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## Decisions of the 2<sup>nd</sup> Annual General Meeting

Thursday, July 4th, 2019

"ADMIE (IPTO) HOLDING S.A." (or "Company") hereby notifies that the Ordinary General Meeting of the Shareholders of the Company was held on 4<sup>th</sup> July 2019 at 11.00 a.m. at the Athens Stock Exchange premises in Athens.

At the said meeting, 131 shareholders were either present or legally represented with a total of 168.474.236 common registered shares and voting rights, out of a total 232,000,000, i.e. 72.62% of the issued and paid up share capital.

The Ordinary General Meeting adopted the following resolutions on the items of the agenda, based on voting results for each item, in accordance with article 10 of Law 3884/2010. The items and resolutions are posted on the Company's website (<http://admieholding.gr>):

### ITEMS IN THE AGENDA

**FIRST ITEM: Submission and approval of the Annual Financial Statements for the fiscal year 01.01.2018 - 31.12.2018 with the corresponding Reports and Statements of the Board of Directors and the Certified Auditors**

Required quorum: 1/5 of the paid-up share capital

Required majority: 50% + 1 of the represented capital.

After voting, the General Meeting approves the Annual Financial Statements, the Annual Reports of the Board of Directors and the Certified Auditor for the fiscal year 2018 by 159.650.329 votes, i.e. by a majority of 94,76% of the votes represented in the General Meeting. Shareholders representing 973.710 votes vote against and shareholders representing 660.333 votes abstain from the vote.

**SECOND ITEM: Approval of profits distribution for the financial year 01.01.2018 - 31.12.2018 and dividend's payment**

Required quorum: 1/5 of the paid-up share capital  
Required majority: 50% + 1 of the represented capital

After voting, the General Meeting approves the profits distribution for the financial year 01.01.2018 - 31.12.2018 and dividend's payment, by 128.216.604 votes, i.e. by a majority of 76,10% of the votes represented in the General Meeting. Shareholders representing 1.389.862 votes vote against and shareholders representing 31.677.905 votes abstain from the vote.

**THIRD ITEM: Approval of the overall management of the Board of Directors for the fiscal year 01.01.2018 - 31.12.2018, according to article 108 of Law 4548/2018 and discharge of the Auditors pursuant to paragraph 1, c) 4548/2018**

Required quorum: 1/5 of the paid-up share capital  
Required majority: 50% + 1 of the represented capital

After voting, the General approves the overall management of the Board of Directors for the fiscal year 01.01.2018 - 31.12.2018, according to article 108 of Law 4548/2018 and discharge of the Auditors pursuant to paragraph 1, c) 4548/2018, by 158.173.999 votes, by a majority of 93,89% of the votes represented in the General Meeting. Shareholders representing 2.450.039 votes vote against and shareholders representing 660.333 votes abstain from the vote.

**FOURTH ITEM: Approval of the remuneration and compensation of the members of the Board of Directors for the fiscal year 01.01.2018 - 31.12.2018**

Required quorum: 1/5 of the paid-up share capital  
Required majority: 50% + 1 of the represented capital

After voting, the General Meeting approves the remuneration paid to the members of the Board of Directors during the fiscal year 2018, by 128.216.604 votes, by a majority of 76,10% of the votes represented in the General Meeting. Shareholders representing 1.389.862 votes vote against and shareholders representing 31.677.905 votes abstain from the vote.

**FIFTH ITEM: Pre-approval for the payment of the remuneration and compensation of the members of the Board of Directors for the fiscal year 01.01.2019 - 31.12.2019**

Required quorum: 1/5 of the paid-up share capital  
Required majority: 50% + 1 of the represented capital

After voting, the General Meeting approves the pre-approval for the payment of the remuneration and compensation of the members of the Board of Directors for the fiscal year 01.01.2019 - 31.12.2019, by 127.608.262 votes i.e by a majority of 75,74% of the votes represented in the General Meeting. Shareholders representing 1.917.604 votes vote against and shareholders representing 31.758.305 votes abstain from the vote.

