REMUNERATION POLICY

OF THE SOCIETE ANONYME

"ADMIE (IPTO) HOLDING SOCIETE ANONYME"

AND DISTINCTIVE TITLE

“ADMIE (IPTO) HOLDING S.A.”
GEMI No. 141287501000

New Version

As approved by the Ordinary General Meeting of shareholders of XX July 2026

With a four-year duration to XX/07/2030

Table of Contents

Version Control

Version Number	Date of Issue / Amendment Date	Points that changed
01	04/07/2019	*Version 1 – original according to Law 4548/2018*
02	25/07/2023	*Version 2 issued due to the expiration of the 1st Version , in accordance with Law 4548/2018 and in compliance with Law 4706/2020, the Greek* *Corporate Governance Code adopted and implemented by the Company, and the guidelines of the Hellenic Capital Market Commission.*
03	03/07/2024	*Version 3*
04	02/07/2025	*Version 4 – amendment of paragraphs 3.2, 3.3, 7.1, 7.8 as well as the Annex*
05	29/01/2026	*5th Version - to* • *distinguish between the concepts of Senior Executive and Executive Officers,* • *align the remuneration scale applicable to Executive Officers with prevailing market levels and the remuneration framework of the IPTO Group; and* • *clarify the administration of employee benefits*
06	XX/ 07/ 2026	*New Version with four-year duration by the 2026 Ordinary General Meeting* *Cancels previous versions*

1. INTRODUCTION

1.1. The Remuneration Policy aims to contribute to the business strategy, the long-term interests, sustainability and growth of the Company by enhancing the performance and effectiveness of the members of the Board of Directors, Senior Executive Officers and other Management Executive Officers of the Company, while fostering competitive conditions for attracting and retaining capable and specialized professionals.

1.2. This Remuneration Policy of the company under the name "ADMIE (IPTO) HOLDING S.A." (hereinafter the "Company") incorporates the provisions of Articles 110 and 111 of Law 4548/2018 (Government Gazette A' 104/13.06.2018) concerning the remuneration of its personnel as defined in the aforementioned articles. Additionally, the Policy takes into consideration the provisions of Law 4706/2020, the Company's Articles of Association, the Greek Corporate Governance Code that the Company has chosen to adopt, and the Company's Internal Operating Regulation.

1.3. The Company's Remuneration Policy is governed by the rules, terms and constraints of applicable legislation and its implementation is consistent with effective risk management. It does not allow the undertaking of risks that are incompatible with the Company's risk profile, regulations, or statutory documents.

1.4. The key cumulative criteria for the formulation and implementation of the Company's Remuneration Policy are:

- its internal organization,
- the nature and scope of its activities,
- the alignment of the Policy with its objectives, values, and strategy, as well as the
- the interests of the Company, its affiliates and investors.

1.5. Remuneration is defined as any form of compensation and benefits received by the individuals subject to the Remuneration Policy, either directly from the Company or indirectly through affiliated enterprises, in return for the professional services rendered under an employment relationship or as independent service providers. This includes salaries, fees, optional pension benefits, variable remuneration or performance-based benefits, guaranteed variable remuneration, and payments associated with early termination of contracts.

1.6. The Policy is published and remains available, free of charge, on the Company's website https://admieholding.gr.

2. PURPOSE OF ESTABLISHING A REMUNERATION POLICY

2.1. The purpose of this Policy is to promote transparency and proportionality in the remuneration of the members of the Board of Directors, the Senior Executive Officers and the Executive Officers of the Company, ensuring fair and reasonable compensation according to the position held and its associated significance and responsibility.

2.2. Furthermore, this Policy aims to ensure that remuneration and benefits are linked to the performance evaluation of the involved individuals, while also preventing the Company from being exposed to excessive risks. It ensures that compensation aligns with the Company's short-term and long-term business plan, thus continuing to create value for its shareholders and employees.

