

**STATEMENT OF REMUNERATION OF THE BOARD OF DIRECTORS OF THE JOINT STOCK COMPANY
WITH THE NAME " SOCIETE ANONYME ADMIE (IPTO) HOLDING "**
and the distinguishing title "ADMIE (IPTO) HOLDING S.A."
No. G.E.MI. 141287501000
FOR THE PERIOD 01/01/2025 - 31/12/2025

TO THE ANNUAL ORDINARY GENERAL MEETING OF THE SHAREHOLDERS OF THE COMPANY 2026

Dear Shareholders,

We hereby present to you, in accordance with Article 112 of Law 4548/2018, the Remuneration Report regarding the total remuneration governed by the Remuneration Policy of Article 110 of Law 4548/2018, of the Company under the distinctive title "ADMIE (IPTO) HOLDING S.A." (hereinafter the "Company") for the financial year from 01/01/2025 to 31/12/2025.

The Company has adopted a Remuneration Policy (hereinafter the "Policy") in accordance with Articles 110 and 111 of Law 4548/2018. The Policy was initially approved by the Board of Directors on 20 July 2023 and subsequently by the Ordinary General Meeting of Shareholders on 25 July 2023. Following its approval by the General Meeting pursuant to Article 110(2) of Law 4548/2018, the Policy entered into force with effect from 4 July 2023 and is valid until 31 August 2026. The Policy was subsequently revised following resolutions of the Annual General Meeting of Shareholders held on 3 July 2024 and 2 July 2025, respectively, each revision having been preceded by the relevant resolutions of the Board of Directors dated 10 June 2024 and 29 May 2025. The Policy remains in force until 31 August 2026, unless amended or replaced earlier by a resolution of the General Meeting of Shareholders in accordance with applicable law.

The Remuneration Policy applies to the members of the Board of Directors and to the Senior Executives of the Company. In particular, the Remuneration Policy applies to the members of the Board of Directors, including the Chairman of the Board, the Vice-Chairman and the Chief Executive Officer, as well as the Head of the Internal Audit Unit, in accordance with the terms and conditions described in detail therein. The Policy aims, on the one hand, to promote transparency and proportionality in their remuneration, ensuring fair and reasonable compensation in line with their position, responsibilities and duties, and on the other hand, to implement the principles of sound corporate governance in order to safeguard their ability to perform their duties for the benefit of the Company and its shareholders.

For the purposes of the Policy, remuneration means any form of compensation or benefit received by the aforementioned persons, directly from the Company or indirectly through affiliated undertakings, in consideration for the professional services they provide under an employment or non-employment relationship, such as salaries, voluntary pension benefits, variable remuneration or benefits linked to performance or contractual terms, guaranteed variable remuneration, and payments related to early termination of a contract.

The Company pays fixed remuneration and benefits. At this stage, the Company does not pay variable remuneration.

Fixed remuneration: constitutes the guaranteed income received by the persons covered by the Policy and is determined based on the job position, the corresponding responsibilities and duties, as well as the experience required for the performance of their tasks, and is not linked to their performance.

Benefits: include those provided to enhance the Company's competitiveness in attracting and retaining executives (indicatively: use of mobile phone, credit card and company car, life insurance, medical coverage, pension plan, participation in specialized training programs). These benefits are not performance-related and are not linked to incentives for risk-taking.

Additionally, members of the Board of Directors are entitled to reimbursement of travel, accommodation and other reasonable expenses incurred in order to attend meetings of the Board of Directors or to return from them, provided that their residence is located outside the Regional Unit where the Company's registered office is situated, or provided that such expenses are incurred in any other manner in connection with the Company's business. The above expenses are reviewed and approved in accordance with the relevant procedure determined by the Board of Directors.

The structure of the remuneration of the persons covered by the Policy is as follows:

– Non-Executive Members of the Board of Directors

The remuneration paid to the non-executive members of the Board of Directors (whether independent or not) is presented in summary form in the table below.

Member Capacity	Fixed Remuneration	Fixed salary per meeting of BoD	Fixed salary per meeting of Committee	Benefits
Chairman of BoD, non-executive member	✓	✓	-	✓
Vice Chairman BoD, non-executive member	✓	✓	-	✓
Non-Executive member BoD	-	✓	-	-
Senior Independent Non-Executive Member	✓	✓	-	-
Independent Non-Executive member BoD	-	✓	-	-
Committee Chairman	✓	✓	✓	-
Committee Member	-	✓	✓	-

Chairman of the Board of Directors: The fixed remuneration refers to an annual amount received by the Chairman of the Board of Directors for the performance of his role. In addition, he receives an amount per meeting of the Board of Directors, as well as benefits in accordance with Annex 1 of the Remuneration Policy.

Vice-Chairman of the Board of Directors / Senior Independent Non-Executive Member of the Board of Directors: The fixed remuneration refers to an annual amount received by the Vice-Chairman of the Board of Directors, as well as by the Senior Independent Non-Executive Member of the Board of Directors, for the performance of their role. In addition, they receive an amount per meeting of the Board of Directors and its Committees. The Vice-Chairman of the Board of Directors also receives benefits in accordance with the Annex.

