



## Press Release

### Alpha Bank supports female empowerment and the equal representation of women on Boards of Directors

*The “European Women on Boards” and the “Women on Top Greece” organizations held a joint event under the auspices of the Bank*

An event about the **equal representation of women on Boards of Directors** was hosted on Wednesday, November 2, by **Alpha Bank**, confirming its will and determination to take the lead in promoting equal opportunities and in strengthening the position of women in the workplace and in entrepreneurship. The event, titled **“How to Prepare for Becoming a Board Member - Powered by Alpha Bank”**, was organized by **European Women on Boards** and **Women on Top Greece**, marking the launch of the two organizations’ cooperation, while the initiative was placed under the **auspices of Alpha Bank** and was personally supported by the **Group CEO, Vassilios Psaltis**.

Successful women, among them Members of the Greek Parliament and the scientific community as well as representatives of female entrepreneurship, came together at the Alpha Bank Headquarters to attend the event and exchange views, ideas and experiences.

*“For us at Alpha Bank, supporting this joint action constitutes **another link in the chain of our responsibility to support in practice diversity and inclusion in our business culture and, certainly, in all aspects of our corporate and social activity.** Companies that embrace diversity are more successful and also follow social and economic developments more closely. It is only by **accepting diversity** that each group can make the most of the skills of its members for the benefit of the common effort, and each individual can fulfill his or her goals and aspirations. In this direction, the initiatives of Women on Top Greece and European Women on Boards help raise public awareness and create a reference framework for gender equality. **Alpha Bank is and will continue to be a supporter and advocate of this effort,**”* Mr. Psaltis pointed out in his address during the event’s opening.

**Kristen Anderson, Vice Chair of European Women on Boards**, also gave a brief address, in which she outlined the objectives and actions of the organization in accordance with the relevant EU Directive on equality between men and women, stressing the need for more diversity and for the equal representation of women on Boards of Directors and in decision-making processes.

In the main part of the event, two interesting **discussion panels** were held **with the participation of acclaimed professionals**. In the first one, moderated by **Stella Kasdagli**, Co-Founder of Women on Top Greece, **Elena Stylianou**, Managing Partner of RSM Greece, and **Petros Michos**, Founder of Searchlight Partners, gave an overview of **the emerging landscape regarding the participation of women in Boards of Directors in Greece and in the European Union**. In the second one, **Rania Ekaterinari**, Board Member and senior strategy advisor for large companies, **Myrto Papathanou**, Partner in Metavallon VC and Board Member of Thrace Group, **Maria Georgalou**, Non-Executive Board Member at Fournalis, and **Elli Andriopoulou**, Independent Non-Executive Board Member at Alpha Bank, shared with the audience their experiences from their participation in Boards of Directors. The panel was moderated by **Ani Filipova**, Founder of Change Advisory Ltd.

**Steadfast commitment to women’s empowerment and entrepreneurship – a package of actions and initiatives by Alpha Bank**

This event serves to underline the progress that Alpha Bank has made in the area of female



empowerment over the last three years, with the most significant development being the **increase in the representation rate of women on its Board of Directors to over 30%** last July. At the same time, **women today account for 62% and 56% of the Employees at Group level and in Greece**, respectively, while **57% of the Executives holding managerial and other positions of responsibility across the Group are women**.

Alpha Bank is committed to actively and continuously supporting its female Employees in their professional and personal development and in **balancing the demands of the multiple roles** they are called to undertake in their family and in their work environment. The Bank aspires to create a work culture that will **encourage integration and respect for diversity**, as it has developed initiatives and policies that ensure **equality in the entire range of its activities**.

Alpha Bank **supports women throughout their life cycle** by establishing innovative empowerment and mentoring programs. More specifically, the Bank, in the context of its Corporate Responsibility and **in cooperation with the NGO Women Do Business**, created the **“Grow Aware” Academy**, whose purpose is to provide **counseling and guidance to female former Alpha Bank Employees over the age of 40**, so that they can create their own social enterprise. Thirty (30) women have already “graduated” from the academy’s first cycle, with **one participant having already created her own business**. Additionally, through the **“Young Female Investors”** program, Alpha Bank trains **16-18-year-old teenage girls** in financial matters and helps them lay the foundations for the implementation of their business ideas, while at the same time it implements **innovative job shadowing programs** for female students, daughters of its Employees, like the **“Bankers & Daughters”** program, providing to teenage women vocational guidance as well as the opportunity to familiarize themselves with the jobs and the particular requirements of the banking industry, especially in Alpha Bank Divisions in which women are underrepresented. Moreover, the Bank supports actions to strengthen female entrepreneurship in the **Greek regions**, providing **counseling on the creation of new businesses**.

In addition to the equal development opportunities that it provides to its female Executives, in 2021 the Bank established the **A.W.A.R.E. (Alpha Women. Authentic, Resilient, Empowered)** program for their further empowerment. A.W.A.R.E. has since evolved into the individual sub-programs “Trading Alpha Brains” and “SheforHe”. **“Trading Alpha Brains”** aims to bring together female Executives from various Divisions and encourage them to exchange experiences, share their knowledge and identify common challenges and ways of dealing with them, by dividing them into Mentors and Mentees. In the **“SheforHe”** program, women **Mentors** are assigned the mentoring of newly-recruited male colleagues, in order to help them adapt smoothly to the culture of the Organization and build the professional skills that will enable them to achieve their goals.

It should be noted that Alpha Bank was **the first Greek bank to be included in Bloomberg’s Gender Equality Index** and has consistently continued to do so for **the last four years**, while in March 2022 it was the **first in the domestic banking industry** to adopt an up-to-date framework against bullying and harassment at the workplace, by **signing a relevant Special Corporate Collective Labor Agreement**.