2.3. This Policy ensures that the remunerations it governs are determined by taking into account the salary and working conditions of the Company's employees, the relevant practices followed by the Company, as well as the data and developments in the labour market. The objective is to ensure internal consistency within the Company and alignment between paid remuneration and the role and responsibilities of each position. It is simultaneously acknowledged that the remuneration structure of the executive members of the Board of Directors necessarily differs from that of other employees, due to the responsibilities associated with their role and their impact on the Company's performance.

2.4. Furthermore, this Policy aims to implement the principles of good corporate governance in the remuneration of the Company's executives, in order to ensure the optimal performance of their duties for the benefit of the Company and its shareholders.

3. SCOPE

3.1. In accordance with the applicable legislative and regulatory framework (Articles 110 et seq. of Law 4548/2018), the Remuneration Policy applies to all members of the Board of Directors (executive and non-executive, with the differentiations mentioned below) and to the Company's Senior Executive and Executive Officers.

3.2. In particular, as noted above, the Remuneration Policy applies to the members of the Board of Directors, including the Chair of the Board, the Vice Chair, and the Chief Executive Officer, as well as to the Head of the Internal Audit Unit. It also applies to the positions within the Company's organisational structure that are designated by resolution of the Board of Directors as:

- Senior Executive Position or
- Executive Position.

3.3. Heads of Units within the Company's organisational structure whose positions are not designated as Senior Executive Positions or Executive Positions, as well as the Company's other executives, are governed by the Recruitment and Evaluation Procedure for Executives, which is prepared taking into account the provisions of this Policy and approved by the Company's Board of Directors.

3.4. This Policy applies to any kind of benefit paid by the Company and to any amount directly paid on behalf of the individuals to whom it applies, provided that the above-mentioned positions are fully covered. Due to the nature and size of the Company, a single individual may hold more than one (1) position.

4. ROLES AND RESPONSIBILITIES

4.1. The Remuneration Policy is evaluated by the Board of Directors following a recommendation by the Remuneration and Nominations Committee and is submitted for approval to the General Meeting. The shareholders' vote on the Remuneration Policy is binding.

4.2. The ultimate responsibility for the effective implementation of the Policy lies with the Company's Board of Directors, with the support of the Remuneration and Nominations Committee.

4.3. The Remuneration and Nominations Committee has the following responsibilities and competencies in relation to the Remuneration Policy (in compliance with Articles 109 to 112 of Law 4548/2018 and Article 11 of Law 4706/2020):

- Submitting proposals to the Board of Directors regarding the Remuneration Policy to be presented for approval at the General Meeting, in accordance with Article 110(2) of Law 4548/2018.
- Submitting proposals to the Board of Directors on the remuneration of individuals falling within the scope of the Remuneration Policy, as well as on the remuneration of the Company's Senior Executive Officers and Executive Officers, particularly that of the Head of the Internal Audit Unit.
- Reviewing the information included in the final draft of the annual remuneration report, providing its opinion to the Board of Directors prior to the submission of the report to the General Meeting, in accordance with Article 112 of Law 4548 / 2018.

5. KEY PRINCIPLES-REMUNERATION PRACTICES

5.1. The Remuneration Policy aligns with the Company's business strategy, objectives, values and long-term interests and its affiliated companies, as well as those of its affiliated companies and its Shareholders. It also includes measures that discourage conflicts of interest, in accordance with the Company's Conflict of Interest Policy established pursuant to Article 14 of Law 4706/2020.

6. CATEGORIES OF REMUNERATION AND BENEFITS

6.1. The Company provides fixed remuneration and benefits. At present, the Company does not pay variable remuneration. For the avoidance of doubt, any additional remuneration approved by the General Meeting in accordance with Articles 109-111 of Law 4548/2018 shall not constitute a standing variable remuneration scheme but rather exceptional additional remuneration that is not linked to the performance of the Company and/or the relevant individual.

6.2. **Fixed remuneration**: This refers to the guaranteed income received by the individuals covered by this Policy. It is determined based on the job position, corresponding responsibilities and duties, as well as the experience required to perform their tasks, and is not linked to their performance.

