REPORT
OF INDEPENDENT NON-EXECUTIVE MEMBERS OF THE BOARD OF DIRECTORS TOWARDS THE ANNUAL ORDINARY GENERAL MEETING OF SHAREHOLDERS OF "ADMIE Holding S.A."

according to the requirement of Law 4706/2020 (article 9 paragraph 5).

Report of the Independent Non-Executive Members of the Board of Directors

The Board of Directors of the Company consists of seven (7) members, of which two (2) are executive, one (1) is non-executive and four (4) are independent non-executive. The detailed CVs of the members are posted on the Company's website (https://admieholding.gr/en/board-of-directors/).

The Board of Directors is characterized by diversity, as there is adequate representation of both sexes, with different scientific and professional backgrounds, who have different skills, knowledge, and experience.

The Independent Non-Executive Members of the Board of Directors of "ADMIE Holding S.A.", participate in the work of the Board of Directors and its Committees, and act with independence of spirit, sense of duty and transparency. They provoke a constructive discussion on the decisions of the management of "ADMIE Holding S.A"., ensure the implementation of good corporate governance practices and provide effective oversight of management decisions, thus ensuring that the interests of all internal and external stakeholders are duly taken into account in the discussions and decision-making of the Board of Directors and its committees.

The Independent Non-Executive Members of the Board of Directors of "ADMIE Holding S.A." fully agree with the content of the Management Report of the Board of Directors of "ADMIE Holding S.A." and the Corporate Governance Statement, which have been included in the Annual Financial Report for the Fiscal Year 2021. The Report of the Board of Directors is available on the website of "ADMIE Holding S.A." (https://admieholding.gr/en/)

THE INDEPENDENT NON-EXECUTIVE MEMBERS OF THE BOARD OF DIRECTORS

OF "ADMIE Holding S.A."

ANGELOPOULOS KONSTANTINOS

DRIVAS KONSTANTINOS

ZENAKOU ELENI

MIKAS VASILIOS