

Information Document [11.2.2021]

Pursuant to article 1 par. 5 (h) of Regulation (EU) 2017/1129 of the European Parliament and of the Council of 14 June 2017 with respect to the admission to trading of shares of Alpha Bank S.A. in implementation of the Stock Options Plan.

The Société Anonyme under the corporate name “ALPHA BANK S.A.” and the trade name “ALPHA BANK” (the “Bank”), pursuant to article 1 par. 5 (h) of Regulation (EU) 2017/1129 of the European Parliament and of the Council of 14 June 2017 and following its relevant announcement dated 31.12.2020, hereby informs the investors regarding the approved Stock Options Plan (the “Plan”) for Employees of the Bank and its Affiliated Companies, which was established for the five-year period 2020-2024 by a resolution of the Annual Ordinary General Meeting of Shareholders dated July 31, 2020 and, in particular, regarding the first year of the Plan’s implementation, as follows:

On 4.9.2020, the resolution of the Annual Ordinary General Meeting of Shareholders of the Bank dated 31.7.2020, which approved the establishment and implementation of a five-year Stock Options Plan, in the form of stock options rights for the acquisition of newly-issued shares, according to article 113 of Law 4548/2018, to be granted to Employees of the Bank and its Affiliated Companies within the meaning of article 32 of Law 4308/2014, was registered with the General Commercial Registry (GEMI) through the Directorate of Companies/Department of Insurance Sociétés Anonymes and Financial Institutions of the Ministry of Development and Investments, with the registration code number 2210142.

In line with the Bank’s Remuneration Policy, the purpose of the Plan is to provide for a means of payment to Employees of the Bank and its Affiliated Companies of the part of the variable remuneration payable in instruments (in kind), while at the same time aligning the incentives of the Employees with the long-term interests of the Bank. Participants acquire a direct equity interest in the Bank and link their performance to the future performance of the Bank and its Group in general, as reflected in the increase in the share value of the Bank.

In implementation of the Plan, the Board of Directors of the Bank at its meeting dated 30.12.2020: (a) approved the Regulation of the Plan and (b) granted Stock Options Rights, in the framework of the Performance Incentive Programs for the fiscal years 2018 and 2019, to Material Risk Takers (MRTs) of the Bank and its Affiliated Companies.

During the first Exercise Period of the granted Stock Options and in particular during the period from January 4, 2021 to January 29, 2021, 86 Employees of the Bank and its Affiliated Companies exercised Stock Options

and proceeded with the due and timely payment of the relevant amount in the special bank account kept in the name of the Bank.

In total, 2,281,716 Options were exercised for the subscription of the corresponding number of common, nominal, paperless shares of the Bank, with a nominal value of Euro 0.30 per share and an exercise price of Euro 0.30 per share as well. The payment in cash of the subscription amount for the above shares was made duly and amounted to the total amount of Euro 684,514.80. The percentage of the Rights that have been exercised and respectively of the Shares that will be issued following the share capital increase of the Bank is 0.15% of the existing share capital of the Bank. By way of the resolution of the Board of Directors of the Bank, dated 9.2.2021, the share capital of the Bank increased by the amount of Euro 684,514.80 by payment in cash and by the issuance of 2,281,716 new, common, nominal shares with a nominal value of Euro 0.30 each. Such resolution was registered on 11.2.2021 with the General Commercial Registry (GEMI) through the Directorate of Companies/Department of Insurance Sociétés Anonymes and Financial Institutions of the Ministry of Development and Investments, with the registration code number 2476038.

Following the above share capital increase in cash, the share capital of the Bank amounts to Euro 463,794,329.10 divided into 1,545,981,097 common, nominal shares with voting rights with a nominal value of Euro 0.30 each.

The above 2,281,716 new shares will be issued in the name of the Beneficiaries/Employees of the Bank and its Affiliated Companies who exercised their Stock Options Rights. The Bank will follow the procedure for the admission of the above new shares to listing and trading on the Athens Exchange (the "ATHEX"), in accordance with the provisions of the ATHEX Rulebook and the relevant resolutions of the Board of Directors of the ATHEX. It is expected that the new shares will be admitted to trading on the second business day following the approval of the admission by the ATHEX. These shares will be registered with the ATHEX Hellenic Central Securities Depository (ATHEX HCSD) records and the ATHEX Dematerialized Securities System investor shares and accounts of the above Beneficiaries, as provided by the law. The Bank will inform the public about the exact date of admission of the new shares to be traded on the ATHEX.

The persons responsible for compiling this information document and for the accuracy of its content are:

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This Information Document can be obtained by the interested parties in electronic form via the Bank's website (www.alpha.gr). For any further information the interested parties may contact the Bank's Shareholders' Section via e-mail at ShareholdersSection@alpha.gr and, during working days and hours, via telephone at +30 210 343 6721 (Mr. Dimitrios G. Vogiatzis).