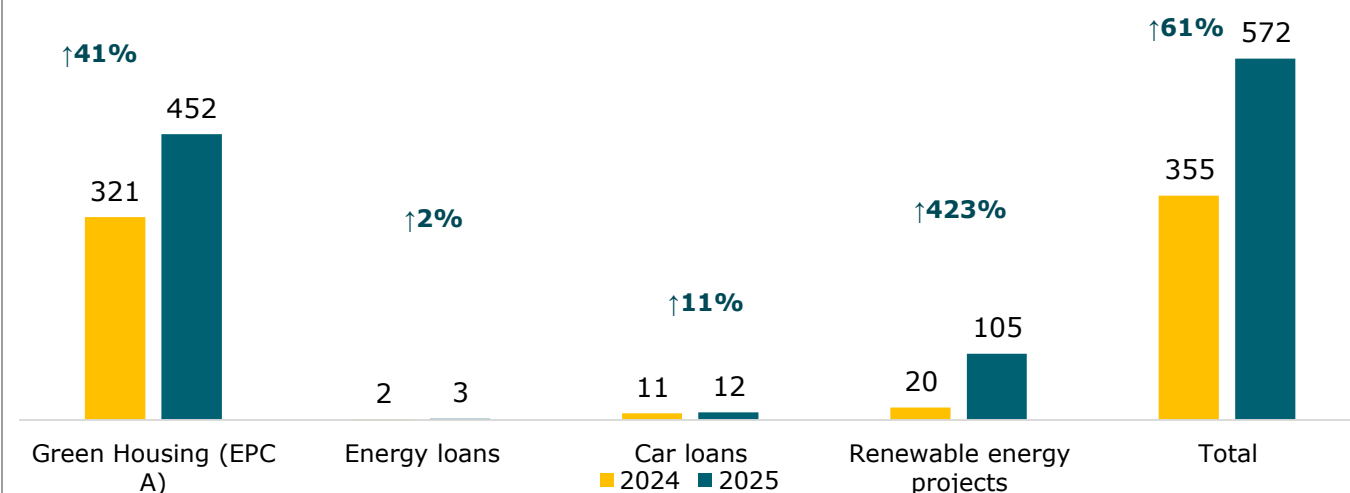
High-level summary of Bank’s response

Climate Stability

The Group acknowledges that the transition to low carbon economy involves great challenges ahead, but at same time creates opportunities. Through the DMA conducted in accordance with ESRS, the Group identified new Green lending opportunities supporting the transition of Cyprus and our customers to low carbon economy. The Group, by taking into account the results of BES and the RIMA on C&E risks, has set Green /Transition new lending internal KPIs since 2024 in order to support the transition of its customer and Cyprus to a low carbon economy and limit its exposure to transition and physical risks in certain sectors. Specifically, the Group by taking into account the results of the materiality on C&E risks, the expected introduction of Green taxation in Cyprus, the amendments adopted on the Energy Performance Directive on buildings as well as the Cyprus Government subsidies identified climate related opportunities and has set Green/Transition new lending internal KPIs on specific sectors (i.e., Manufacturing, Trade, Construction and Accommodation) to enable the Green transition. The Green/Transition new lending internal KPIs have been included in the Group’s Financial Plan for 2026 – 2028 and monitored on a monthly basis by the BDC of the Group. Green / Transition new lending internal KPIs are set on an annual basis during the development of the Group’s Financial Plan.

In addition, the Group offers a range of environmentally friendly products to manage transition risk and help its customers become more sustainable. For example, a number of loan products are offered under the Fil-eco Product Scheme. The Group offers environmentally friendly Car Hire Purchase addressed to anyone who wants to buy a new hybrid or electric car, providing its customers the opportunity to buy a new electric or hybrid vehicle and to move away from transport options reliant on fossil fuels. Moreover, an environmentally friendly loan for home renovation is offered to customers who want to renovate and upgrade the energy efficiency of their privately owned primary residence or holiday home and achieve a higher energy efficiency rating. Further, the customers may benefit from an Energy Loan for the installation of energy saving systems for home use. This product is addressed to customers who seek financing for the installation of photovoltaic systems for home use and other home energy-saving systems. The Group introduced Green Housing product with variable interest rate and with fixed interest rate, aligned with GLP of LMA, which drives the decarbonisation strategy of Mortgage portfolio. Green housing products provide a discount to customers providing the EPC Category A. The new lending strategy of the Group, embedded in the Financial Plan for 2026-2028, includes the ambition on the new Green Housing product in order be aligned with the GHG emissions reduction target set and manage transition risk. The fact that the Cyprus legislation imposes residential properties to have an EPC A so to issue a planning permit after 1 July 2020 facilitates the process.

Environmentally Friendly Loans - Gross Loans as at 31 December (€mn)



Principle 3: Clients & Customers (continued)

We will work responsibly with our clients and our customers to encourage sustainable practices and enable economic activities that create shared prosperity for current and future generations.

Business opportunities (continued)

Describe what strategic business opportunities in relation to the increase of positive and the reduction of negative impacts your bank has identified and/or how your bank has developed these in the reporting period. Provide information on sustainability-related products and services and frameworks in place that support the transition needs of clients, size of the sustainable finance portfolio in USD or local currency and/or as a % of your bank's portfolio,* and which SDGs or impact areas you bank is striving to make a positive impact on (e.g. green mortgages—climate, social, sustainability bonds—financial inclusion, etc.). * Provide information on the sustainable finance frameworks/standards/taxonomies used to label sustainable finance volumes

High-level summary of Bank's response (continued)**Availability, accessibility, affordability & quality of resources and services**

The Group's digital transformation journey is an evolving process enhancing offerings and features embedded in the BOC Mobile application and internet banking. The Group, undertakes several actions to evolve its positive impact arising from digitalization supporting accessibility, availability and affordability of financial services. Specifically, Pronomia, JOEY Digital accounts and cards were introduced enforcing its positive impact. For more details refer to 7.1 Digital Transformation under ESRS S4 - Consumers and End Users in page 188 of [BOCH Annual Financial Report 2025](#). In addition, the Group through the DMA identified opportunities to enhance the positive impacts on availability and accessibility of financial services to customers through digitalisation such as Dealers Portal, Fleksy Phase 2 – Merchant Subsidisation and Digital Economy Platform (Jinius). For more details on the opportunities identified refer to 7.1.4.2 Actions associated with material opportunities on Digital Transformation under ESRS S4 - Consumers and End Users in page 194 of [BOCH Annual Financial Report 2025](#).