6.3. **Benefits**: These are benefits aimed at enhancing the Company's competitiveness in attracting and retaining executives *(such as the use of a mobile phone, credit card, and company car, life insurance, medical care, pension schemes, and coverage of specialized training programs).* These benefits are not performance-based and are not linked to incentives for risk-taking. The granting of benefits shall be subject to the approval of the competent corporate bodies and shall be carried out in accordance with the Company's internal procedures and policies in force from time to time. It is clarified that a Company car provided as a tool for the performance of the duties of a person falling within the scope of this Policy shall be treated as a Company Expense and shall be provided in addition to the benefits ceiling expressed as a percentage of fixed remuneration, as set out in the Annex to this Policy. Accordingly, any taxes arising from the use of such Company car, together with insurance premiums, fuel costs, maintenance costs and any other expenses associated with its use as a business tool, shall be borne exclusively by the Company. The classification of a Company car as either a benefit or a business tool shall be subject to the approval of the competent corporate bodies, in accordance with the Company's internal procedures and policies in force from time to time.

6.4. **Company Expenses:** In addition, members of the Board of Directors shall be entitled to reimbursement of travel, accommodation and other reasonable expenses incurred in attending meetings of the Board of Directors and returning therefrom, provided that their place of residence is located outside the Regional Unit in which the Company's registered office is situated. Company Expenses shall also include any other expenses incurred by members of the Board of Directors, Senior Executive Officers or Executive Officers in connection with the Company's business. These expenses will be reviewed and approved in accordance with a relevant procedure to be decided by the Board of Directors.

6.5. The fixed remuneration of the individuals covered by this Policy is determined by the position they hold and within the framework set out in the annex to this Policy. The final determination of the fixed remuneration of the Senior Executive Officers and Executive Officers, including the Head of the Internal Audit Unit, shall be made following a recommendation by the Remuneration and Nominations Committee and approval by the Board of Directors, within the framework set out in the Annex to this Policy.

6.6. The level and structure of remuneration and benefits aim to attract and retain qualified and capable executives within the Company, as well as to reward their performance. The framework for remuneration and benefits by position/capacity is detailed in the **Annex** section of this Policy.

6.7. **Additional remuneration of Members of the Board of Directors**

6.7.1. Definition of additional remuneration and distinction from variable remuneration For the purposes of this Policy, "**Additional Remuneration**" means any remuneration or benefits granted to members of the Board of Directors in addition to their regular fixed remuneration and benefits, which:

- are granted on an exceptional basis and not as part of a standing or recurring remuneration system;

- are approved, on each occasion, by the General Meeting in accordance with Articles 109-111 of Law 4548/2018, and
- do not form part of a performance-based remuneration scheme (including, without limitation, bonuses, performance incentives, profit-sharing arrangements, etc.).

Additional remuneration is not directly or indirectly linked to specific financial or non-financial performance indicators of the Company and/or the relevant member of the Board of Directors and, accordingly, does not constitute Variable Remuneration for the purposes of this Policy. The Company does not operate a Variable Remuneration scheme for members of the Board of Directors during the term of this Policy.

6.7.2. **Indicative Content of Additional Remuneration**

Without limitation, Additional Remuneration may include:

- one-off remuneration or fees granted on an exceptional basis for the assumption of additional or specialised duties beyond the ordinary responsibilities of the relevant member of the Board of Directors;
- remuneration for participation in special committees of the Board of Directors, other than committees required by law, or for the implementation of specific projects or assignments;
- non-recurring remuneration granted in recognition of an increased workload or a contribution to particularly demanding phases of the Company's operations;
- additional attendance fees or compensation for participation in meetings or sessions beyond those ordinarily required;
- other non-performance-related benefits, such as participation in specialised training or professional development programmes, etc.

In all cases, Additional Remuneration shall be determined and approved by the General Meeting in accordance with Articles 109-111 of Law 4548/2018, shall be described in the relevant resolution of the General Meeting, and shall be disclosed in the Annual Remuneration Report.

