

ANNUAL GENERAL MEETING OF SHAREHOLDERS

15 May 2026

Bank of Cyprus Holdings PLC Headquarters

Remarks by Panicos Nicolaou,

Group Chief Executive Officer

Opening remarks: 2025 another strong year

Dear Shareholders,

Thank you for joining us for today's AGM. This is an important opportunity to take stock of 2025, to consider current performance and to outline our priorities over the coming years.

2025 was another strong year for Bank of Cyprus, in which we delivered:

- attractive profitability of €481 mn and;
- Return on Tangible Equity of 18.6% on a strong capital base with a CET1 ratio of 21.0%.

Our strong financial performance and capital generation in 2025 enabled us to significantly increase the shareholder distribution payout ratio to 70%, at the top end of our distribution policy. In total, the dividend out of 2025 earnings amounts to €305 mn or 70 cents per share.

We have built a strong track record of distributions to our shareholders. We have now paid almost €550 mn of cumulative distributions over the last two financial years. And we are committed to continuing to deliver attractive and sustainable shareholder returns, subject to market conditions.

Importantly, our strong performance also enabled us to maintain a robust capital position while increasing shareholder distributions. As such Bank of Cyprus is one of the most highly capitalised banks in the Euro area.

We were able to achieve this strong performance because our Bank is in very good shape:

- we have a diversified and efficient business model, holding leading positions in banking, insurance and payment solutions, as well as operating the leading mobile bank. This gives us a unique position in our relationships with our customers in Cyprus, and;
- we operate in an economy with good growth that has traditionally demonstrated resilience to external shocks.

I will now provide an overview of the performance of the Cypriot economy in 2025, before discussing that of the Group.

Operating environment: Cyprus continued to outperform the Euro area

Cyprus' diversified service-based economy continued to demonstrate resilience and growth despite ongoing geopolitical instability. The economy grew by 3.8% in 2025, significantly outperforming the Euro area average of 1.5%. Growth was broad-based, supported by the IT sector, record tourism arrivals, low unemployment and low inflation.

In addition, Cyprus' public debt to GDP continued to decline, falling to 55% as at December 2025, well below the Eurozone average of 88%. And the public finances strengthened in 2025, recording a budget surplus of 3.4% of GDP.

The vitality of the Cypriot economy is reflected in its strong sovereign credit ratings, three notches above investment grade.

Despite the current ceasefire agreement, the conflict in the Middle East has elevated global uncertainty, which in turn poses risks for the European and

global economies. And anything affecting the European economy, could also affect the Cypriot economy, through weaker tourism activity and higher energy prices.

The full impact of the conflict on the Cypriot economy remains uncertain and will depend largely on its duration. Nonetheless, Cyprus has consistently demonstrated remarkable flexibility and resilience in the face of external shocks, including the Covid pandemic, the war in Ukraine, and previous instability in the Middle East.

Furthermore, the Cypriot government's robust fiscal position enables it to take decisive action to mitigate adverse effects. Specifically, in response to heightened elevated energy costs, the government has introduced a comprehensive package of financial support measures totalling over €200 mn aiming to provide relief to both households and businesses. For individuals, it aims to ease the burden of increased living expenses, while for businesses—particularly those in the tourism sector—it offers targeted support to sustain operations and employment during this period of uncertainty.

Going forward, and despite the on-going conflict, forecasts from international and local agencies still suggest that GDP growth will remain strong in the medium term. Recent official forecasts suggest GDP growth in the range of 2.7-2.9% for 2026, compared to the previous forecast of c.3.0% for the year, due to the ongoing geopolitical tensions. As these forecasts suggest, the impact of the conflict on the economy of Cyprus, as per the current state of events, appears to be manageable. Naturally, as already mentioned, this will depend on how this conflict evolves in the future.

Financial year 2025: strong performance

2025 was another strong year for Bank of Cyprus, demonstrated by our financial and operational performance. We delivered attractive profitability with

profit after tax of €481 mn, equivalent to a solid ROTE of 18.6% and basic earnings per share of €1.10.

We supported our customers and the Cypriot economy with record new lending of €3 bn, a 23% increase year-on-year, while maintaining strict underwriting standards. Gross performing loans increased by 8% year on year to €10.9 bn.

We strengthened our capital and liquidity positions further, with our CET1 and Total capital ratios reaching 21.0% and 25.9% respectively and our retail funded deposit base increasing by 8% year on year to €22.2 bn. Our capital and liquidity ratios are among the highest in Europe.

And we maintained healthy asset quality with our NPE ratio falling to 1.2%.

As I have said, the strong performance in 2025 enabled us to significantly increase the shareholder distribution, both in terms of payout ratio to 70%, the top end of our Distribution Policy and quantum, to €305 mn, a 25% increase in total distribution year-on-year. We paid €87 mn or €0.20 per share, as an interim dividend in October 2025 which was the first time we have paid an interim dividend since 2011. The remaining €218 mn cash dividend or €0.50 per share, is scheduled to be paid in June 2026, subject to your approval today. This represents a total dividend per share of €0.70, a circa 45% increase in cash dividend year-on-year.

This distribution is by far the largest since we restarted paying dividends in 2022 and represents a 9% yield for 2025, based on the share price as at 31 December 2025.

All targets achieved in 2025

We met or exceeded our 2025 targets, giving us confidence that we will remain a very profitable bank in a normalised interest rate environment.

In summary we delivered:

- resilient NII of €731 mn. We were pleased with this result, which demonstrated that through higher loan and deposit volumes and increased hedging activity we were able to absorb the effect of rate reductions
- a strong cost efficiency ratio of 37%¹, reflecting our disciplined cost management
- cost of risk below 40 bps, demonstrating continued high asset quality
- a very healthy organic capital generation in excess of 400 bps (pre-distribution) that was well ahead of our full year target of c.300 bps;
- strong profitability with a ROTC of 18.6%.