Principle 4: Stakeholders

We will proactively and responsibly consult, engage and partner with relevant stakeholders to achieve society's goals.

Stakeholder identification and consultation

Describe which stakeholders (or groups/types of stakeholders) your bank has identified, consulted, engaged, collaborated or partnered with for the purpose of implementing the Principles and improving your bank's impacts. This should include a high-level overview of the bank's engagement strategy following criteria for effective engagement and advocacy, how your bank has identified relevant stakeholders, what issues were addressed/results achieved and how they fed into the action planning process.

High-level summary of Bank's response

Stakeholders are defined as individuals or groups whose interests are affected or could be affected by the Group's activities or those who may reasonably influence the Group's ability to implement its strategies and achieve its objectives for building an inclusive and sustainable community. The Group applies specific procedures to identify its stakeholder groups and engages with its stakeholders on a regular basis through dedicated processes and communication channels and analyses the key issues of concern and expectations that arise for each stakeholder group.

Accordingly, the following stakeholder groups are engaged:

- The Board
- Employees
- Investors and shareholders
- Customers
- Civil Society and Non-governmental organizations (NGOs)
- Government and Regulators
- Business Partners
- Business Community
- Peers/Competitors
- Nature

The Group communicates on a regular basis with each stakeholder group as it considers important to obtain the necessary information to inform its actions. Stakeholder engagement aims at identifying key topics and acceptable solutions with mutual benefits through correct business practices. The expectations of stakeholders, as well as the business environment in which the Group operates, are constantly evolving. Evaluating the key issues helps us to identify and prioritize the environmental, social and governance issues that are of highest concern to stakeholders and the Group.

For more details on the type of stakeholder engagement, engagement channels, engagement purpose and engagement outcome refer to Section Interests and views of stakeholders under ESRS 2 – General Disclosures in page 97 of [BOCH Annual Financial Report 2025](#).

In addition, the Group's employees' interests are also communicated to the Group through the collective bargaining agreement of the Bank with the Trade Union that represents the banking industry employees.

The final DMA phase involves the validation of the results by internal stakeholders through workshops, round tables and interviews with the outcome of these validations being considered as part of the final DMA decisions. Engaging with key stakeholders who have expertise in their relevant topic is essential for achieving the appropriate prioritization of impacts, risks and opportunities. Stakeholder engagement was conducted in several stages of the assessment to ensure appropriate identification and validation of sustainability matters. While no direct consultations with external stakeholders were conducted, the Group leveraged the expertise of its internal management members who are in frequent communication with the external stakeholder groups and have a deep understanding of their expectations. By utilizing these internal proxies, the Group has ensured that the insights, perspectives and expectations of external stakeholders are incorporated in the DMA results and reflected in the Group's Sustainability Statement. The Group plans to incorporate direct consultation with external stakeholder groups in the future to strengthen the stakeholder engagement approach.

Principle 5: Governance & Culture

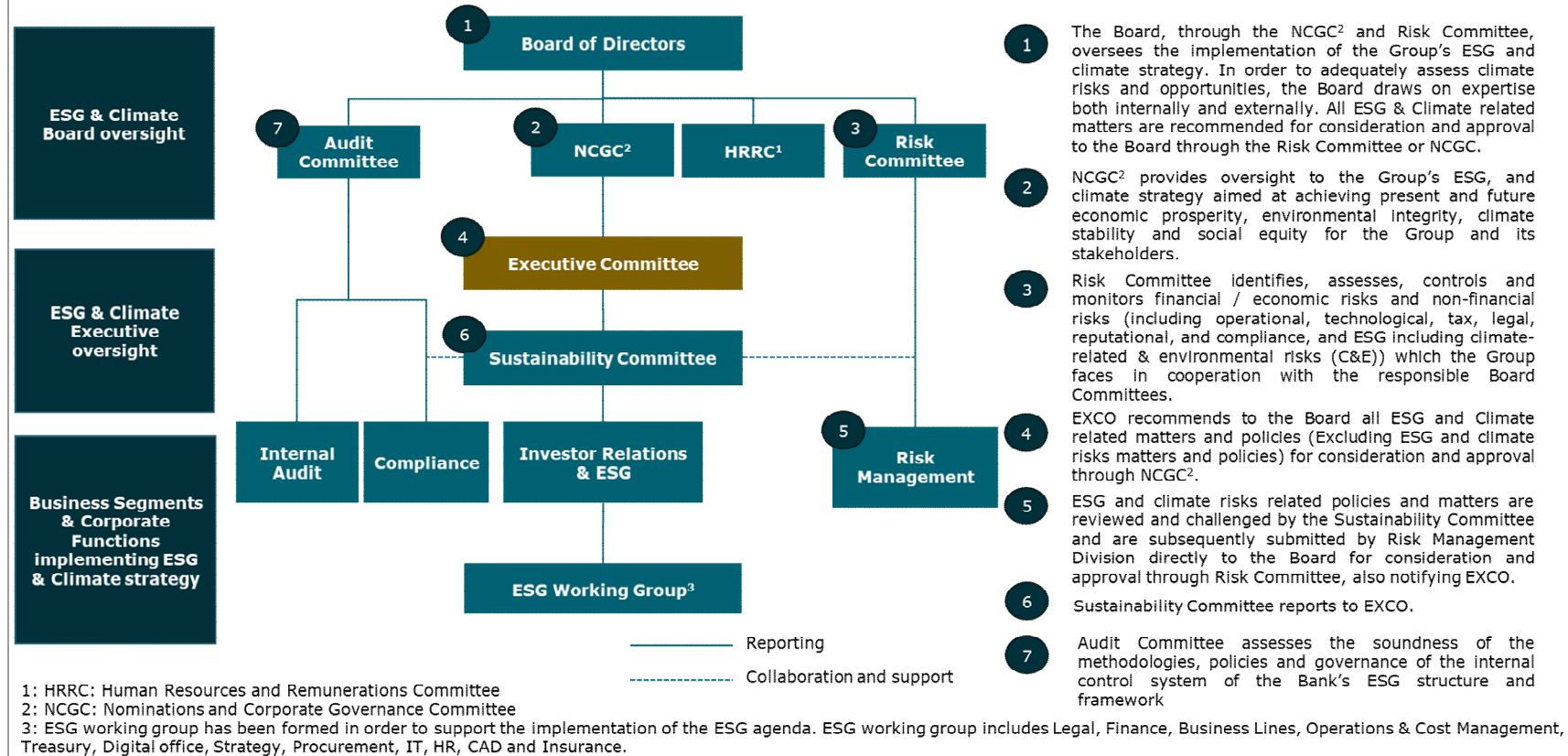
We will implement our commitment to these Principles through effective governance and a culture of responsible banking.

