



Stock award to Executives and Employees, in the context of implementation of the Stock Award Plan [7.5.2025]

The Board of Directors of Alpha Services and Holdings S.A. (hereinafter the “Company” or the “Issuer”) at its meeting held on 6.5.2025, in the context of implementing the Combined Bonus Plan – CBP for the year 2024 (CBP 2024) for Executives of the Senior Leadership Team, Material Risk Takers (MRTs) and other Employees of the Company including those providing services on a permanent basis pursuant to article 114 par. 1 of law 4548/2018, and its Affiliated Companies, within the meaning of article 32 of law 4308/2014 (hereinafter the “Beneficiaries”), taking into account: (i) the resolution of the Ordinary General Meeting (hereinafter the “OGM”) of the Issuer dated July 27, 2023 and (ii) the resolutions of the Board of Directors of the Issuer dated 1.9.2023 and 15.4.2025 by virtue of which the Regulation of the Plan (hereinafter the “Regulation”) was approved and amended accordingly, in accordance with the Group Remuneration Policy and the applicable legal and regulatory framework, under which there are four different vesting periods (during the first fifteen (15) business days of months of January or May or June or September), resolved as follows:

- The award of 5,745,429 own, common, dematerialized shares of the Company (the “Shares”) in total to 1,177 Beneficiaries under the abovementioned Combined Bonus Plan – CBP for the year 2024.
- The award of the Shares is subject to all applicable terms and conditions set in the Regulation (including deferral, retention, malus and clawback, etc.), where applicable in accordance with the legal and regulatory framework and the Group Remuneration Policy.
- Pursuant to the Regulation, the award of the Shares to each Beneficiary is calculated based on the Volume Weighted Average Price (VWAP) of the Shares of the Issuer in the month preceding such award and, in particular, the above Shares were awarded in the price of Euro 2.0646 of VWAP April 2025.
- Further to the above and in accordance with the Combined Bonus Plan – CBP for the year 2024, the vesting periods for the above Shares are the following:

Vesting Period	Number of Beneficiaries	Number of Shares
May 2025	1,177	3,288,994
May 2026	102	119,889
May 2027	102	604,633
May 2028	102	604,633
May 2029	102	604,799
May 2030	32	522,481
Total:		5,745,429

The Shares have been acquired by the Company through the Share Buyback Program, as approved and amended by the resolutions of the Ordinary General Meetings of the Shareholders of the Company held on July 27, 2023 and July 24 2024, accordingly.