Non-Executive Member of the Board of Directors (not participating in any Board Committee): The non-executive member of the Board of Directors receives an amount per meeting of the Board of Directors.

Chair of a Committee (also a Board Member): The fixed remuneration refers to an annual amount received by the Chair of a Board Committee (Audit Committee, Remuneration & Nominations Committee) for the performance of his/her role. The amount differs between the two Committees. In addition, the Committee Chair receives an amount per meeting of the Board of Directors and per Committee meeting.

Committee Member (also a Board Member): The member of a Board Committee (Audit Committee, Remuneration & Nominations Committee) receives an amount per Committee meeting and an additional amount per Board meeting.

The remuneration of the Non-Executive Members is subject to the deductions provided for under the applicable tax and social security legislation.

Executive Members of the Board of Directors The remuneration and benefits paid to the executive members of the Board of Directors are presented in summary form in the table below, with further details provided in the Annex to the Remuneration Policy. It is noted that during the current period, the Chief Executive Officer is the only executive member of the Board of Directors.

Member Capacity	Fixed Remuneration	Fixed salary per meeting of BoD	Fixed salary per meeting of Committee	Benefits
Chief Executive Officer, Executive member BoD	✓	✓	-	✓
Executive Member of the Board of Directors	✓	✓	-	✓

Chief Executive Officer: The fixed remuneration refers to an annual amount received by the Chief Executive Officer for the performance of his role through payroll. In addition, he receives an amount per meeting of the Board of Directors, as well as benefits in accordance with the Annex of the Remuneration Policy.

The remuneration of the executive members of the Board of Directors of the Company is linked to the size of the Company, the complexity of its activities, the scope of their responsibilities, their degree of accountability, the corporate strategy, the Company's objectives and the achievement thereof, with the ultimate aim of creating long-term value for the Company. The Company may pay additional remuneration beyond the fixed remuneration to the executive members of the Board of Directors, which is approved by the General Meeting in accordance with Articles 99–101 of Law 4548/2018.

Senior Executives of the Company The remuneration and benefits paid to the Senior Executives of the Company are presented in summary form in the table below.

Capacity	Fixed Remuneration	Benefits
Senior Executive	✓	✓

DETERMINATION OF SIGNIFICANT REMUNERATION FOR INDEPENDENT NON-EXECUTIVE BOARD MEMBERS

In accordance with the provisions of paragraph 1 and paragraph 2(a) of Article 9 of Law 4706/2020 on corporate governance, in order for a non-executive member of the Board of Directors to be classified as independent, such member must, both at the time of appointment and throughout the duration of their term, not hold directly or indirectly a percentage of voting rights exceeding zero point five percent (0.5%) of the Company's share capital and, at the same time, must be free from financial, business, family or any other ties of dependence, including the receipt of any significant remuneration from the Company or from a company affiliated with it.

Specifically, pursuant to point (a) of paragraph 2 of Article 9 of Law 4706/2020, a relationship of dependence exists when a non-executive member of the Board of Directors receives any significant remuneration or benefit from the Company.

For the definition of significant remuneration, the Company takes into consideration, by analogy, the definition of a significant subsidiary as set out in paragraph 16 of Article 2 of Law 4706/2020 and accepts that significant remuneration is that which affects or may materially affect the financial position, performance, business activity or overall economic interests of the Company.

Significant remuneration or benefit concerns both the individual receiving it and the Company; therefore, the existence of a relationship of dependence between the individual and the Company is assessed bidirectionally. In this context, for individuals, significant remuneration is assessed on a case-by-case basis, taking into account criteria such as the frequency and amount of the remuneration, the size, internal structure, organisation and complexity of the Company's activities, the skills, knowledge and experience of the member, and the member's financial situation. Remuneration granted on an ad hoc or occasional basis, or remuneration that is fixed but either not exclusive or small in relation to the overall financial situation of the individual receiving it, is generally considered not to create a relationship of dependence and therefore does not compromise independence of judgment.

During the financial year 2025, no additional remuneration was paid to Independent Non-Executive Members of the Board of Directors.

I. Total remuneration of the members of the Board of Directors and the Senior Executives for the financial year 2025.

A table is presented below, which includes a comprehensive overview of the total gross remuneration governed by the Policy and relating to the financial year 2025.

