

## Announcement

### Expansion of the Senior Management Teams of Alpha Services and Holdings S.A. and its subsidiary Alpha Bank S.A.

Alpha Services and Holdings S.A. announces the expansion of its Senior Management Team and the Senior Management team of its 100% subsidiary, Alpha Bank S.A. (the “Bank” and collectively with Alpha Services and Holdings SA the “Alpha Bank Group”).

Over the last three years, Alpha Bank Group has achieved **significant milestones** in delivering on the commitments stated in the Strategic Plan set in 2019. The Bank has largely completed its **balance sheet clean up** through a series of portfolio transactions and has been **positioned for growth** through a well-timed capital raising. In addition, it has **actively pursued new opportunities by establishing strategic partnerships** with leading international players in key business areas. At the same time, there has been considerable effort in **strengthening the governance structure** and underlying processes.

The management team’s focus has shifted on **revamping and growing the Bank’s core business, expanding revenue streams** and placing further emphasis on **achieving excellence in the cost structure**. Digital becomes the common underpinning between strategic priorities and the Transformation Program to maximize impact and accelerate execution.

To ensure that senior management capacity is deployed efficiently in the Alpha Bank Group’s strategic priority areas, its organizational structure is being revamped. **The Executive Committee is getting enlarged**, both at the level of Alpha Services and Holdings S.A. and the Bank, **to deepen the bench of the top management and enhance execution capacity**. At the same time, we are bringing together, in key areas, the consolidated firepower of General Managers to **improve speed of decision-making**, increase **empowerment** and establish **horizontal coordination** across all the supporting functions, driving change in a more integrated manner. In particular:

**Ioannis Emiris will continue leading Wholesale Banking**, our key driver for growth in the next few years, as General Manager of Wholesale Banking. Reflecting our priority to further increase our leading role in wealth management, a key area of fee income, **George Michalopoulos**, currently our Head Treasurer, **is appointed General Manager, Wealth Management and Treasury** working with Ioannis Emiris. Group subsidiaries Alpha Asset Management and Alpha Finance will be reporting to George. **George will join Ioannis as a member of the Executive Committee**.

**Isidoros Passas will continue leading his area of responsibility as General Manager of Retail Banking**, driving a customer-centric segmental and omni-channel service model, new product development and cost efficiencies through the development of a lean core operating platform. **Isidoros continues as a member of the Executive Committee**.

**Lazaros Papagaryfallou, General Manager and Chief Financial Officer**, has been instrumental in bringing **financial discipline** and economic value creation to the forefront of the Executive Committee agenda. **Stefanos Mytilineos, General Manager and Chief Operating Officer, will be working**

**closely with Lazaros** to further promote a more balanced approach between technological and financial priorities, while enabling capacity alignment with strategic targets. Since joining the Bank in late 2020, Stefanos has been key in ensuring high quality service through stable and secure IT systems, re-designing our central procurement function, and laying the foundations for leveraging new technologies to further automate our processes. **Both Lazaros and Stefanos continue as members of the Executive Committee.**

In terms of our **international presence**, we now have activities in Romania, Cyprus and the UK, each with a very different business profile and needs. **Sergiu Oprescu, as General Manager of International Network**, will continue to drive coordination of the subsidiaries to create alignment with Group's strategic priorities and business targets. **Sergiu will be working with Lazaros Papagaryfallou** to ensure optimal capital allocation, ALM policy decisions and performance management discipline. **Sergiu continues as a member of the Executive Committee.**

Our **Chief Economist Panayiotis Kapopoulos**, has been instrumental in shaping the terms of reference of our strategic plan, helping the CEO and the top management navigate during turbulent times. He will be working closely with the CFO in creating content for our strategic plan and will continue to engage in stakeholder management.

**Nicholas Chryssanthopoulos**, currently Head of Strategy, **is appointed General Manager and Chief of Corporate Center**, reporting to the CEO. Strategy, Human Resources, Governance & Sustainability, Communications & Corporate Affairs and Legal Services are set to be aligned under an integrated and cohesive agenda, ensuring uniform horizontal deployment. Acknowledging the highly strategic nature of the Human Resources agenda, **Fragiski Melissa is appointed General Manager and Chief Human Resources Officer, working with Nicholas** on facilitating the transition to more agile, delayed structures, enhancing cross functional cooperation, and ensuring decision making at the appropriate levels. This should be supported by a comprehensive career development framework that will empower the Alpha Bank Group's employees to develop in new directions through pathways that provide for both vertical and lateral progression at each career stage. **Both Nicholas and Fragiski will be members of the Executive Committee.**

**George Terzis** will lead the new **Communications & Corporate Affairs** unit, building on a successful track record of media engagement and relations.

**Spyros Filaretos, General Manager Growth & Innovation**, has played a key role in the past couple of years in placing digital capabilities at the heart of our change agenda. **Anastasia Sakellariou, General Manager and Chief Transformation Officer**, has been energizing the Bank in its transformation efforts with relentless drive and focus, successfully progressing the transformation agenda and empowering change in the Bank. Recognizing that Digital will be the common underpinning between our strategic priorities and the Transformation Program, **Anastasia will be working with Spyros** to further enhance their seamless cooperation. **Both Spyros and Anastasia will be members of the Executive Committee.** Marketing will also be part of our Growth & Innovation unit to ensure close collaboration with our Digital and Transformation teams.

**Spiros Andronikakis, General Manager and Chief Risk Officer** will continue leading his areas of responsibility, namely credit control and risk management. Compliance and Litigation functions will also be reporting to Spiros to ensure that all risk-related areas are brought together. This will allow us to solidify our second line of defense in Market, Credit, and Operational Risk, while increasingly leveraging technology and data for higher efficiency, speed, and quality of decisions and controls in this area. **Spiros continues as a member of the Executive Committee.**

## Special Reference to Nikos Salakas

Nikos Salakas has communicated his intention to step down from his role as Chief Legal and Governance Officer and will be returning to private practice, whilst continuing to support the Alpha Bank Group's Board of Directors and Management from an advisory capacity as Special Legal Counsel.

On this occasion, the **Alpha Bank Group's CEO, Vassilios Psaltis** stated: *"Nikos has been instrumental in shaping our path since 2019. His deep knowledge of his subject matters, his unparalleled work ethic and exceptionally broad intellectual capacity have helped us deliver time and again on key targets we have set. Nikos will stay close to us from a different role in private practice and will continue serving us as Special Legal Counsel. I want to wholeheartedly thank Nikos for his vast contribution to date and I am looking forward to continuing working with him in his new role"*.

In the context of this organizational reform, the Executive Committees of Alpha Services and Holdings S.A. and the Bank will consist of the following members, **effective as of May 20, 2022**:

- Vassilios Psaltis, Chief Executive Officer
- Spyros Filaretos, General Manager Growth & Innovation
- Spiros Andronikakis, General Manager and Chief Risk Officer
- Lazaros Papagaryfallou, General Manager and Chief Financial Officer
- Ioannis Emiris, General Manager of Wholesale Banking
- Isidoros Passas, General Manager of Retail Banking
- Nicholas Chryssanthopoulos, General Manager and Chief of Corporate Center
- Sergiu Oprescu, General Manager International Network
- Anastasia Sakellariou, General Manager and Chief Transformation Officer
- Stefanos Mytilineos, General Manager and Chief Operating Officer
- Fragiski Melissa, General Manager and Chief Human Resources Officer
- George Michalopoulos, General Manager Wealth Management & Treasury

The CVs of the members of the new management team are available on the Alpha Services and Holdings S.A.'s website.