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Information Note of the Board of Directors regarding the candidate members of the Board of Directors proposed for election by the 2026 Annual General Meeting of the Company's shareholders (article 18(1), Law 4706/2020)

The Board of Directors of the Company, taking into account the provisions of the regulatory framework of Law 4706/2020, the Company's Articles of Association, the Fit and Proper Policy for the Members of its Board of Directors, and following the reasoned recommendation of the Remuneration and Nomination Committee dated 22.06.2026, hereby submits to the shareholders, in accordance with article 18(1) of Law 4706/2020, this Information Note regarding the Members proposed for election to the Company's new Board of Directors and the reasoning supporting the proposed selection thereof, as follows:

Pursuant to article 11 of the Company's Articles of Association, the Board of Directors consists of five (5) to seven (7) members. The members of the Board are categorized as executive, non-executive and independent non-executive, in accordance with the provisions of Article 5 of Law 4706/2020. The independent non-executive members are designated pursuant to Article 9 of Law 4706/2020 and must not be fewer than one third (1/3) of the total number of Board members, and in any case not fewer than two (2).

The Company's current Board of Directors was elected pursuant to the General Meeting of the Company dated 20.12.2023, for a three-year term expiring on 19.12.2026, automatically extended until the first Annual General Meeting following the expiry of the term of office of its members, in accordance with the Law and the Company's Articles of Association in force. Subsequently, the elected Board of Directors was constituted as a body on the same date, pursuant to the relevant resolution of the Company's Board of Directors dated 20.12.2023, and was thereafter reconstituted as a body pursuant to the subsequent meetings of the Board of Directors dated 17.01.2024, 26.04.2024, 16.05.2024 and 01.04.2025.

Furthermore, it is noted that the existing Board of Directors consists of six (6) members in total, of whom one (1) is a woman. Pursuant to Minutes No. 36/16.03.2026 of the Remuneration and Nominations Committee on the subject: "Annual Evaluation for 2025 of Board Members and Committees by the Remuneration and Nomination Committee and 2026 Board Members Training Plan", the examination of coverage of the representation of the underrepresented gender on the Board of Directors was recorded as a required action, given that such representation must not fall below twenty-five percent (25%) of all members of the Board of Directors, in accordance with article 3A(2) of Law 4706/2020, as well as article 3A(5) of the same law, which clarifies that, in the case of a fraction, the percentages of paragraphs 2 and 3 are rounded to the nearest whole number.

The members of the Committee, following discussions with the Company's Chief Executive Officer and with the Compliance Unit, concluded that, in order for the Company to comply with the provisions of Law 5178/2025 by the deadline of 30.06.2026, one additional member should be added to the Board of Directors, who:

- meets the suitability criteria of the Company's Fit and Proper Policy;
- meets the specifications of those criteria in accordance with the Succession Plan for Board Members and the Chief Executive Officer;
- contributes to achieving 25% representation of the underrepresented gender on the Board of Directors.

Taking into account the Board of Directors' resolution proposing the amendment of Article 11 (Composition and Term of Office of the Board of Directors) of the Company's Articles of Association (Minutes No. 145/29.01.2026), subject to the approval of the forthcoming 2026 Annual General Meeting of Shareholders, the Remuneration and Nominations Committee recommended the election of a seven-member Board of Directors, consisting of the six (6) incumbent members and one (1) additional member, for a four-year term of office commencing on the date of the 2026 Annual General Meeting of Shareholders.

The Board of Directors approved unanimously the relevant proposal of the Remuneration and Nominations Committee and recommends the election of a seven-member Board of Directors, with a four-year term of office, consisting of the following candidates:

1. Ioannis Karambelas
2. Niki Achtypi
3. Konstantinos Angelopoulos
4. Vasileios Mikas
5. Konstantinos Drivas
6. Charalampos Xydis
7. Dimitra Nanou

Therefore, the new Board of Directors shall consist of seven (7) members, namely one (1) new member and six (6) members from the existing Board of Directors who will be re-elected. The above proposed seven-member composition enables the effective exercise of the responsibilities of the Board of Directors, reflects the size and activity of the Company and is characterized by a diversity of knowledge, qualifications and experience that can contribute to the achievement of its business objectives.

The proposal for the election of the above members of the Board of Directors has been evaluated and reviewed by the Remuneration and Nominations Committee, in accordance with the applicable regulatory and legislative framework and the Company's Suitability Policy for the Members of the Board of Directors, so that the Board of Directors, in turn, is able to establish that the proposed candidates are suitable both individually and collectively.

It is noted that the existing Fit and Proper Policy was approved pursuant to the relevant resolution of the General Meeting of the Company's shareholders dated 25.07.2023.