Governance Structure for Implementation of the Principles

Describe the relevant governance structures, policies and procedures your bank has in place/is planning to put in place to manage significant positive and negative (potential) impacts (including accountability at the executive leadership level, clearly defined roles and responsibilities for sustainability matters in internal processes, etc.) and support the effective implementation of the Principles.

High-level summary of Bank's response

The Board has ultimate oversight of the identification, assessment and integration of ESG impacts, risks and opportunities throughout the organisation. The Board has delegated authority to Board Committees to support the ESG oversight. These committees play a role in identifying, managing, and reporting material ESG impacts, risks, and opportunities as well as oversight the content, scope and reporting process of the CSRD Sustainability Statement. The Terms of Reference of each committee dictate the responsibilities regarding ESG matters. The following sustainability governance diagram illustrates how the Group's governance is currently structured towards sustainability.



Principle 5: Governance & Culture (continued)

We will implement our commitment to these Principles through effective governance and a culture of responsible banking.

Governance Structure for Implementation of the Principles (continued)

Describe the relevant governance structures, policies and procedures your bank has in place/is planning to put in place to manage significant positive and negative (potential) impacts (including accountability at the executive leadership level, clearly defined roles and responsibilities for sustainability matters in internal processes, etc.) and support the effective implementation of the Principles.

High-level summary of Bank's response (continued)

The Group has set certain roles and responsibilities at Board level associated with the identification, assessment and integration of ESG impacts, risks and opportunities throughout the organization. For more details refer to Section Sustainability Oversight at Board Level under ESRS 2 – General Disclosures in page 83 of [BOCH Annual Financial Report 2025](#).

The Group has set certain roles and responsibilities for the Group's Management Committees to provide oversight related to ESG impacts, risks, opportunities, goals and disclosures. For more details refer to Section Sustainability Oversight at Management level under ESRS 2 – General Disclosures in page 85 of [BOCH Annual Financial Report 2025](#).

The Group, in 2025, further enhanced the ESG working plan, compiled in 2022, which is monitored by Investor Relations & ESG Department (IR&ESG), Risk Management Division (RMD), the SC, the EXCO and ultimately by NCGC and RC. The ESG working plan is structured in workstreams which are designed to articulate delivery of Group's ESG strategic objectives and are aligned with ECB expectations and other regulatory disclosure requirements. Each workstream is associated with specific activities designed to meet relevant reporting and regulatory requirements and achieve the Group's targets and objectives. For the successful delivery of the Group's ESG strategic objectives the Group has formed an ESG working group comprising of experts from various departments assigned with specific activities under the ESG working plan. Each activity completed by the ESG working group, is reviewed by the IR&ESG and RMD. The progress, status and output of activities is following the relevant governance arrangements as described above. For the role and responsibilities of IR&ESG towards sustainability refer to Section Investor Relations and ESG Department (IR&ESG) in page 228 of [Pillar 3 Disclosures](#). For the role and responsibilities of Risk Management Division towards sustainability refer to Section Risk Management Division in page 228 of [Pillar 3 Disclosures](#).

In addition, the Group has assigned roles and responsibilities on ESG to:

- the Business Lines. For the role and responsibilities of Business lines towards sustainability refer to Section Business Lines in page 229 of [Pillar 3 Disclosures](#).
- the Compliance Division (CD). For the role and responsibilities of Compliance Division towards sustainability refer to Section Compliance Division in page 229 of [Pillar 3 Disclosures](#).
- the Internal Audit Division (IAD). For the role and responsibilities of Internal Audit Division towards sustainability refer to Section Internal Audit Division in page 229 of [Pillar 3 Disclosures](#).

Principle 5: Governance & Culture (continued)

We will implement our commitment to these Principles through effective governance and a culture of responsible banking.

Promoting a culture of responsible banking:

Describe the initiatives and measures of your bank to foster a culture of responsible banking among its employees (e.g., capacity building, learning & development, sustainability training for relevant teams, inclusion in remuneration structures and performance management and leadership communication, amongst others).

High-level summary of Bank’s response

Learning & Development and Capacity Building

The NCGC assesses periodically, and at least annually, the structure, size, composition, and succession plan of the Board (including skills, knowledge, experience, independence and diversity) and recommends to the Board the skills and experience required to provide sound governance oversight. The Group, on May 2024, appointed Mr. Christian Philipp Hansmeyer as an independent non – executive director with significant experience in sustainable finance, ESG and impact investing to enhance further the ESG expertise in the Board.

NCGC, in 2025, concluded that the Board's skills profile, both academic and professional, aligns with the diverse needs of the Group's business. All members of the Board, as well as the Executive and Supervisory Committees, possess an appropriate level of understanding of sustainability matters. To ensure its administrative and supervisory bodies collectively maintain the necessary skills and expertise, the Group engages internal and external sustainability experts and provides dedicated training programs. In support of the Group’s sustainability strategy and to meet regulator, investor, customer and colleague expectations, the Group develops on an annual basis a Board training plan which includes trainings associated with sustainability. In addition, all employee training on climate concepts and processes as well as job specific training supports the development of skills and expertise across the Group.