NAME	ROLE	NUMBER OF PERFORMANCES			Amounts in euros					
		BoD	Audit Committee	RemNoCom	BOARD MEETINGS FEES	EU MEETING FEES	CRN MEETING FEES	Fixed Remuneration	Benefits up to 20% of fixed remuneration	TOTAL
GIOVANI CHRISTINA	CHAIRMAN OF THE BOARD / NON-EXECUTIVE MEMBER (FROM 01/01/2025 TO 31/03/2025)	4			2.400,00			16.250,00	2.774,13	21.424,13
ACHTYPI NIKI	VICE CHAIRMAN OF THE BOARD / NON-EXECUTIVE MEMBER	20			15.200,00			40.000,00	7.893,34	63.093,34
KARAMPELAS IOANNIS*	CHAIR OF THE BOARD / EXECUTIVE BOARD MEMBER (FROM 01/04/2025 TO 31/12/2025)							9.000,00	1.052,00	10.052,00
	CHIEF EXECUTIVE OFFICER / EXECUTIVE BOARD MEMBER (FROM 01/01/2025 TO 31/12/2025)	20			15.200,00			73.000,00	13.311,54	101.511,54
MIKAS VASILIOS	INDEPENDENT NON-EXECUTIVE MEMBER	20	20	15	15.200,00	9.800,00	6.750,00			31.750,00
DRIVAS KONSTANTINOS	INDEPENDENT NON-EXECUTIVE MEMBER	20	20	15	15.200,00	9.800,00	6.750,00			31.750,00
ANGELOPOULOS KONSTANTINOS	SENIOR INDEPENDENT NON-EXECUTIVE BOARD MEMBER AND CHAIR OF THE RNC	20		15	15.200,00		5.000,00	12.250,00**		32.450,00
XYDIS CHARALAMBOS	INDEPENDENT NON-EXECUTIVE BOARD MEMBER AND CHAIR OF THE AUDIT COMMITTEE	20	20		15.200,00	8.000,00		17.500,00**		40.700,00
EXECUTIVE REMUNERATION	INTERNAL AUDIT DEPARTMENT							50.566,07		50.566,07
TOTAL					93.600,00	27.600,00	18.500,00	218.566,07	25.031,01	383.297,08

*Mr. Karampelas, as of 01/04/2025, was elected Chairman and Chief Executive Officer of the Company. According to the applicable Remuneration Policy, and specifically the provisions of Annex 1, it is stipulated that “if the same person holds both the position of Chairman and the position of Chief Executive Officer of the Company, an additional amount of €1,000.00 per month shall be added to the remuneration of the Chief Executive Officer.”

**It is noted that for the two Chairpersons of the Committees, the provisions of the Remuneration Policy regarding Fixed Remuneration are as follows:

NAME	ROLE	Remuneration Policy TGS 03.07.2024	Remuneration Policy TGS 02.07.2025
		(From 01/01/2025 to 31/03/2025)	(From 01/04/2025 to 31/12/2025)
ANGELOPOULOS KONSTANTINOS	Senior Independent Non-Executive Board Member and Chair of the RNC	10.000,00	13.000,00
XYDIS CHARALAMBOS	Independent Non-Executive Board Member and Chair of the Audit Committee	25.000,00	15.000,00

There are no variable (performance-based) remunerations for the members of the Board of Directors and the Senior Management.

II. Annual change in the remuneration of the members of the Board of Directors and in the gross remuneration of personnel.

A table is presented below, which includes the annual change in the remuneration of the members of the Board of Directors, indicators and figures relating to the Company's performance and financial position, as well as the change in the average annual gross remuneration of the Company's full-time employees for the years from 2017 up to and including the current financial year, taking into account that the Company was established on 01/02/2017.

The financial data of the Company included herein are based on the published financial statements of the respective financial years, as audited by the Company's statutory auditors.

Gross salary	Change (2021 / 2020)	Change (2022 / 2021)	Change (2023 / 2022)	Change (2024 / 2023)	Change (2025 / 2024)
Total remuneration of BoD members	141.22%	7.41%	14,14%	60.91%	-9.22%
Average gross remuneration of employees	-9.33%	39.75%	17,04%	4.43%	7.08%

Financial data	Change (2021 / 2020)	Change (2022 / 2021)	Change (2023 / 2022)	Change (2024 / 2023)	Change (2025 / 2024)
Revenue	-18.3%	-16.1%	110.0%	21.4%	-15.9%
Profit after tax	-19.0%	-16.8%	111.9%	21.7%	-15.9%
Income from dividend	-18.2%	-19.4%	-13.1%	100.1%	24.9%

III. Additional remuneration from IPTO S.A.

NAME	ROLE	Board Meeting Fees	TOTAL
KARAMELAS IOANNIS	Member of the Board of Directors of IPTO S.A.	20.000	20.000

Amounts in euros

IV. Number of shares and share options granted or offered to the members of the Board of Directors.

No shares or share options have been granted to any member of the Board of Directors up to 31/12/2025.

V. Any share options exercised by the Board of Directors under the Company's share allocation schemes.

No shares or share options have been granted to any member of the Board of Directors up to 31/12/2025.

VI. Information on the use of the possibility of clawback of variable remuneration.

No such case exists.

VII. Information regarding any deviations from the application of the Remuneration Policy.

The Company fully complies with the Remuneration Policy as approved by the General Meeting of 2 July 2025 (for the period from 01/04/2025 to 31/12/2025) and the Remuneration Policy as approved by the General Meeting of 03/07/2024 (for the period from 01/01/2025 to 31/03/2025).

Athens, 30/03/2026

For the Board of Directors