The Remuneration and Nominations Committee, in accordance with paragraph 1 of article 12 of Law 4706/2020 and its Rules of Operation in force, is, among other things, responsible for identifying and submitting proposals to the Board of Directors concerning persons suitable for appointment as Board members, on the basis of a procedure provided for in its Rules of Procedure. Pursuant to paragraph 2 of article 12 of Law 4706/2020, for the selection of candidates, the Committee takes into account the factors and criteria determined by the Company in accordance with the suitability policy it adopts. Furthermore, pursuant to article 7 of the Committee's Rules of Procedure, its responsibilities include, among other things, identifying and formulating proposals to the Board of Directors concerning persons suitable for appointment as Board members, taking into account the factors and criteria applied by the Company in accordance with the approved and applicable Fit and Proper Policy for Board Members (hereinafter the "Fit and Proper Policy"). The Committee assesses candidate members by taking into account the criteria set out in the Company's Fit and Proper Policy and the required profile that has been determined.

The Remuneration and Nominations Committee examined the individual suitability assessment of the candidate members of the Board of Directors and found, for each existing and proposed member, that the following criteria are met:

- adequacy of knowledge and skills, based on examination of each member's CV, academic qualifications and professional experience;
- good repute and integrity, through background checks of the candidate members and any publicly available information, as well as through documents and solemn declarations;
- any potential or actual situation or relationship giving rise to a conflict of interest, through audit reports of the Company's Compliance Unit;
- independence of judgement of each candidate;
- eligibility and, in particular, the absence of any culpability of the candidates in loss-making transactions, through documents and solemn declarations;
- sufficient time available for the performance of duties by the candidate members, also on the basis of their disclosed other commitments;
- satisfaction of the independence criteria under Law 4706/2020 for independent non-executive members, solely through documents, examination of the share register and audit reports of the Company's Compliance Unit.

- In addition, the Committee assessed the necessary evidence and established that the collective suitability and diversity criteria, as defined and set out in the Company's Fit and Proper Policy, are met, including indicatively the following criteria:
- adequate gender representation at a rate of twenty-five percent (25%) of all Board members (pursuant to article 3A of Law 4706/2020). In particular, the Committee found that, with the addition of the new candidate member, the proposed Board of Directors does not fall below twenty-five percent (25%) of all its members, in accordance with article 3A(2) of Law 4706/2020, as well as article 3A(5) of the same law, which clarifies that, in the case of a fraction, the percentages of paragraphs 2 and 3 are rounded to the nearest whole number;
- achievement of a sufficient number of independent non-executive Board members (not fewer than one third (1/3) of the total number of Board members, in accordance with article 5 of Law 4706/2020).

It was also specifically established that:

1. There are no impediments or incompatibilities in relation to the proposed members of the Board of Directors, on the basis of the provisions of Law 4706/2020. In fact, all candidate members have completed the solemn declaration form of a candidate member of the Board of Directors, declaring that there are no impediments or incompatibilities in their person, in accordance with article 3(4) of Law 4706/2020. 4706/2020.
2. All independent non-executive members of the Board of Directors meet the independence criterion, and a sufficient number of independent non-executive Board members is achieved (not fewer than one third (1/3) of the total number of Board members, in accordance with article 5 of Law 4706/2020), as well as the specific requirements of the approved Succession Plan for Board Members and the Chief Executive Officer.
3. Mr. Xydis meets the criterion set out in item (g) of paragraph 1 of article 44 of Law 4449/2017, which provides that: "At least one member of the audit committee, who is independent from the audited entity and has sufficient knowledge and experience in auditing or accounting, shall be required to attend the meetings of the audit committee concerning the approval of the financial statements."

In addition, the Remuneration and Nominations Committee, having collectively assessed the above persons in terms of their knowledge, experience and individual characteristics, found that they are able to make appropriate decisions by taking into account the Company's business model, risk appetite, strategy and the markets in which the Company operates, so as to carry out substantive monitoring and critical review of the decisions of senior management. The candidate members are collectively suitable for the exercise of the responsibilities of the Board of Directors and are capable of contributing to the effective management of the Company and to balanced decision-making. Finally, the proposed candidates, as a whole, cover a broad range of skills enabling them to understand the areas for which the Board of Directors is collectively responsible and to exercise the actual management and oversight of the Company. Among other things, the candidate members have an adequate understanding at least of the Company's business activity, strategic planning, compliance with the legislative framework and the ability to identify and manage risks.

The Board of Directors, having considered the reasoned recommendation of the Remuneration and Nominations Committee and the supporting evidence placed before it, independently verified and determined that the proposed candidates meet all individual and collective suitability requirements under the Company's Suitability Policy, the applicable regulatory framework and Law 4706/2020.

In view of the above, and following its own assessment, the Board of Directors validates the relevant proposal of the Remuneration and Nomination Committee and recommends to the General Meeting:

A) the election of the following persons:

1. Ioannis Karampelas, son of Dimitrios
2. Niki Achtypi, daughter of Charalampos
3. Konstantinos Angelopoulos, son of Loukas
4. Vasilios Mikas, son of Dimitrios
5. Konstantinos Drivas, son of Georgios
6. Charalampos Xydis, son of Ioannis
7. Dimitra Nanou, daughter of Georgios

as members of the Board of Directors, for a four-year term, automatically extended until the expiry of the deadline within which the immediately following annual general meeting must convene;

and

B) the appointment of the following persons

1. Konstantinos Angelopoulos
2. Konstantinos Drivas
3. Vasilios Mikas and
4. Charalampos Xydis

as independent non-executive members of the Board of Directors, given that the Remuneration and Nomination Committee reviewed, and the Board of Directors unanimously established, that the independence requirements are satisfied in their person, in accordance with article 9 of Law 4706/2020, namely that they do not directly or indirectly hold voting rights exceeding zero point five percent (0.5%) of the Company's share capital and are free from financial, business, family or other types of dependency relationships that could influence their decisions and their independent and objective judgement.