2025 Sustainability Trainings

Trainings	No. of participants	Training attendance (Hours)	Relevance to IROs
Board			
CSRD for Strategic Growth	10	14	All ESRS topics, sub-topics and sub-sub-topics
EXCO and SC			
CSRD for Strategic Growth	31	33.5	All ESRS topics, sub-topics and sub-sub-topics
All staff			
Other Sustainability Related trainings	858	929.5	All ESRS topics, sub-topics and sub-sub-topics

To reinforce employee awareness on Business Conduct policies, the Board and the CEO actively promote a culture of openness and accountability. Ad-hoc messages from the CEO encourage staff to raise concerns, while training programs, tailored for all employees and the Board, provide an understanding and awareness of these critical policies and mechanisms to raise concerns. During 2025, Business Conduct and compliance related e-learnings, face-to face seminars and trainings were organised and attended by the Board, Management and employees of the Group. All participants had to pass a short assessment course related to the training. For more details on the Business conduct trainings refer to Section 5. Training on Business Conduct under ESRS G1 - Business Conduct in page 206 of [BOCH Annual Financial Report 2025](#).

Principle 5: Governance & Culture (continued)

We will implement our commitment to these Principles through effective governance and a culture of responsible banking.

Promoting a culture of responsible banking (continued)

Describe the initiatives and measures of your bank to foster a culture of responsible banking among its employees (e.g., capacity building, learning & development, sustainability training for relevant teams, inclusion in remuneration structures and performance management and leadership communication, amongst others).

High-level summary of Bank's response (continued)**Employee Engagement**

The Group engages about impacts with employees through:

- Divisional/Regional meetings
- Employee Opinion surveys
- Focus groups
- Kill-Bureaucracy program

The Group engages with employees on the following stages about impacts:

- Identification
- Determine the approach for mitigation
- Evaluating effectiveness of mitigation

For more details on the stages of the engagement, type of the engagement, frequency and effectiveness of the engagement refer to Section 4. Processes for engaging with own workforce and workers' representatives about impacts under ESRS S1 - Own Workforce in page 169 of [BOCH Annual Financial Report 2025](#).

Remuneration structure

The Group has taken necessary steps in embedding its ESG strategic goals within its remuneration policy, to connect the performance of its personnel to ESG and climate matters. The remuneration policy promotes sound and effective risk management, in line with the Group's ESG and climate strategy and does not encourage excessive risk taking that exceeds the level of risk tolerated by the Group. Remuneration structure of the Group typically consists of fixed plus variable pay. Fixed remuneration does not embed any ESG incentive considerations. Variable remuneration is based on a combination of the performance of the employee, the overall performance of the business unit the individual belongs to, and the Group's consolidated financial results. Variable remuneration provisions are also captured in the Financial Plan.

Regarding variable remuneration, performance criteria (financial and/or not financial), set to measure the performance of Senior Management, contain KPIs that relate to the implementation of the Group's ESG strategy, reflecting the Group's emphasis on achieving its sustainability related objectives, in accordance with the role and responsibility of each Senior Manager in relation to the ESG Strategy. These KPIs are used to evaluate the performance of Senior Management, when the distribution of a Short-Term Incentive Plan (STIP) is activated.

The Long-Term Incentive Plan (LTIP) was approved by the 2022 AGM, which took place on 20 May 2022. The LTIP involves the granting of share awards and is driven by scorecard achievement, with measures and targets set to align pay outcomes with the delivery of the Group's strategy. Currently, under the plan, the employees eligible for LTIP awards are the members of the Extended EXCO, including the executive directors. The LTIP stipulates that performance will be measured over a 3-year period and sets financial and non-financial objectives to be achieved. At the end of the performance period, the performance outcome will be used to assess the percentage of the awards that will vest. The applicable scorecard under the LTIP include a KPI on external ESG rating score with a target being an AA ESG rating for the Group, and this outcome has a 5% weight in the LTIP.

For more details refer to Section Integration of sustainability-related performance in incentive schemes under ESRS 2 – General Disclosures in page 90 of [BOCH Annual Financial Report 2025](#).

Principle 5: Governance & Culture (continued)

We will implement our commitment to these Principles through effective governance and a culture of responsible banking.

Risk and due diligence processes and policies

Describe what processes your bank has installed to identify and manage environmental and social risks associated with your bank's portfolio. This can include aspects such as identification of significant/salient risks, due diligence processes, environmental and social risks mitigation and definition of action plans, monitoring and reporting on risks and any existing grievance mechanism, as well as the governance structures your bank has in place to oversee these risks.

