



EXCERPT FROM THE MINUTES
OF THE AUDIT COMMITTEE
MEETING OF 27.7.2023

On Thursday, July 27, 2023, the Audit Committee of the Board of Directors of Alpha Services and Holdings S.A. (the "Company") resolved, in accordance with article 6.4 of the Audit Committee Charter, as in force, as follows. This constitutes a resolution of the Audit Committee without the holding of a physical meeting.

Further, by executing the present Minutes and by recording herein their voting preference (Yes/No/Abstain) the Members of the Committee have agreed that such resolution by circulation may be passed by majority vote.

Constitution of the
Audit Committee
into a body.

Following the resolution of the Ordinary General Meeting of Shareholders of the Company dated July 27, 2023, by virtue of which the type of the Audit Committee, its term of office, the number and the qualifications of its Members as per article 44 of law 4449/2017 were determined, as well as following the resolution of the Board of Directors of the Company dated 27.7.2023, by virtue of which the Members of the Audit Committee were appointed, and in accordance with article 44 of Law 4449/2017, as currently in force, the Audit Committee is constituted into a body as follows:

I. Ms. Carolyn Adele Dittmeier, daughter of George and Domenica, Independent Non-Executive Member, resident of the [•], Passport Number: [•], Date of Issuance: [•], Issuing Authority: [•], Tax Registration Number:[•], Tax Office [•], is appointed as Chair of the Audit Committee.

II. OTHER MEMBERS OF THE AUDIT COMMITTEE OF THE BOARD OF DIRECTORS

A. NON-EXECUTIVE MEMBER

Mr. Johannes Herman Frederik Umbgrove, son of Gerhard Jan Willem and Anneke Kitty Ada, resident of the [•], Passport Number: [•], Date of Issuance: [•], Issuing Authority: [•], Tax Registration Number: [•], Tax Office [•], in accordance with article 10 par. 2 of Law 3864/2010 as in force, as representative and upon instruction (as per Letter No 50/16.4.2018) of the Hellenic Financial Stability Fund.

B. INDEPENDENT NON-EXECUTIVE MEMBERS

Ms. Elli Andriopoulou, daughter of Miltiadis and Christianna, resident of [•], Identity Card Number: [•], Date of Issuance: [•], Issuing Authority: [•], Tax Registration Number: [•], Tax Office [•].

Mr. Panagiotis Papazoglou, son of Ioannis-Konstantinos and Melpomeni, resident of [•], Identity Card Number: [•], Date of Issuance [•], Issuing Authority: [•], Tax Registration Number: [•], Tax Office [•] .

Mr. Jean Léon Marie Cheval, son of Léon and Mathilde, resident of [•], Passport Number: [•], Date of Issuance: [•], Issuing Authority: [•], Tax Registration Number: [•], Tax Office [•].

The Chair of the Committee and the above Members fulfill the suitability criteria in accordance with Article 44 of Law 4449/2017 and, more specifically, they have a proven excellent track record of knowledge of the banking and financial sector in general and each one of them is also adequately qualified, in terms of knowledge and skills including academic and professional qualifications as well as experience and background, to perform the duties assigned to him/her as well as pursuant to the requirements of their position as Members of the Audit Committee. Furthermore, it is noted that, as per the respective resolutions of the Ordinary General Meetings of Shareholders of the Company dated July 22, 2022 and July 27, 2023, following the respective recommendations of the Board of Directors and the Corporate Governance, Sustainability and Nominations Committee (CGSNC), Ms. Carolyn G. Dittmeier (Chair) as well as Ms. Elli M. Andriopoulou, Mr. Panagiotis I.-K. Papazoglou and Mr. Jean L. Cheval (Members) – fulfill the independence criteria in accordance to the related legal and regulatory framework.

The Members of the Audit Committee, taking into account

- (i) article 44(1)(g) of Law 4449/2017, as in force, which provides that at least one Member of the Committee, who is independent of the Company and possesses adequate auditing and accounting knowledge and experience shall attend the meetings of the Audit Committee relating to the approval of the financial statements,
- (ii) the fact that Ms. Carolyn G. Dittmeier, Mr. Jean L. Cheval and Mr. Panagiotis I.-K. Papazoglou possess adequate auditing and accounting knowledge and experience and in particular:
 - Ms. C.G. Dittmeier holds a BSc in Economics from the Wharton School of the University of Pennsylvania and she is a Statutory Auditor, a Certified Public Accountant (CPA), a Certified Internal Auditor (CIA) and a Certified Risk Management Assurance (CRMA) professional, focusing on the audit and risk management sectors. She worked at auditing and consulting firms as Audit Manager, Financial Controller, Head of Internal Audit and Chief Internal Audit Executive. Additionally, she carried out various professional and academic activities focusing on risk and control governance;
 - Mr. J.L. Cheval studied Engineering at the École Centrale des Arts et Manufactures, while he holds a DES (Diplôme d'Études

Spécialisées) in Economics (1974) from the University of Paris I. Additionally he holds a DEA (Diplôme d' Études Approfondies) in Statistics and a DEA in Applied Mathematics from the University of Paris VI. Before joining Alpha Bank, he held various senior management positions including the positions of Chief Economist, Head of Corporate Planning and Head of Asset-based Finance, Head of the Structured Asset Finance Department and Head of Finance and Risk;

- Mr. P. I.-K. Papazoglou holds a BSc in Economics and an MA in Economic Theory and Policy from the Athens University of Economics and Business (Greece) as well as an MBA in Finance and Management from the University of Aston, Birmingham (UK). He is a Certified Auditor in Greece and in Romania and he acted as the Engagement (signing) Partner in a number of large Group audits and led a number of major assurance and advisory audit projects for both Greek and international clients in various sectors;

appoint all three of them as its Members possessing adequate auditing and accounting knowledge and experience and resolve that at least one of them shall attend the Committee's meetings relating to the approval of the Financial Statements.

This resolution was approved by way of e-mail indicating each Committee Member's vote. Printouts of the e-mail messages are kept on file by the Governance and Sustainability Division.

Certified excerpt from
the book of Minutes of the Audit Committee

The Secretary of
the Board of Directors

E.E. TZANAKAKI