6.7.3. **Application of Additional Remuneration by Category of Board Member**

(a) **Executive Members of the Board of Directors**

In respect of the Executive Members of the Board of Directors, including the Chief Executive Officer and any other Executive Members:

- Additional Remuneration may be approved by the General Meeting on an exceptional basis, in particular for the assumption of additional duties, participation in special committees of the Board of Directors other than those required by law, or the implementation of specific projects or assignments;
- such Additional Remuneration shall not be directly or indirectly linked to specific performance

indicators of the Company and/or the relevant Board member, nor shall it form part of a Variable Remuneration scheme.

The Company does not operate a Variable Remuneration scheme (including bonuses, performance incentives, profit-sharing arrangements or similar forms of remuneration) for the Executive Members of the Board of Directors.

(b) **Non-Executive Members of the Board of Directors (Non-Independent)**

In respect of the Non-Executive Members of the Board of Directors who do not perform executive duties and do not satisfy the independence criteria:

- Additional Remuneration may be approved by the General Meeting on an exceptional basis, in particular for (i) participation in special committees of the Board of Directors other than those required by law, and (ii) exceptional involvement in specific projects; and

- such Additional Remuneration shall not be linked to the performance of the Company and/or the relevant Board member and shall not form part of a Variable Remuneration scheme.

(c) **Independent Non-Executive Members of the Board of Directors**

In respect of the Independent Non-Executive Members of the Board of Directors:

- Additional Remuneration or benefits may be granted on an exceptional basis and approved by the General Meeting in accordance with Articles 109-111 of Law 4548/2018, in particular for (i) participation in special committees of the Board of Directors other than those required by law, and (ii) exceptional involvement in specific projects.

- Following specific consideration of (i) their amount and (ii) the frequency with which they are granted, taking into account the definition of "significant remuneration" under Article 9 of Law 4706/2020, so as not to impair the independence of the relevant members.

Independent Non-Executive Members of the Board of Directors shall not be granted variable remuneration, bonuses, profit-sharing arrangements or any other incentives linked to the financial or non-financial performance of the Company and/or the relevant Board member.

6.7.4. **Disclosure of additional remuneration and benefits**

All Additional Remuneration and benefits granted to members of the Board of Directors, irrespective of their category:

- shall be approved by the Company's General Meeting in accordance with Articles 109–-111 of Law 4548/2018,

- shall be recorded in the relevant corporate resolutions and minutes; and

shall be disclosed in the Annual Remuneration Report in a manner that enables shareholders to understand their nature, their exceptional character and their compliance with this Policy.

6.8. Any Additional Remuneration paid to Executive Officers in addition to their regular fixed remuneration and benefits:

- shall be granted on an exceptional basis and not as part of a standing or recurring remuneration scheme;
- shall be approved in accordance with the Company's internal procedures and by the General Meeting, in accordance with Articles 109–111 of Law 4548/2018;
- shall not be linked to specific financial or non-financial performance indicators of the Company and/or the relevant Executive Officer and, accordingly, shall not constitute Variable Remuneration (including bonuses, performance incentives, profit-sharing arrangements or similar forms of remuneration).

Such Additional Remuneration may include, by way of example, remuneration for the assumption of additional or specialised duties, participation in special projects, or compensation for an increased workload during a particular period. Any such Additional Remuneration shall be disclosed in the Annual Remuneration Report.

7. REMUNERATION & BENEFITS OF BOARD MEMBERS, SENIOR EXECUTIVE OFFICERS AND EXECUTIVE OFFICERS

a) Non-Executive Members of the Board of Directors

7.1. The remuneration paid to non-executive members of the Board of Directors (independent or not) is summarized in the table below and special reference is made in the Annex hereto.