High-level summary of Bank's response

- Acknowledging the importance and potential impact of ESG risks, the Group has proceeded with the identification and materiality assessment of such risks and their incorporation in the overall Risk Management Framework, and is committed to monitoring, assessing and managing the particular risks going forward. More specifically, the Group:
 - During December 2025, the Group incorporated Social and Governance (S&G) risks into the RIMA process by leveraging the work conducted under the DMA. For more details on the DMA refer to Section 4. Impacts, Risks and Opportunities under ESRS 2 – General Disclosures in page 101 of [BOCH Annual Financial Report 2025](#). As a result, the RIMA process has been renamed from "C&E" to "ESG" RIMA. For details of the RIMA process refer to Section 5 Description of the processes to identify and assess material climate-related impacts, risks and opportunities under ESRS E1 - Climate Change in page 122 of [BOCH Annual Financial Report 2025](#). For the material climate risks identified refer to Section 3. Material impacts, risks and opportunities and their interaction with strategy and business model under ESRS E1 - Climate Change in page 113 of [BOCH Annual Financial Report 2025](#). For the material environmental risks identified refer to Section 2. Material impacts, risks and opportunities and their interaction with strategy and business model under ESRS E3 - Water and Marine Resources in page 156 of [BOCH Annual Financial Report 2025](#).
 - The Group enhanced its quantification framework with regards to C&E risks for the purposes of scenario analysis and stress-testing within the context of ICAAP, as expected with regulatory requirements and market best practices. The framework addresses all sectors of the BOC PCL's portfolio, but dedicated models were created for those sectors that are more susceptible to transition risks, based on their inherent activities and their exposures. Such sectors include Construction, Hotels, Real Estate and Mortgages whilst the remainder of BOC PCL's portfolio is catered through a generic model. For more details on the C&E risk quantification refer to Section 4. Resilience to Climate Change under ESRS E1 - Climate Change in page 118 of [BOCH Annual Financial Report 2025](#).
 - As part of the ICAAP quantification, the Group has incorporated into its baseline scenario, a climate element by utilizing the NGFS Current Policies scenario as it best reflects Cyprus' current energy realities and captures a credible outlook of limited transition risk but increasing long-term physical risk exposure. In 2025 based on selected scenario, the Group has integrated physical risks impact into transition risk impact by evaluating climate risks transmission into financial parameters. This includes evaluating the impacts on credit ratings / quality and real estate asset values.
 - To assess its resilience to climate change, the Group utilizes adverse climate scenarios in addition to its base-case assumptions as part of ICAAP for the short-term horizon and a complementary sensitivity analysis for the long-term horizon as described below:
 - **Short-term Adverse Scenario**
For the short-term adverse scenario, the Group applies an RP500 (1-in-500-year) extreme physical event overlay onto the NGFS Current Policies baseline to reflect low-probability, high-severity acute shocks within the near-term capital horizon. The scenario assumes water scarcity impacts in year one, dry events in 2026 (heatwave and wildfire effects on turnover; wildfire on assets) and wet events in 2027 (flood impacts). These extreme hazards namely heatwaves, droughts, wildfires and floods are applied to companies within the portfolio that exhibit high-materiality. Drought-prone sectors assessed uniformly given limited geographic differentiation in Cyprus, while using average drought impacts to avoid overestimation.
Impacts on turnover are assumed to carry over into subsequent years (halved in 2027, quartered in 2028), while asset impacts apply only in the year of occurrence. This overlay approach is appropriate for Cyprus due to its high exposure to acute hazards particularly extreme heat, wildfires and flash-flooding, with recent evidence indicating elevated wildfire risk and high relative burned area exposure compared to other European countries, supporting the need for explicit tail-event calibration rather than reliance on smooth macro pathways alone.
 - **Long-term Stressed Sensitivity Analysis**
For the long-term stressed scenario, the Group applies the NGFS "Net Zero 2050" pathway to capture transition risk associated with a severe, economy-wide decarbonization trajectory that reaches global net zero CO₂ emissions around 2050, driven by stronger policies and innovation.

Principle 5: Governance & Culture (continued)

We will implement our commitment to these Principles through effective governance and a culture of responsible banking.

Risk and due diligence processes and policies (continued)

Describe what processes your bank has installed to identify and manage environmental and social risks associated with your bank’s portfolio. This can include aspects such as identification of significant/salient risks, due diligence processes, environmental and social risks mitigation and definition of action plans, monitoring and reporting on risks and any existing grievance mechanism, as well as the governance structures your bank has in place to oversee these risks.

High-level summary of Bank’s response (continued)

Even though the Net Zero 2050 scenario leads to lower physical climate damage than Current Policies, it is still a challenging adverse scenario for the Bank. This is because the transition to a low carbon economy can create short to medium term challenges such as higher carbon costs, faster technological change, and shifts in customer and investor behavior, which can affect valuations and credit risk. This is particularly relevant for Cyprus since it is highly exposed to climate sensitive and energy dependent sectors, such as Electricity, Transportation, Tourism, Construction, and Real Estate. Because these sectors rely heavily on fossil fuel-based activity, a rapid shift to a low carbon economy could significantly increase transition risks.

- The above-mentioned stress tests described above were included in the ICAAP process, which provided comfort that the Group has adequate capital to withstand these risks. For more details on the C&E risk quantification refer to Section 4. Resilience to Climate Change under ESRS E1 - Climate Change in page 117 of [BOCH Annual Financial Report 2025](#).
- For the purposes of calculating Expected Credit Losses (ECL), the Group has incorporated C&E risks into its credit risk quantification framework utilising an internal ECL Calculator. The methodology captures the impact of C&E risks through forward-looking adjustments to key credit risk parameters, including PD and LGD. PDs are updated using projected customer credit ratings over the remaining loan lifetime, while LGDs are adjusted to reflect impacts on collateral values, incorporating both transition and physical risk effects. As a result of incorporating C&E risks into the ECL calculation, BOC PCL recognised a credit impairment loss of €4.3 million with a €21 million exposure transition to Stage 2, as disclosed in Note 5 Significant and other judgements, estimates and assumptions in the Consolidated Financial Statements. For more details on the C&E risk quantification refer to Section 4. Resilience to Climate Change under ESRS E1 - Climate Change in page 117 of [BOCH Annual Financial Report 2025](#).
- Incorporated C&E risks in its Risk identification, by recognizing in its Risk Taxonomy Framework ESG as transversal, cross-cutting risks (rather than stand-alone) and considering them as drivers of existing types of financial and non-financial risks.
- Considering the ESG Framework and the C&E risks, which might impact credit risk and repayment ability, has implemented an ESG Due Diligence process applied during credit granting and review process. For more details on the ESG Due Diligence process refer to Section Lending Policy under ESRS E1 - Climate Change in page 129 of [BOCH Annual Financial Report 2025](#).
- Established the Green lending policy aiming to promote financing towards projects with tangible environmental benefit. For more details on the Green lending policy refer to Section Green Lending Policy under ESRS E1 - Climate Change in page 130 of [BOCH Annual Financial Report 2025](#).
- Implemented a comprehensive plan aiming to integrate ESG and climate factors into its loan pricing framework to ensure a long-term sustainable growth. The Group introduced margin discounts by taking into account the customer’s ESG score and the transaction eligibility under Green Lending Policy. For more details on the Lending Pricing Policy (LPP) refer to Section Lending Pricing Policy (LPP) under ESRS E1 - Climate Change in page 133 of [BOCH Annual Financial Report 2025](#).
- Updated the collateral valuation policy in order to emphasise to the valuers the importance of considering certain physical risks during the valuation process. It is also mandatory, during the valuation of collaterals, to request Energy Performance Certificate (EPC) of the collateral and to be adequately captured in the valuation report. For more details on the Collateral Valuation Policy refer to Section Collateral Valuation Policy under ESRS E1 - Climate Change in page 134 of [BOCH Annual Financial Report 2025](#).
- C&E related qualitative and quantitative risk metrics (C&E metrics for monitoring purposes) have been introduced to the Risk Appetite Framework of the Group:
 - Decarbonisation target on Mortgage portfolio. Refer to page 10 of this report.
 - KRI on transition risks of Non-Financial Corporations (NFCs) measuring the Scope 1 intensity per loan as compared with the average Scope 1 emission intensity of Cyprus Republic.

