



Stock award to Executives and Employees, in the context of implementation of the Stock Award Plan [22.06.2026] Correct Repetition

The Board of Directors of Alpha Bank S.A. (hereinafter the “Bank” or the “Issuer”) at its meeting held on 27.05.2026, in the context of implementing the Combined Bonus Plan – CBP for the year 2025 (CBP 2025) for Executives of the Senior Leadership Team, Material Risk Takers (MRTs) and other Employees of the Bank 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”), taking into account: (i) the resolution of the Extraordinary General Meeting of the Shareholders of the Bank dated 12.6.2025 by virtue of which, the establishment and implementation of a Stock Award Plan (hereinafter the “Plan”) was introduced, and (ii) the resolution of the Board of Directors of the Bank dated 31.7.2025 by virtue of which the Regulation of the Plan (hereinafter the “Regulation”) was approved, in accordance with the Group Remuneration Policy and the applicable legal and regulatory framework, under which there are four different vesting periods (during the first fifteen (15) business days of months of January or May or June or September) resolved as follows:

- The award of 4,209,501 own, common, dematerialized shares of the Bank (the “Shares”) in total to 1,260 Beneficiaries under the abovementioned Combined Bonus Plan – CBP for the year 2025.
- The award of the Shares is subject to all applicable terms and conditions set in the Regulation (including deferral, retention, malus and clawback, etc.), where applicable in accordance with the legal and regulatory framework and the Group Remuneration Policy.
- Pursuant to the Regulation, the award of the Shares to each Beneficiary is calculated based on the Volume Weighted Average Price (VWAP) of the Shares of the Issuer in the month preceding such award and, in particular, the above Shares were awarded in the price of Euro 3.6537 of VWAP April 2026.
- Further to the above and in accordance with the Combined Bonus Plan – CBP for the year 2025, the vesting periods for the above Shares are the following:



Vesting Period	Number of Beneficiaries	Number of Shares
June 2026	1,260	2,645,403
June 2027	125	142,391
June 2028	125	295,714
June 2029	125	399,421
June 2030	125	399,589
June 2031	34	326,983
Total:		4,209,501

The Shares have been acquired by the Bank through the Share Buyback Program, as approved by the resolution of the Extraordinary General Meeting of the Shareholders of the Bank held on June 12, 2025.