Member capacity	Fixed remuneration	Fixed remuneration per Board meeting	Fixed remuneration per Committee meeting	Benefits
Chair of the Board non-executive member	✓	✓	-	✓
Vice-chair of the Board of Directors, non-executive member	✓	✓	-	✓
Non-executive member	-	✓	-	-
Senior Independent Non-executive member of the Board	✓	✓	-	-
Independent non executive member of the Board	-	✓	-	-
Committee Chair	✓	✓	✓	-
Committee Member	-	✓	✓	-

7.2. **Chair of the Board of Directors** The fixed remuneration consists of an annual amount received by the Chair for the performance of their role. Additionally, they receive an amount per Board of Directors meeting as well as benefits according to the Annex hereto.

7.3. **Vice Chair of the Board of Directors / Senior Independent Non-Executive Member of the Board of Directors:** Fixed remuneration refers to an annual amount received by the Vice Chair of the Board of Directors and the Senior Independent Non-Executive Member of the Board of Directors for fulfilling their respective roles. Additionally, they receive a fee per Board and Committee meeting attended. The Vice Chair also receives benefits as specified in the Annex.

7.4. **Non-Executive Member of the Board of Directors:** A non-executive member of the Board receives a fee per Board of Directors meeting attended.

7.5. **Committee Chair (also a Board Member):** The fixed remuneration consists of an annual amount received by the Chair of a Board Committee (e.g. Audit Committee, Remuneration & Nominations Committee) for the performance of their role. This amount differs between the two committees. Additionally, the Committee Chair receives a fee per Board and Committee meeting attended.

7.6. **Member of a Committee (also a Board Member):** A member of a Board Committee (e.g. Audit Committee, Remuneration & Nominations Committee) receives a fee per Committee meeting, as well as an additional fee per Board meeting.

7.7. The fees of Non-Executive Members are subject to the deductions provided by the applicable tax and social security legislation.

b) Executive Members of the Board of Directors and Senior Executive Officers

7.8. The remuneration and benefits payable to the Executive Members of the Board of Directors and the Senior Executive Officers are summarised in the table below. Further details are set out in the Annex to this Policy.

Member capacity	Fixed remuneration	Fixed remuneration per Board meeting	Fixed remuneration per Committee meeting	Benefits
CEO / Executive Member	✓	✓	-	✓
Executive member of the Board	✓	✓	-	✓

For the purposes of this Policy, the position of Chief Executive Officer shall be the only position designated as a Senior Executive Officer, unless the Board of Directors resolves to designate additional positions as Senior Executive Officer positions in accordance with the Company's organisational structure.

7.9. Should any additional Senior Executive Officers be appointed, the principal features of their remuneration and benefits shall be determined in accordance with the general principles set out in this Policy and subject to the approval of the competent corporate bodies.

7.10. In particular, with respect to the Executive Members of the Board of Directors: Fixed remuneration consists of an annual amount payable through payroll to the Executive Members of the Board of Directors in their capacity as Senior Executive Officers (for example, the Chief Executive Officer, in consideration of the performance of his or her duties). In addition, the Executive Members of the Board of Directors receive a fee for each meeting of the Board of Directors that they attend, as well as cash and non-cash benefits by virtue of their capacity as Executive Members of the Board of Directors, in accordance with the **Annex**.

7.11. The remuneration of the executive members of the Company's Board of Directors is linked to the size of the Company, the complexity of its operations, the scope of their responsibilities, their level of accountability, the corporate strategy, the objectives of the Company and their realization, with the ultimate goal of creating long-term value for the Company.

7.12. The Company may grant Additional Remuneration, in addition to fixed remuneration, to the Executive Members of the Board of Directors, subject to approval by the General Meeting in accordance with Articles 109–112 of Law 4548/2018.

7.13. The contracts of the Chief Executive Officer, the executive Chair and executive Vice Chair, and the executive members of the Board of Directors are governed by applicable legislation as well as the specific terms set out in each individual contract.

c) Senior Management of the Company

7.14. The remuneration and benefits paid to the Company's Senior Management are summarized in the table below, with further details provided in the Annex hereto.