Description	The indicator measures the potential exposure at risk in relation to transition risk. The indicator is applicable to Non – Financial Corporations only.			
Thresholds	Business as usual:	Early warning:	In-breach:	2025
	<=30%	30 – 40%	>40%	25%

Principle 5: Governance & Culture (continued)

We will implement our commitment to these Principles through effective governance and a culture of responsible banking.

Risk and due diligence processes and policies (continued)

Describe what processes your bank has installed to identify and manage environmental and social risks associated with your bank’s portfolio. This can include aspects such as identification of significant/salient risks, due diligence processes, environmental and social risks mitigation and definition of action plans, monitoring and reporting on risks and any existing grievance mechanism, as well as the governance structures your bank has in place to oversee these risks.

- KRI that measures the exposure collateralised by immovable property with a “Very High” rating for any physical risk that can impact collaterals (wildfire and landslides) over the total exposure collateralised with immovable property.

Description	The indicator measures the exposure collateralised by immovable property with a “Very High” rating for any physical risk over the total exposure collateralised with immovable property.			
Thresholds	Business as usual:	Early warning:	In-breach:	2025
	<=7,5%	7,5 – 10%	>10%	5,7%

- KRI that measures the potential exposure at risk to water scarcity at NFCs portfolio and acts as a vulnerability score, rather than direct estimate of the financial impact on counterparties. The water dependency score is based on a combination of a geographic water stress map and sector-specific considerations.

Description	The indicator measures the exposures with “Very High” water dependency score over the total exposure of the NFC’s portfolio.			
Thresholds	Business as usual:	Early warning:	In-breach:	2025
	<=34%	34 – 40%	>40%	24%

For more details on the KRIs refer to Section Operational Limits to manage material climate transition and physical risks under ESRS E1 - Climate Change in page 140 and E3- Water and Marine Resources in page 159 of [BOCH Annual Financial Report 2025](#).

The Group monitors the exposure towards climate risks through the Climate risk report which is submitted to the SC, EXCO and RC on a quarterly basis, where the relevant escalation process is followed in case of a breach with regards to any of the RAS KRIs.

Additionally, the Group has various KPIs in place to capture all material risks across all material portfolios, where during 2025, it has established a dedicated KPI that captures water scarcity. For more details on the KPIs refer to Section Operational Limits to manage material climate transition and physical risks under ESRS E1 - Climate Change in page 140 and E3- Water and Marine Resources in page 159 of [BOCH Annual Financial Report 2025](#).

Principle 5: Governance & Culture (continued)

We will implement our commitment to these Principles through effective governance and a culture of responsible banking.

Risk and due diligence processes and policies (continued)

Describe what processes your bank has installed to identify and manage environmental and social risks associated with your bank's portfolio. This can include aspects such as identification of significant/salient risks, due diligence processes, environmental and social risks mitigation and definition of action plans, monitoring and reporting on risks and any existing grievance mechanism, as well as the governance structures your bank has in place to oversee these risks.

High-level summary of Bank's response (continued)**Action Plans on ESG Risks**

The Group, in 2025, further enhanced the ESG working plan, compiled in 2022, which is monitored by Investor Relations & ESG Department (IR&ESG), RMD, the SC, the EXCO and ultimately by NCGC and RC. The ESG working plan is structured in workstreams which are designed to articulate delivery of Group's ESG strategic objectives and are aligned with ECB expectations and other regulatory disclosure requirements. Each workstream is associated with specific activities designed to meet relevant reporting and regulatory requirements and achieve the Group's targets and objectives. For the successful delivery of the Group's ESG strategic objectives the Group has formed an ESG working group comprising of experts from various departments assigned with specific activities under the ESG working plan. Each activity completed by the ESG working group, is reviewed by the IR&ESG and RMD. The progress, status and output of activities is following the relevant governance arrangements as described in page 18-19.

Planned actions are summarized as follows:

- Monitor the impact of climate-related and environmental risks on its business environment scan
- Examine to set additional decarbonisation targets on loan portfolios based on methodologies and data available
- Narrow gaps identified as part of the Corporate Sustainability Reporting Directive (CSRD) implementation
- Continue implementation of 'ECB Guide' on Climate related and Environmental risks (C&E)
- Comply with all the requirements in accordance with EBA guidelines on ESG Risk Management
- Develop a Prudential Transition Plan as required under the EBA Guidelines
- Consider further the evaluation of Nature-related risks as per the TNFD recommendations
- Develop an internal tool to preliminary assess physical risks of collaterals as part of the loan origination process
- Continue enhancing the risk quantification approach of the Group with regards to C&E risks
- Improve the quality of ESG data, through the continued update and implementation of the ESG Data Strategy
- Continue enhancement of environmentally friendly product offerings
- Monitor performance against Green new lending metrics
- Develop further mitigation measures for C&E risks including enhancing customer engagement

Principle 6: Transparency & Accountability

We will periodically review our individual and collective implementation of these Principles and be transparent about and accountable for our positive and negative impacts and our contribution to society's goals.



The information provided in the Responsible Banking Progress Statement is sufficient. If third-party assurance has been undertaken, provide details on the scope of assurance and the reference/link to the Independent (Limited) Assurance Report



The Group publishes annually its Sustainability Statement, on a consolidated basis, in accordance with Part 28 of the Companies Act 2014 and in compliance with the European Sustainability Reporting Standards (ESRS). The reporting period and the scope of consolidation of the Sustainability Statement is consistent with the consolidated financial statements of BOCH. The Group's policies, actions, targets, and metrics to address the material impacts, risks and opportunities identified as part of the DMA are disclosed in the respective topical sections of the Sustainability Statement, including those associated with the broader value chain. For the 2025 Sustainability Statement refer on pages 76-252 and 618 – 652 of [BOCH Annual Financial Report 2025](#).