In addition to achieving all of our targets in 2025 we continued to invest in our digital offering. We are proud to have the leading digital bank in Cyprus that offers our customers the ability to conduct all of their banking activities with us via their phone.

We offer anytime, anywhere, instant and automated credit decisions across products ranging from mortgages, car loans, credit cards, insurance and buy now pay later products. Moreover we support customers with their everyday banking needs during the different stages of their life, starting from a very young age where financial education is paramount, to their early adulthood years and beyond.

Our advanced digital offering has been widely recognised and for seven consecutive years we received from Global Finance, the World's Best Digital Bank in Cyprus award.

¹ Excluding special levy on deposits and other levies/contributions

The first three months of 2026

I will now briefly summarise some of the key points from our first quarter results for 2026, which we published on Monday and which are available on the Group's website.

We delivered another strong performance in the first three months of 2026.

- We recorded a profit after tax of €121 mn and our key performance metric, Return on Tangible Equity, remained strong at 18.0%, above our full year target for mid-teens returns.
- We demonstrated continued efficiency with a cost to income ratio of 37%¹.
- Our performing loan book grew by 7% year on year to €11.1 bn, supported by strong new lending of €829 mn.
- Our credit quality remained robust with an NPE ratio reduced to 1.1%
- Our balance sheet continues to benefit from a robust capital position - thanks to strong organic capital generation - and high liquidity.
- Our deposit base continues to increase, up 8% on the prior year, to €22.3 bn
- Our CET 1 ratio and Total capital ratio stood at 20.7%² and 25.5%² respectively, including 1Q2026 profits, net of the accrual for the ordinary dividend at 70% payout ratio

Our strong performance in the first quarter provides us with confidence in our ability to achieve our 2026 targets.

² Regulatory CET1 ratio and Total Capital ratio at 20.5% and 25.3% respectively

Priorities Going forward

On 3 March 2026 we held our Investor Update event in Athens, where we announced our strategic priorities and business plan for the next three years.

The business plan presented was drawn up prior to the events in Iran. To the extent that the economic environment in which we operate changes, so our plans will evolve.

Our priorities remain unchanged, which are to generate:

- sustainable and resilient profitability, and;
- attractive and sustainable shareholder returns.

The word 'sustainable' is deliberately chosen for each priority, reflecting the attitude of myself and my management team.

Those of you who have followed us over the past few years will recognise that we have consistently managed the Bank with a clear focus on delivery not only in the short term but also over the long term.

In order to achieve our strategic priorities, we announced several financial targets for the period 2026-2028.

We expect to deliver mid-teens ROTE over the next three years. This will be despite our capital ratios remaining well above 15%. Based on a 15% CET1 ratio, this would translate into a ROTE of over 20% throughout 2026-2028.

This level of profitability supports strong organic capital generation of 350- 400 bps per annum.

We will maintain our focus on careful cost management, as we have done for several years, while continuing to invest in IT, including AI. The cost to income ratio³ is expected to remain at c.40%³ throughout 2026-2028.

We will continue to protect our balance sheet and maintain high asset quality with continued application of meticulous underwriting standards. We expect the cost of risk to be at the lower end of our long established normalised range of 40 to 50 basis guidance over the next 3 years.

We remain committed to a meaningful distribution, introducing for the first time top-up dividends. We expect the total payout to reach up to 90% for 2026 profitability, and up to 100% per year in 2027 and 2028, well exceeding the top-end of our Distribution Policy of a 70% payout ratio.

These distributions are of course, subject to market conditions as well as the outcome of the Group's ongoing capital and liquidity planning strategy at the time.

Closing remarks

In summary, Bank of Cyprus' performance was strong in 2025, which enabled us to deliver on our commitment of attractive shareholder returns, with a 25% increase in the total distribution year-on-year. To reiterate, the €305 mn distribution from 2025 earnings is by far the largest since we restarted paying dividends in 2022.

Today the Bank is in very good shape. It is the leading bank in Cyprus with strong customer relationships and has the leading digital bank. In addition, it operates in an economy that has traditionally demonstrated resilience to external shocks and consistently outperforms the Euro area.

³ Excluding special levy on deposits and other levies/contributions

This, combined with our proven ability to successfully execute our strategy, gives us confidence today in our ability to deliver sustainable and increasingly attractive shareholder returns over the coming years.

Nevertheless, geopolitical uncertainty remains high and the extent of the impact on the Cypriot economy is unclear. The actions we have taken in recent years, coupled with our strong performance in 2025, mean that Bank of Cyprus is well positioned to deal with the current uncertainty. However, to the extent that the economic environment in which we operate changes, so our plans will evolve.

At the heart of our business are our customers. As we demonstrated in 2025 with, for example, the launch of the first digital housing loan in Cyprus, we will continue to innovate and enhance our products and services to meet our customers' needs and ensure that they have the best experience possible.

As the leading financial services group in Cyprus, Bank of Cyprus is at the centre of Cyprus' economy. It is a responsibility that we take seriously. The Bank is a major contributor to Cypriot society and culture. Our multi-decade support for the Bank of Cyprus Oncology Centre and the Bank of Cyprus Cultural Foundation are two clear examples among many others. The Bank will remain a pillar of stability to the Cypriot economy and a proud supporter of Cypriot society and culture.

Everything that we do at Bank of Cyprus is a team effort. Thank you to the members of my executive team and to all of my colleagues whose commitment to serving our customers and delivering results drives our performance.

Thank you, our shareholders, for your investment and constructive engagement during the year.

I am also grateful to the Chairman and the Board of Directors for their continued support and trust.

I am proud and honoured to lead Bank of Cyprus.

Thank you.