Capacity	Fixed remuneration	Benefits
Executive Officer	✓	✓

7.15. This section of the Remuneration Policy covers all types of remuneration paid, specifically: fixed remuneration, benefits and severance payments made by the Company in the event of the Officer's departure. Severance payments that exceed the statutory minimum are related to performance achieved throughout the period of service and they are designed in a way so as not to reward failure, in accordance with the following paragraphs of this Policy.

7.16. In order to attract and retain Executives with the necessary characteristics (skills, experience, behaviors) required by the Company, employees' fixed remuneration must be competitive. Competitiveness is ensured by monitoring through periodic surveys the remuneration trends across the market.

7.17. The hiring and remuneration of Executives are determined in accordance with applicable regulations. Additionally, when determining Executive remuneration, consideration is given to the salary range of equivalent positions within the grading/evaluation systems of affiliated companies or the average salary range for equivalent positions in companies of similar size, relevance, and scope.

7.18. The fixed remuneration of the Executive Officers referred to herein is determined following a recommendation by the Remuneration and Nominations Committee and approval by the Board of Directors, in accordance with the relevant vacancy notice for the position. This takes into account the need to retain individuals with the necessary skills and professional competencies, the responsibilities and operational requirements of the role, the significance of the position, the specific terms set out in each contract, as well as any other factors deemed necessary for the particular role.

7.19. In addition, Executive Officers may be reimbursed for reasonable Company Expenses, including travel, accommodation and hospitality expenses. These expenses will be reviewed and approved in accordance with a relevant procedure to be decided by the Board of Directors.

(d) Approval of the Contract Terms of the Chief Executive Officer, Senior Executive Officers and Executive Officers

7.20. The Chief Executive Officer shall determine, within the limits of his or her delegated approval authority in force from time to time and within the approved budget, the terms and conditions of the employment or service agreements entered into with the Senior Executive Officers and Executive Officers, expressly excluding his or her own agreement. Such terms and conditions shall include, in particular, (i) Remuneration, (ii) Additional Remuneration, and (iii) Benefits, as well as, where applicable, the notice period for termination and the terms and compensation applicable upon termination, in accordance with the provisions of this Remuneration Policy and the applicable legislation.

7.21. The terms and conditions of the Chief Executive Officer's employment agreement, including remuneration, additional remuneration, benefits, and any provisions relating to termination and termination compensation, shall be determined and approved by the Board of Directors, following a recommendation by the Remuneration and Nominations Committee, in accordance with the Fit and Proper Policy, the Board of Directors Members and Chief Executive Officer Succession Plan, the Recruitment and Evaluation Procedure for Executive Officers, and this Remuneration Policy as approved by the General Meeting.

7.22. Where the above terms and conditions (expressly excluding those relating to the Chief Executive Officer's agreement) exceed the Chief Executive Officer's delegated approval authority or are not provided for in the approved budget, the authority to approve such terms and conditions shall vest in the Board of Directors, which, in the exercise of its powers under the applicable legislation and its Rules of Procedure, shall approve the relevant contractual terms.

7.23. The Remuneration and Nomination Committee shall support the decision-making process by making recommendations to the Board of Directors regarding the above-mentioned Remuneration, Additional Remuneration and Benefits, as well as the related contractual terms and conditions, for the persons falling within the scope of this Remuneration Policy, in accordance with the Recruitment and Evaluation Procedure for Executive Officers and the applicable legislation.

e) Severance Compensation in the Event of a Mutually Agreed Termination

7.24. In the event of the mutually agreed termination of the employment agreement or service agreement of Senior Executive Officers or Executive Officers under circumstances qualifying them as Good Leavers, the Company may, at its discretion, following a recommendation by the Remuneration and Nominations Committee and approval by the Board of Directors, pay the departing Executive Officer a cash severance payment, provided that the parties enter into a written termination agreement.

7.25. Any severance payment under the above circumstances shall be determined on a case-by-case basis, taking into account, in particular, criteria such as the Officer's total length of service, overall performance throughout the period of service, contribution to the achievement of the Company's business objectives, and the need to ensure an orderly and effective succession process. The amount of any severance payment shall also be determined on a case-by-case basis, taking into account the duration of the engagement, the level of the position and responsibilities, the total annual remuneration, and prevailing market practices and limits, and shall in all cases remain within the limits established by this Policy and the applicable legislation.