The PRB Self-Assessment & Progress Report has not been externally assured. The sustainability statement, set out on pages 76 to 252 of [BOCH Annual Financial Report 2025](#), has been subject to limited assurance by PricewaterhouseCoopers.

Appendix: Sustainable Development Goals

2025


Progress on Sustainable Development Goals			
SDGs	SDG target	KPIs	2025 performance
	3.6 Reduce the number of deaths and injuries from road traffic accidents.	<ul style="list-style-type: none"> Hours of training in relation to Health & Safety provided to employees Number of events organized on road safety with total number of participants 	<ul style="list-style-type: none"> CPR & AED: 54 participants / 378 hrs Safety: 70 participants / 35 hrs Road Safety Educational Campaign (Driving with Bad Weather)
	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.	<ul style="list-style-type: none"> Number of patients benefited from the Bank's actions 	<ul style="list-style-type: none"> Number of patients enrolled at the Center from Sept 1998 to Dec 2025: 55,035 New patients enrolled at the Center from 1.1.2025 – 31.12.2025: 2,461 Patients (number of people) served by the Center in 2025: 18,294
	4.3 Ensuring equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.	<ul style="list-style-type: none"> Total hours of training per level, gender 	<ul style="list-style-type: none"> Board Members: 97 hrs (60w/37m) Management: 18,502 hrs (9,315w/9,187m) Officers: 62,012 hrs (40,712w/21,300m) 80,610 hours of training (50,086w/30,524m)
	4.4 Increasing substantially the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.	<ul style="list-style-type: none"> Total investment of new lending in education sector (in €) 	<ul style="list-style-type: none"> €28mn gross loans to education (Retail) in 2025 €56mn gross loans to education (Non – Financial Corporations) in 2025
	4.5 Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.	<ul style="list-style-type: none"> Total investment in scholarships granted per gender (in €) 	<ul style="list-style-type: none"> Amount invested through partnerships with educational institutions for university students: €35,000 Amount offered to elementary and high schools for children from families in vulnerable financial situations: €7,600 Awards given to several elementary and high school students for their excellence in various STEAM related competitions, through partnerships with Mathematics, Robotics and Computers Teachers Associations: €14,200

Progress on Sustainable Development Goals			
SDGs	SDG target	KPIs	2025 performance
	4.7 Ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.	<ul style="list-style-type: none"> Number of individuals that participated in trainings provided through the Bank of Cyprus CSR Actions in pillar Education divided per subject per gender 	<ul style="list-style-type: none"> 60 SupportCY Volunteers (44%w/56%m) 55 programmes and activities under SupportCY / More than 320 training Hours Cyprus and Abroad 105 responses in fires, floods and other natural disasters 35 CSR programmes and activities (municipalities and communities) Set target on new JOEY accounts promoting financial health and literacy
	5.1 End all forms of discrimination against all women and girls everywhere.	<ul style="list-style-type: none"> Number of promotions per gender, per annum Total hours of training per level, gender 	<ul style="list-style-type: none"> Board Members: 97 hrs (60w/37m) Management: 18,502 hrs (9,315w/9,187m) Officers: 62,012 hrs (40,712w/21,300m) 80,610 hours of training (50,086w/30,524m)
	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	<ul style="list-style-type: none"> Percentage (%) of women participation in the Board of Directors and Senior Management positions Total hours of training per level, gender 	<ul style="list-style-type: none"> 38% of Senior Management are women as at 31 December 2025 36% women participation in the Board of Directors as at 31 December 2025 Board Members: 97 hrs (60w/37m) Management: 18,502 hrs (9,315w/9,187m) Officers: 62,012 hrs (40,712w/21,300m) 80,610 hours of training (50,086w/30,524m)

Progress on Sustainable Development Goals			
SDGs	SDG target	KPIs	2025 performance
	8.9 Devising and implementation of policies to promote sustainable tourism that creates jobs and promotes local culture and products.	<ul style="list-style-type: none"> Steadily increase the transition finance provided to Accommodation industry Set decarbonisation targets in Financed Scope 3 GHG emissions associated with the loan portfolio under the NACE sector of Accommodation and Food Service activities Establish ESG scorecards in the loan origination process 	<ul style="list-style-type: none"> Set Green/Transition new lending internal KPIs in the Financial Plan of 2026-2028 including NACE sector Accommodation and Food Service activities The Bank explored to set decarbonisation target on NACE sector Accommodation and Food Service activities, however there is no available methodology at the moment Implements the ESG Due Diligence process in the loan origination process
	8.10 Strengthening the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all.	<ul style="list-style-type: none"> Percentage (%) of active digital users using digital networks and other electronic solutions 	<ul style="list-style-type: none"> Active Digital Users: 504k
	9.1 Development of quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.	<ul style="list-style-type: none"> Percentage (%) of active digital users using digital networks and other electronic solutions 	<ul style="list-style-type: none"> Active Digital Users: 504k
	9.3 Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets.	<ul style="list-style-type: none"> Total amount of small-scale/SME loan portfolio to total loan portfolio (YoY change) 	<ul style="list-style-type: none"> Gross Loans (31/12/2025): €1bn New Lending (31/12/2025): €258mn

