



Press Release

Alpha Bank raises the bar: €1,600 minimum wage and children's savings account for the first time in a collective agreement

- *Minimum salary at Euro 1,600 and housing loans protection mechanism*
- *Targeted financial assistance of up to Euro €1,800 for the two-year period 2026–2027*
- *“Alpha Junior Savings Account” savings program for underage children of employees*

Alpha Bank and the Alpha Bank Personnel Union signed the **new Corporate Collective Bargaining Agreement (E.S.S.E.)** for the period 2026-2028, confirming that the Bank's sustainable growth is based on steadily investing in its people and in long-term social stability.

The Agreement forms part of Alpha Bank's strategy to realize its corporate Purpose –“to enable progress in life and entrepreneurship for a better tomorrow”– and fulfil its Values, starting with its own people. It is part of a broader plan aimed at creating a modern working environment at Alpha Bank, based on objective European banking **evaluation and reward standards, systematic skills development**, and the enhancement of the **employees' career prospects**.

The new Agreement, combined with the competitive variable remuneration system, the continuous enrichment of training programs, the broad framework of other benefits and, of course, the creation and support of the Professional Insurance Fund, establish a framework of prospects for the Bank's personnel.

The central pillar of the new Agreement is the **strengthening of the financial security** of employees and the substantial **support of the family** at every stage of life.

Support and protection of incomes in a volatile environment

Effective as of July 1, 2026, **a minimum monthly salary of Euro 1,600** is established for every new employee with an employment contract of indefinite duration, while provisions are in place for salary adjustments, where required. At the same time, a preventive protection mechanism for **personnel housing loans** is established, with the Bank covering the difference in the interest rate difference when the 3M Euribor rate exceeds 2.25%, for loan balances up to Euro 300,000, thus strengthening the stability of family budgets. Additionally, the **interest rate on personal loans will be reduced to 1%** as of April 1, 2026.

Targeted emergency financial assistance based on social criteria

With the aim of supporting its personnel, Alpha Bank is introducing an emergency **financial assistance** for the two-year period 2026–2027 **in the form of food vouchers**, based on clearly defined annual income and family status criteria.

The assistance applies to employees with an annual income of up to Euro 42,000 (or up to Euro 50,400 for employees with three or more children) and is structured as follows over the two-year period:

- Euro 850 for employees without children,
- Euro 1,050 for employees with one child,
- Euro 1,250 for employees with two children,
- Euro 1,800 for employees with three or more children.

This intervention covers a broad range of the Bank's human resources and specifically supports



middle and lower incomes, with a focus on families with increased obligations.

Investing in the next generation: Innovative savings program for employees' children

The new Corporate Collective Bargaining Agreement introduces the "**Alpha Junior Savings Account**," a long-term savings institution for the children of employees. This is a pioneering initiative for Greece, offering features that are aligned with established European models of investment accounts for children.

The Bank will pay a **monthly contribution for each child from the age of 6 and up to the age 18 (inclusive)**, setting up a personalized account that is invested in the "Alpha Create" program, with the option of choosing an investment profile. An increased contribution is foreseen for employees with three or more children.

The capital remains blocked until adulthood, serving as an essential financial asset for the start of adult life, while also contributing to the promotion of financial literacy and a long-term savings culture.

Comprehensive family and social support framework

The Agreement incorporates a **comprehensive social policy framework** that enhances inclusion and creates stable support conditions for the Bank's human resources:

- Increase of childbirth and adoption allowance to Euro 3,000.
- Adjustment of nursery allowance to Euro 340 per month and Euro 170 for home childcare.
- Annual financial support of Euro 3,000 for employees with children with disabilities ($\geq 67\%$).
- Annual allowance of Euro 1,500 for employees with disabilities ($\geq 67\%$).
- Annual allowance of Euro 1,500 for widowed working parents.
- One-off allowance of Euro 2,000 for children admitted for study in university schools located than 100 kilometers away from their permanent residence.
- Annual free medical check-up for all employees.

The new Collective Bargaining Agreement reaffirms the Bank's firm commitment to **safeguarding employment and ensuring a responsible, fair, and smooth transition to the new digital era.**

Valid until December 31, 2028, the new Corporate Collective Bargaining Agreement is part of the Group's broader plan for the professional development and promotion of its executives, the attraction and repatriation of talent, and the phased renewal of its personnel. With consistency and a long-term horizon, the Bank seeks to consolidate its position as an employer of reference in the Greek market, linking its business progress and growth with meaningful rewards for its people.