7.26. The above severance payment may be made only in cases of early termination of the employment agreement or service agreement under circumstances qualifying the Officer as a Good Leaver, provided that all of the following conditions are cumulatively met:

(a) the employment agreement or service agreement is not terminated for cause attributable to the Officer, including, without limitation, cases of fraud, material breach of contractual obligations, breach of the Code of Conduct and Ethics, or serious and/or demonstrably inadequate performance;

(b) the Officer waives any existing or future claims against the Company arising out of the employment agreement or service agreement, or its termination, to the extent permitted by applicable law;

(c) the Officer cooperates in good faith with the Company to ensure the orderly handover of his or her responsibilities and the successful completion of the succession process; and

(d) the Executive Officer complies with the confidentiality and non-competition obligations arising under the employment agreement or service agreement and the termination agreement.

7.27. In all other cases (including, without limitation, where the above conditions are not satisfied or where the termination takes place without the execution of a termination agreement), no severance payment or other additional compensation shall be payable beyond that expressly provided for under the applicable legislation.

7.28. The above severance payment shall not apply where the notice periods for termination specified in the relevant employment agreement or service agreement of the relevant Senior Executive Officer or Executive Officer are observed.

8. DETERMINATION OF SIGNIFICANT REMUNERATION FOR INDEPENDENT NON-EXECUTIVE BOARD MEMBERS

8.1. In accordance with the provisions of paragraph 1 and paragraph 2(a) of Article 9 of Law 4706/2020 on corporate governance, for a non-executive member of the Board of Directors to be classified as independent, they must, both at the time of appointment and throughout their term, not directly or indirectly hold voting rights exceeding 0.5% of the Company’s share capital and must also be free from financial, business, family, or other types of dependencies, including the receipt of any significant remuneration from the Company or from an affiliated company.

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

8.3. The Company, in defining the concept of significant remuneration, takes into account the relevant definition of a significant subsidiary as set out in paragraph 16 of Article 2 of Law 4706/2020, and considers that significant remuneration is that which materially affects or may materially affect the financial position, performance, business activity, or the overall financial interests of the Company.

8.4. Significant remuneration or benefit pertains both to the recipient and to the Company; therefore, the dependency relationship of the person with the Company is assessed bidirectionally. In such cases, 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, organization, and complexity of the Company's operations, the skills, knowledge and experience of the member, and the member's financial situation. Remuneration that is granted ad hoc or occasionally, or that is regular but either not exclusive or small in relation to the overall financial status of the recipient, is generally considered not to create a dependency relationship, thereby safeguarding the independence of judgement.

9. ANNUAL REMUNERATION REPORT

9.1. According to the provisions of Article 112 of Law 4548/2018, the Board of Directors is required to prepare and publish a clear and comprehensible remuneration report, which provides a comprehensive overview of all types of remuneration granted or owed to the individuals whose remuneration is included in the Remuneration Policy under Article 110, for the most recent financial year, regardless of whether they are newly elected or former members of the Board of Directors.

9.2. More specifically, the Report includes the salaries, remuneration of the members of the Board of Directors and Executives of the Company covered by this Policy, as well as any allowances or benefits granted to these individuals, whether paid by the Company or by any affiliated company in accordance with Article 99, paragraph 2(a) of Law 4548/2018.

9.3. The Remuneration Report is submitted to the Ordinary Meeting of Shareholders as a separate item on the agenda. The shareholders' vote on the Remuneration Report is advisory. The Board of Directors must explain in the subsequent remuneration report how the result of the aforementioned vote at the Ordinary Meeting was taken into account.

9.4. Following the General Meeting, the Remuneration Report remains available on the Company's website, free of charge, for a period of ten (10) years.

