

Information Document 8.10.2025

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**” (hereinafter the “Bank” or the “Issuer”), 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 Ordinary General Shareholder Meeting dated May 21, 2025, which, in view of the completion of the Reverse Merger [i.e. the merger by absorption of Alpha Services and Holdings S.A. (hereinafter the “Absorbed Company”) by Alpha Bank S.A.], approved the Stock Options Plan, as it had been originally approved by the Ordinary General Meeting of the Shareholders of the Absorbed Company dated July 31, 2020 (hereinafter the “Plan”), and further resolved to continue the Plan’s implementation for the two remaining vesting periods following the completion of the Reverse Merger (i.e. September 2025 and September 2026), as well as the Absorbed Company’s announcement dated 22.7.2022, hereby informs the investors regarding the approved Stock Options Plan for Employees of the Absorbed Company and its Affiliated Companies (hereinafter the “Beneficiaries”), as follows:

On 11.6.2025, the resolution of the Ordinary General Shareholder Meeting of the Bank dated 21.5.2025, which, in the view of the completion of the Reverse Merger, approved the establishment and implementation of the Stock Options Plan, as it had been originally approved by the Ordinary General Meeting of the Shareholders of the Absorbed Company dated July 31, 2020, was registered with the General Commercial Registry (GEMI) through the Directorate of Companies, Department of Financial Institutions, Insurance Companies and Public Utilities of the Ministry of Development, with registration code number 5399516.

The purpose of the Plan, since its initial establishment, is to provide for a means of payment to the Beneficiaries of the part of the variable remuneration payable in instruments (in kind), while at the same time aligning the incentives of the Beneficiaries with the long-term interests of the Bank and its Group. 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 Absorbed Company, by its resolutions dated 30.12.2020, 16.12.2021, 21.7.2022 and 15.12.2022, approved and amended accordingly the Plan’s Regulation (hereinafter the “Regulation”).

Subsequently, the Board of Directors of the Absorbed Company, as mentioned in the respective announcement of **22.7.2022**, at its meeting dated **21.7.2022** granted Stock Options Rights, in the framework of the Performance Incentive Program (PIP) for the fiscal year **2021** to Beneficiaries.

Following the above resolutions in the framework of the PIP for the fiscal year 2021 during the Exercise Period of the granted Stock Options Rights, and in particular from **September 1, 2025**, to **September 15, 2025**, **36** Beneficiaries exercised Stock Options Rights 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, **137,322** Stock Options Rights were exercised for the subscription of the corresponding number of common, registered, dematerialized shares of the Bank, of a nominal value of **Euro 0.29** per share and an exercise price of **Euro 0.29** per share as well. The payment in cash of the subscription amount for the above shares was made duly and amounted to Euro **39,823.38** in total. The percentage of the Stock Options Rights that have been exercised and, respectively, of the Shares that will be issued following the share capital increase of the Bank is **0.006%** of the existing share capital of the Bank.

By way of the resolution of the Board of Directors of the Bank dated **26.9.2025**, the share capital of the Bank increased by the amount of Euro **39,823.38**, through payment in cash and by the issuance of **137,322** new, common, registered shares of a nominal value of **Euro 0.29** each. Such resolution was registered on 8.10.2025 with the General Commercial Registry through the Directorate of Companies, Department of Financial Institutions, Insurance Companies and Public Utilities of the Ministry of Development, with registration code number 5585989.

Following the above share capital increase through payment in cash, the share capital of the Bank amounts to Euro **671,425,793.82**, divided into **2,315,261,358** common, registered shares with voting rights of a nominal value of Euro **0.29** each.

The above **137,322** 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 (ATHEXCSD) records and the ATHEX Dematerialized Securities System (DSS) 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 (<https://www.alpha.gr>).

For any further information, the interested parties may contact the Bank's Shareholders' Department via e-mail at ShareholdersDepartment@alpha.gr and, during working days and hours, via telephone at +30 210 343 6721 (Mr. Dimitrios G. Vogiatzis).