



**Stock award, in the context of the Performance Incentive Program (PIP) for the year 2023, to Executives of the Senior Leadership Team [2.5.2024]**

The Board of Directors of **Alpha Services and Holdings S.A.** (hereinafter the “**Company**” or the “**Issuer**”) at its meeting held on **28.3.2024**, in the context of implementing the Performance Incentive Program (PIP) for the year **2023** for Executives of the Senior Leadership Team of Alpha Bank S.A. (hereinafter the “**Executives**”), taking into account: **(i)** the resolution of the Ordinary General Meeting (hereinafter the “**OGM**”) of the Issuer dated **July 27, 2023**, by virtue of which, *inter alia*, a four-year **Stock Award Plan** (hereinafter the “**Plan**”) was introduced, which provides, in accordance with article 114 of law 4548/2018, for the free distribution of up to 35,000,000 own, common, dematerialized shares of the Company (hereinafter the “**Shares**”), a number corresponding to 1.5% of the Company’s current paid-in share capital, which can be allocated during the Plan’s four-year period, from 2023 to 2027, to Members of the Management Team, Material Risk Takers (MRTs) and other Employees of the Company, including those providing services on a permanent basis pursuant to article 114 par. 1 of law 4548/2018, and its Affiliated Companies, within the meaning of article 32 of law 4308/2014 (hereinafter the “**Beneficiaries**”) and **(ii)** the resolution of the Board of Directors of the Issuer dated **1.9.2023** by which the **Regulation of the Plan** (hereinafter the “**Regulation**”) was approved, in the context of the implementation of the Plan, resolved that:

- Up to 2,760,776 Shares in total shall be awarded to twenty (20) Executives under the abovementioned PIP for the year 2023.
- The award of the Shares shall be subject to all applicable terms and conditions set in the Regulation (including deferral, retention, malus and clawback, etc.).
- Pursuant to the Regulation, the award of the Shares to each Beneficiary shall be calculated based on the Volume Weighted Average Price (VWAP) of the Shares of the Issuer in the month preceding such award and, in particular, on the reference price of Euro 1.7164 in February 2024.
- Further to the above and in accordance with the PIP for the year 2023, the vesting periods set are the following:

<b>Vesting Period</b>	<b>Number of Beneficiaries</b>	<b>Number of Shares (*)</b>
September 2024	20	1,104,292
September 2025	20	331,278
September 2026	20	331,278
September 2027	20	331,278
September 2028	20	331,278
September 2029	20	331,372
<b>Total of Shares</b>		<b>2,760,776</b>

(\* Subject to regulatory and corporate approvals as well as to certain conditions and provisions set in the Remuneration Policy, in the terms of awarding under the PIP for the year 2023 and in the applicable legislative and regulatory framework, each Beneficiary may choose to receive 50% of the amount of the PIP for the year 2023 in cash on the same vesting dates.

The Shares have been acquired by the Company through the Share Buyback Program, as approved by the OGM of the Issuer held on July 27, 2023.