9.5. Retention of the Remuneration Report on the Company's website for a period longer than ten years is permitted, provided that the report no longer contains personal data relating to members of the Board of Directors.

10. DISCLOSURE OF INFORMATION REGARDING THE REMUNERATION POLICY

10.1. Details of the Company's Remuneration Policy, as updated and in force at any given time, are posted on the Company's website and are freely accessible to the public. Furthermore, information regarding the applicable Remuneration Policy of the Company and a statement informing the investment public on how to access it and the ability to obtain a copy thereof, are included in all investor information documents, in accordance with the provisions of the applicable legislative and regulatory framework.

10.2. Investors may obtain a free printed copy of the Company's Remuneration Policy upon prior request.

11. DEVIATIONS FROM THE POLICY

11.1. A deviation from the provisions of this Policy regarding fixed remuneration may be applied only under exceptional circumstances by decision of the Board of Directors, following a recommendation by the Remuneration and Nominations Committee, provided that such deviation is necessary for the long-term interests of the Company as a whole or to ensure its viability.

11.2. Article 112 par. 2 (g) of Law 4548/2018 provides that information regarding any deviations is included in the remuneration report submitted for discussion at the ordinary general meeting, with an explanation of the exceptional nature of the circumstances and an indication of the specific elements of the Policy from which a deviation occurred.

12. APPROVAL, VALIDITY AND REVIEW OF THE POLICY

12.1. This Policy was approved by resolution of the Board of Directors of the Company dated 26 June 2026 and was subsequently approved by resolution of the Company's 2026 Annual General Meeting of Shareholders, replacing all previous versions. It shall remain in force for a period of four (4) years, until XX July 2030. .

12.2. The Company is required to submit the Remuneration Policy for approval to the General Meeting whenever there is a material change in the circumstances under which the approved Policy was established, and in any case every four (4) years from its initial approval.

12.3. In the event that replacement or amendment of the Policy is required, a written proposal must be submitted by the Remuneration and Nominations Committee, approved by the Board of Directors, with simultaneous notification of all Board members.

12.4. The Board of Directors shall submit the Remuneration Policy to the Annual General Meeting of Shareholders and recommend its adoption. Following its approval by the General Meeting, the Remuneration Policy is published on the Company's website, including the date of publication and the voting results. It remains available at least for as long as it is in force.

ANNEXES

1.1. Remuneration and Benefits Framework

		1	2	3	4	5
S/N	**Position / Capacity**	**Fixed salary (annual amount)***	**Fixed remuneration per Board meeting****	**Fixed remuneration per Committee meeting**	**Variable Remuneration**	**Benefits**
1	Chair of the Board of Directors	€ 65,000	€ 800		-	Up to 20% of category 1
2	Vice-Chair of the Board of Directors	€ 40,000	€ 800		-	Up to 20% of category 1
3	**Chief Executive Officer**	€ 100,000	€ 800		-	Up to 20% of category 1
4	Non-executive member		€ 800		-	-
5	Independent Non-executive Member		€ 800		-	-
6	Senior Independent Non-executive Member	€ 8,000	€ 800			
7	Chair of Audit Committee	€ 15,000	€ 800	€ 500		
8	Member of Audit Committee		€ 800	€ 500		
9	Chair of the Remuneration & Nominations Committee	€ 5,000	€ 800	€ 500		
10	Member of the Remuneration & Nominations Committee		€ 800	€ 500		
11	Executive Officer	45,000 – € 80,000				Up to 10% of category 1

** Includes Fixed Remuneration either due to capacity or due to position, through either an employment relationship or independent services.*

*** Members holding two roles within the Board of Directors will receive one fee per meeting.*

The non-executive Chairman and the non-executive Vice Chairman receive the remuneration provided above. If the Chair or Vice Chair is an executive, then this individual shall receive the remuneration of the Chief Executive Officer. Additionally, if the same person holds both the position of Chair and that of Chief Executive Officer of the Company, then an additional amount of €1,000 per month shall be added to the Chief Executive Officer's remuneration.