



Press Release

Alpha Bank included in the Bloomberg Gender-Equality Index (GEI) for the fifth consecutive year

Driven by its unwavering commitment to promoting **equal opportunities** and **respect for diversity** at the workplace and in business, **Alpha Bank has been included for the fifth consecutive year in the Bloomberg Gender-Equality Index (GEI)**. Alpha Bank was the first Greek bank to be included in the Index and is currently one of five (5) Greek companies in a total of 418 organizations participating in the Index worldwide.

The Bank's solid presence in the Index is proof of the progress made by the Group on **Diversity, Equality and Inclusion issues**, which aim at strengthening a **work culture** that promotes the continuous empowerment of Employees, alongside related policies for equal pay, equal opportunities for personal and professional development and equal evaluation and rewards.

The emphasis that Alpha Bank places on female empowerment is reflected by the fact that, in 2022, the **representation of women in the Bank's Board of Directors exceeded 30%**. At the same time, **women today account for 62% and 56% of Employees at Group level and in Greece**, respectively, while **57% of the executives holding Manager-level and other positions of increased responsibility across the Group are women**.

Alpha Bank Group Chief Human Resources Officer, Fragiski Melissa, made the following statement: *"For us at Alpha Bank, **Diversity, Equality and Inclusion are the foundations** on which we are building the **Bank of Tomorrow**. The recognition that we receive for our performance on female empowerment is a source of pride."*

Actions in support of female empowerment

Through innovative mentoring programs, Alpha Bank is actively supporting women at every stage of their lives and careers. As part of the Bank's Corporate Responsibility strategy, in **2022**, Alpha Bank, in collaboration with the **NGO "Women Do Business"**, organized the **"Leadership Academy for Women Leaders"**, a **three-month Online Empowerment Academy** attended by 30 female Manager-level executives of the Bank's Branch Network.

The two organizations also created a **three-month Online Empowerment and Entrepreneurship Academy**, which provided 30 former female Alpha Bank Employees with training on how to create their own social enterprise.

The starting point of all internal actions in support of female empowerment was **the program "A.W.A.R.E."** (Alpha Women. Authentic, Resilient, Empowered), which was introduced by the Bank in **2021** and has since evolved into the individual programs **"Trading Alpha Brains"** and **"SheforHe"**.

Bloomberg Gender-Equality Index (GEI)

The Bloomberg Gender-Equality Index (GEI) is one of the most credible indices on gender equality issues globally and today includes 418 companies in 45 countries. A key source of information for the global investment community the Index assesses listed companies from all sectors of the economy using criteria related to Environmental, Social and Corporate Governance (ESG) issues, which are becoming increasingly important in investment decision-making.