



### **Stock award to Material Risk Takers (MRTs), in the context of the Performance Incentive Program (PIP) for the year 2023 [2.8.2024]**

The Board of Directors of Alpha Services and Holdings S.A. (hereinafter the “Company” or the “Issuer”) at its meeting held on 1.8.2024, in the context of implementing the Performance Incentive Program for the year 2023 (PIP 2023) for Material Risk Takers (MRTs) (other than the Senior Leadership Team) of the Company’s Group (hereinafter the “Beneficiaries”), taking into account: (i) the resolution of the Ordinary General Meeting (hereinafter the “OGM”) of the Issuer dated July 27, 2023, by virtue of which, *inter alia*, a four-year Stock Award Plan (hereinafter the “Plan”) was introduced, which provides, in accordance with article 114 of law 4548/2018, for the free distribution of up to 35,000,000 own, common, dematerialized shares of the Company (hereinafter the “Shares”), a number corresponding to 1.5% of the Company’s current paid-in share capital, which can be allocated during the Plan’s four-year period, from 2023 to 2027, to Members of the Management Team, 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, and (ii) the resolution of the Board of Directors of the Issuer dated 1.9.2023 by virtue of which the Regulation of the Plan (hereinafter the “Regulation”) was approved, in the context of the implementation of the Plan, resolved that:

- 972,629 Shares in total shall be awarded to sixty-two (62) Beneficiaries under the abovementioned PIP 2023.
- The award of the Shares shall be subject to all applicable terms and conditions set in the Regulation (including deferral, retention, malus and clawback, etc.).
- Pursuant to the Regulation, the award of the Shares to each Beneficiary shall be calculated based on the Volume Weighted Average Price (VWAP) of the Shares of the Issuer in the month preceding such award and, in particular, on the reference price of Euro 1.6564 in July 2024.
- Further to the above and in accordance with the PIP for the year 2023, the vesting periods set are the following:

<b>Vesting Period</b>	<b>Number of Beneficiaries</b>	<b>Number of Shares</b>
September 2024	62	583,549
September 2025	62	97,245
September 2026	62	97,245
September 2027	62	97,245
September 2028	62	97,345
<b>Total:</b>		<b>972,629</b>

The Shares have been acquired by the Company through the Share Buyback Program, as approved by the OGM of the Issuer held on July 27, 2023.

It is further noted that, following the resolution of the Board of Directors dated March 28, 2024 regarding the award to Executives of the Senior Leadership Team (hereinafter the "SLT Executives"), under the PIP 2023, of up to 2,760,776 Shares and the resolution of the OGM dated July 24, 2024 regarding the profit distribution to employees, the final number of Shares that will be granted to SLT Executives during the defined vesting periods is 1,493,761.