



## MAIL VOTE FORM

### FOR THE REMOTE VOTING WHICH WILL TAKE PLACE BEFORE THE ORDINARY GENERAL MEETING OF SHAREHOLDERS OF "ALPHA SERVICES AND HOLDINGS S.A." ON 21.5.2025

The undersigned Shareholder of "Alpha Services and Holdings S.A." or the legal representative or proxy thereof:

Full Name/Company Name : .....

Father's Name : .....

Representative (for Legal Entities) : .....

Certification : ID Card No: ..... Tax Registration No: .....

General Commercial Registry (GEMI) No: .....

Address/Headquarters : .....

Mobile Telephone Number : .....

E-mail : .....

Investor Account Number in the DSS : .....

Number of Shares : .....

- ☐ the total number for which I will have a voting right on the "record date", as defined in article 124 par. 6 of law 4548/2018 and in the Invitation to the Ordinary General Meeting of Shareholders of "Alpha Services and Holdings S.A." (i.e. on **Friday, May 16, 2025**)
- ☐ ..... (exact number of shares)

I have taken cognizance of the Invitation to the Ordinary General Meeting of Shareholders of "Alpha Services and Holdings S.A.", which will take place remotely in real time via teleconference without the physical presence of Shareholders on **Wednesday, May 21, 2025 at 10:00 a.m.** or at any other time, due to adjournment, postponement, continuance or iteration of the initial Meeting, and I hereby notify:

- ☐ My vote
- ☐ The vote of the Shareholder I represent

as follows:

**Please mark your voting preference with an "x".**

	ITEMS OF THE AGENDA	FOR	AGAINST	ABSTAIN
1.	Approval of the Annual Separate and Consolidated Financial Statements of the financial year 2024 (1.1.2024 - 31.12.2024), together with the relevant reports of the Board of Directors which are accompanied by the Statutory Certified Auditors' Report.			
2.	Approval of dividend distribution of an amount of Euro 70,259,328.43 in cash.			
3.	a) Approval of the distribution of an amount of Euro 48,235 of the Company's Intragroup dividends to Company's Staff. Granting of authorization to the Board of Directors. b) Distribution of an amount of up to Euro 14.5 million by Group Companies to their eligible Staff. Granting of authorization to the Board of Directors.			
4.	Approval of the overall management for the financial year 2024 (1.1.2024 - 31.12.2024) as per article 108 of law 4548/2018 and discharge of the Statutory Certified Auditors for the financial year 2024, in accordance with article 117(1)(c) of law 4548/2018.			

	ITEMS OF THE AGENDA	FOR	AGAINST	ABSTAIN
5.	Appointment of Statutory Certified Auditors for the statutory audit of the Financial Statements and the assurance of sustainability reporting for the financial year 2025 (1.1.2025 - 31.12.2025) and approval of their fee.			
6.	Submission of the Activity Report of the Audit Committee for the year 2024, in accordance with article 44 of law 4449/2017 (non-voting item).	WITHOUT VOTING		
7.	Submission of the Report of the Independent Non-Executive Members, according to article 9 par. 5 of law 4706/2020 (non-voting item).	WITHOUT VOTING		
8.	Announcement on the election by the Board of Directors of two (2) new Members of the Board of Directors in replacement of the Members who have tendered their resignation (non-voting item).	WITHOUT VOTING		
9.	Deliberation and advisory vote on the Remuneration Report for the financial year 2024, in accordance with article 112 of law 4548/2018.			
10.	Approval of the Members of the Board of Directors' remuneration for the financial year 2024 (1.1.2024 - 31.12.2024).			
11.	Approval, in accordance with article 109 of law 4548/2018, of the advance payment of remuneration to the Members of the Board of Directors for the financial year 2025 (1.1.2025 - 31.12.2025).			
12.	Approval, in accordance with article 86 of law 4261/2014, of an increase of the maximum ratio between the fixed and variable components of remuneration.			
13.	Approval of the updated and amended Remuneration Policy of the Members of the Board of Directors in accordance with articles 110 and 111 of law 4548/2018.			
14.	Approval of the updated and amended Suitability and Nomination Policy for the Members of the Board of Directors.			
15.	Early termination of the Company's Share Buyback Program approved and amended by the Ordinary General Meeting of Shareholders dated 27.7.2023 and 24.7.2024 respectively, in accordance with article 49 of law 4548/2018.			
16.	Establishment of a new Share Buyback Program in accordance with article 49 of law 4548/2018 and authorization to the Board of Directors for its implementation.			
17.	Amendment to the Company's Stock Award Plan, in accordance with article 114 of law 4548/2018 and authorization to the Board of Directors for its implementation.			
18.	Announcement to the Ordinary General Meeting of the Shareholders of the Company, according to article 97 par. 1(b) of law 4548/2018, of any cases of conflict of interest and agreements of the financial year 2024 which fall under article 99 of law 4548/2018 (non-voting item).	WITHOUT VOTING		
19.	Granting of authority, in accordance with article 98 par. 1 of law 4548/2018, to the Members of the Board of Directors and the General Management as well as to Directors of the Company to participate in the boards of directors or in the management of companies having purposes similar to those of the Company.			

## INSTRUCTIONS

1. In the case that this mail vote is forwarded by a shareholder proxy, the appointment of the proxy is required to have been **made at least forty-eight (48) hours before** the date of the General Meeting, i.e. **no later than** on **19.5.2025 at 10:00 a.m.** After this date, it will not be possible to participate by proxy in the voting that will take place before the General Meeting. The relevant authorization (filled-in authorization form) should be submitted together with the participation form in the teleconference.
2. This form, filled-in and signed, with the signature authenticity verified, is submitted to the Shareholders' Department at 17-19 Papastratou Street, Piraeus or is sent digitally signed by using a recognized digital signature (qualified certificate) by the representative or the Shareholder or the proxy by e-mail to [ShareholdersDepartment@alphaholdings.gr](mailto:ShareholdersDepartment@alphaholdings.gr) **at least twenty-four (24) hours before** the date of the General Meeting, i.e. **no later** than on **20.5.2025 at 10:00 a.m.**

....., .....2025  
(Place) (Date)

.....  
(Signature)  
(Verification of signature)