**SIXTH ITEM: Approval of Remuneration Policy according to article 110 of law 4548/2018**

Required quorum: 1/5 of the paid-up share capital

Required majority: 50% + 1 of the represented capital

After voting, the General Meeting approves the remuneration policy by 127.042.799, by a majority of 75,41 % of the votes represented in the General Meeting. Shareholders representing 4.039.996 votes vote against and shareholders representing 30.201.576 votes abstain from the vote.

**SEVENTH ITEM: Appointment of Regular and Substitute Certified Auditors for the fiscal year 01.01.2019 - 31.12.2019 and establishment of their remuneration**

Required quorum: 1/5 of the paid-up share capital

Required majority: 50% + 1 of the represented capital

After voting, the General Meeting approves the appointment of regular and substitute Certified Auditors for the fiscal year 01.01.2019 - 31.12.2019 and establishment of their remuneration by 129.413.529 votes, i.e. by a majority of 76,82 % of the votes represented in the General Meeting. Shareholders representing 1,669,266 votes vote against and shareholders representing 30,201,576 votes abstain from the vote.

**EIGHTH ITEM: Validation of election of new BoD members to replace resigned, in accordance with Law 3016/2002, as amended**

Required quorum: 1/5 of the paid-up share capital

Required majority: 50% + 1 of the represented capital

After voting, the General Meeting validates the election of Mr. Alexandros Nikolouzos pursuant to the BoD Decision of 13.9.2018 for replacing the resigning member Ioannis Margaris, and his election as a new member of the Audit Committee. It approves the election of Mr. Ioannis Kambouris by virtue of the decision of the Board of Directors dated 10.12.2018 for replacing the resigned member Jason Rousopoulos and the election of Mr. Iason Rousopoulos for replacing the resigned President of the Company pursuant to the decision of the Board of Directors dated 30.5.2019 by 124.510.532 votes, i.e. by a majority of 73,90 % of the votes represented in the General Meeting. Shareholders representing 5.070.628 votes vote against and shareholders representing 31.703.211 votes abstain from the vote.

**NINTH ITEM: Validation and election of the Audit Committee members**

Required quorum: 1/5 of the paid-up share capital

Required majority: 50% + 1 of the represented capital

After voting, the General Meeting approves the appointment of Mr. Nikolouzos and elects the proposed members by 124.510.532 votes, i.e. by a majority of 75,38% of the votes represented in the General Meeting. Shareholders representing 5.070.628 votes vote against and shareholders representing 31.703.211 votes abstain from the vote.

**TENTH ITEM: Granting the authorization to the members of the Company's Board of Directors and to the executives of the Company's Directorates, to participate in the Boards of Directors or Management of other affiliated companies according to the meaning of Article 32 of Law 4308/2014**

Required quorum: 1/5 of the paid-up share capital

Required majority: 50% + 1 of the represented capital

After voting, the General Meeting approves and grants permission, pursuant to article 98 of law 4548/2018, to the members of the Company's Board of Directors and to the Directors of the Company, in order to participate in any capacity in Boards of Directors or Management of the group's companies and related companies (within the meaning of article 32 of Law 4308/1414), in order to coordinate the activities at Group level. Granting similar permissions is a common practice in groups of companies by 160.310.661 votes, i.e. by a majority of 95,15% of the votes represented in the General Meeting. Shareholders representing 973.710 votes vote against and shareholders representing 0 votes abstain from the vote.

**ELEVENTH ITEM: Amending, supplementing, abolishing and renumbering the clauses of the Articles of Association for the purposes of functionality and adjustment to Law 4548/2018 "Reform of the Law of Societies Anonymes" pursuant to article 183 of this law**

Required quorum: 1/5 of the paid-up share capital

Required majority: 50% + 1 of the represented capital

After voting, the General Meeting approves the amendment of the Company's Articles of Association in accordance with the new provisions of law 4548/2018 by 127.608.262 votes, i.e. by a majority of 75,74% of the votes represented in the General Meeting. Shareholders representing 1.917.804 votes vote against and shareholders representing 31.758.705 votes abstain from the vote.

**TWELFTH ITEM: Miscellaneous announcements and other issues**

No voting