Progress on Sustainable Development Goals			
SDGs	SDG target	KPIs	2025 performance
	9.4 Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.	<ul style="list-style-type: none"> Steadily increase the transition finance provided to customers Set decarbonisation targets in Financed Scope 3 GHG emissions associated with the loan portfolio Establish ESG scorecards in the loan origination process 	<ul style="list-style-type: none"> Set Green/Transition new lending internal KPIs in the Financial Plan of 2026-2028 Set decarbonisation target on Mortgage portfolio aligned with International Energy Agency's Below 2 Degree Climate Scenario Implements the ESG Due Diligence process in the loan origination process
	11.1 Ensuring access for all to adequate, safe and affordable housing and basic services.	<ul style="list-style-type: none"> Total amount of housing loan portfolio to total loan portfolio (YoY change) 	<ul style="list-style-type: none"> Gross Housing loans (31/12/2025): €3.71 bn New lending (31/12/2025): €553mn
	11.4 Strengthening efforts to protect and safeguard the world's cultural and natural heritage.	<ul style="list-style-type: none"> Total number of CSR Actions aiming to improve resource use and reduce pollution and poverty, and safeguard the world's cultural and natural heritage 	<ul style="list-style-type: none"> 34,509 attendees on Bank of Cyprus Cultural Foundation activities
	11.6 Reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.	<ul style="list-style-type: none"> Steadily increase the transition finance provided to customers Set decarbonisation targets in Financed Scope 3 GHG emissions associated with the loan portfolio Establish ESG scorecards in the loan origination process 	<ul style="list-style-type: none"> Set Green/Transition new lending internal KPIs in the Financial Plan of 2026-2028 Set decarbonisation target on Mortgage portfolio aligned with International Energy Agency's Below 2 Degree Climate Scenario Implements the ESG Due Diligence process in the loan origination process
	11.A Supporting positive economic, social and environmental links between urban, per-urban and rural areas by strengthening national and regional development planning.	<ul style="list-style-type: none"> Total amount in € invested to support the governmental services, local authorities and vulnerable groups resulting from national and natural disasters, and to prevent them from happening. 	<ul style="list-style-type: none"> €70k

Progress on Sustainable Development Goals			
SDGs	SDG target	KPIs	2025 performance
	12.2 Sustainable management and efficient use of natural resources achievement.	<ul style="list-style-type: none"> Percentage (%) of increase to clean energy, by the Bank, year by year 	<ul style="list-style-type: none"> 24% increase in renewable energy comparing 2024 with 2025
	12.5 Substantial waste generation reduction through prevention, recycling and reuse.	<ul style="list-style-type: none"> Percentage (%) of reduction of paper usage (tonnes/year) 	<ul style="list-style-type: none"> 3% reduction in paper consumption comparing 2024 with 2025
	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	<ul style="list-style-type: none"> Steadily increase the transition finance provided to customers Set decarbonisation targets in Financed Scope 3 GHG emissions associated with the loan portfolio Establish ESG scorecards in the loan origination process 	<ul style="list-style-type: none"> Set Green/Transition new lending internal KPIs in the Financial Plan of 2026-2028 Set decarbonisation target on Mortgage portfolio aligned with International Energy Agency's Below 2 Degree Climate Scenario Implements the ESG Due Diligence process in the loan origination process
	12.B Develop and implement tools to monitor sustainable development impacts for sustainable tourism that creates jobs and promotes local culture and products.	<ul style="list-style-type: none"> Steadily increase the transition finance provided to Accommodation industry Set decarbonisation targets in Financed Scope 3 GHG emissions associated with the loan portfolio under the NACE sector Accommodation and Food Service activities Establish ESG scorecards in the loan origination process 	<ul style="list-style-type: none"> Set Green/Transition new lending internal KPIs in the Financial Plan of 2026-2028 including the NACE sector of Accommodation and Food Service activities The Bank explored to set decarbonisation target on NACE sector Accommodation and Food Service activities, however there is no available methodology at the moment Implements the ESG Due Diligence process in the loan origination process

Progress on Sustainable Development Goals			
SDGs	SDG target	KPIs	2025 performance
	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.	<ul style="list-style-type: none"> Number of individuals that had participated in trainings provided through the Bank's CSR actions in pillar Environment divided per subject per gender (e.g. fire-fighting training, etc) Total number of CSR activities/actions aiming to improve the reduction of forest fires prevention, sea pollution and biodiversity protection 	<ul style="list-style-type: none"> 60 SupportCY Volunteers (44%w/56%m) 55 programmes and activities under SupportCY / More than 320 training Hours Cyprus and Abroad 105 responses in fires, floods and other natural disasters 35 CSR programmes and activities (municipalities and communities)
	13.2 Integrate climate change measures into national policies, strategies and planning	<ul style="list-style-type: none"> Percentage (%) of electricity consumption decrease: % of electricity Consumption derived from eco-friendly sources or renewable sources of energy per total electricity consumption Scope 1 and Scope 2 GHG emissions to be reduced by 42% to become carbon Neutral by 2030 Steadily increase the transition finance provided to customers Set decarbonisation targets in Financed Scope 3 GHG emissions associated with the loan portfolio Establish ESG scorecards in the loan origination process 	<ul style="list-style-type: none"> 2% decrease in electricity consumption comparing 2025 with 2024 2.8% of electricity consumption derived from eco-friendly sources or renewable sources of energy per total electricity consumption Reduction of 24% in Scope 1 and Scope 2 GHG emissions compared to baseline Reduction of 14% in the carbon intensity metric of Mortgage portfolio compared to baseline of December 2022 €572mn Green gross loans as at 31 December 2025

Progress on Sustainable Development Goals			
SDGs	SDG target	KPIs	2025 performance
	13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	<ul style="list-style-type: none"> Total training hours on ESG and climate matters 	<ul style="list-style-type: none"> 977 hours of learning on staff relating to ESG
	<p>14.1 Prevention and significant marine pollution reduction of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.</p> <p>14.2 Sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.</p>	<ul style="list-style-type: none"> Total number of CSR activities/actions aiming to improve the reduction of sea pollution 	<ul style="list-style-type: none"> Bank of Cyprus' SupportCY initiative is the main project related to the protection of the environment, including marine pollution prevention when required. Expanded partnership with CYMEPA, an NGO with a principal aim the prevention of all forms of pollution of the sea.
	<p>17.14 Enhance policy coherence for sustainable development.</p> <p>17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnership.</p>	<ul style="list-style-type: none"> Number of partnerships established each year with NGOs, corporations, associations and governmental services 	<ul style="list-style-type: none"> 100+ partnerships targeting Health and Education ~€1.3mn of support channeled into Cypriot society through SupportCY Network