The curricula vitae of the proposed members for election are attached hereto and are posted on the Company's website.

Curricula Vitae of Board Members for 2026

Ioannis Karampelas

Mr. Ioannis Karampelas is an economist and holds a Bachelor's degree of Arts in Management with Marketing from Middlesex University in London, as well as a postgraduate degree in International Economics and Management from SDA Bocconi University in Milan.

From 1998 to 2000, he served as a Portfolio Manager and Investment Services Advisor at Enallaktiki Securities, and from 2000 to 2005 he served as General Manager of DAKAR S.A.

He served in Local Government from 2006 to 2010 as a Prefectural Councillor and from 2010 to 2014 as a Regional Councillor of Central Greece in the regional unit of Boeotia. He was subsequently elected Member of Parliament for Boeotia in the 2012 elections, serving until 2015. Since 2015, he has been a member of the Board of Directors of a Commercial and Technical Société Anonyme.

He has served as Chief Executive Officer of ADMIE Holding since 26.03.2021 and, as of 01/04/2025, also holds the position of Chairman of the Board of Directors of ADMIE Holding.

In parallel, since 2022, he has been a member of the Board of Directors of the Independent Power Transmission Operator (IPTO).

He speaks fluent English and Italian and has knowledge of the German language.

Niki Achtypi

Ms. Niki Achtypi is a lawyer, a graduate of the Law School of Democritus University of Thrace, and holds a postgraduate degree ("MSc in Banking and Finance Law – The Financial and Institutional Framework of Money and Capital Markets") from the University of Piraeus.

She works as a lawyer specializing in public procurement, corporate law, and labour law, and as a legal advisor to both private and public sector entities. She served as a member of the Investment Council for the Recovery and Resilience Facility loans, as well as legal advisor to the Ministries of Finance and Environment and Energy. She is a member of the Economic Chamber of Greece and speaks English and French.

She has held the position of Vice-Chair of the Board of Directors of ADMIE Holding since 20/12/2023.

Konstantinos Angelopoulos

Mr. Konstantinos L. Angelopoulos holds a Diploma in Mechanical Engineering from the Aristotle University of Thessaloniki (AUTH) and a Master's degree in Operational Research from the London School of Economics (LSE). He has more than twenty years of professional experience in the design and management of financing and investment instruments, real estate management, investment attraction, and investment policy design, serving as a senior executive and Board member in various companies. He has also served as an advisor to the Ministries of Economy & Finance and Development.

Since July 2020, he has been an Independent Non-Executive Member of the Board of Directors of ADMIE Holding and serves as Chair of the Remuneration & Nomination Committee.

Konstantinos Drivas

Mr. Konstantinos Drivas holds a degree in Informatics from the School of Science and Technology of the Hellenic Open University. He also holds a Master's degree in Informatics and Telematics from the School of Digital Technology of Harokopio University, and a Master's degree in Education Studies from the School of Humanities of the Hellenic Open University. He additionally holds a Certificate of Pedagogical and Teaching Competence in Informatics from the Hellenic Open University.

He has been employed at EYDAP since 1993, serving in various departments and holding several managerial positions, including: – Director of Market Development – Finance Business Partner in the Financial Activities Directorate, supporting the General Directorates of Customers, Water Supply, and Sewerage – Director of

Operational & Administrative Support, responsible for Operations, Administrative Support, and Facility Security – Deputy Director of Customer Service, responsible for Municipal Authorities and Major Clients, as well as the operation of Regional Centers – Head of Statistics & Coordination in the Customer Service Directorate, responsible for coordinating and ensuring the smooth operation of Regional Centers.

He is actively involved in Local Government and served as Municipal Councillor of Chalandri (2010–2014), participating in various municipal committees. In 2014, he was appointed Regular Member of the Board of Directors of the General Hospital of Attica "Sismanogleio–Amalia Fleming" and the affiliated Penteli Children's Hospital.

He has been an Independent Non-Executive Member of the Board of Directors of ADMIE Holding since July 2020 and also serves as a member of the Company's Audit Committee and the Remuneration & Nomination Committee.

Vasilios Mikas

Mr. Vasilios Mikas received his degree in Chemical Engineering from the National Technical University of Athens, with a thesis on wastewater treatment. He has been a member of the Technical Chamber of Greece (TEE) since 1985 and successfully completed the Postgraduate Program in Business Administration of the Hellenic Management Association (EEDE) in 1992–1993.

From 1985 to 2000, he worked continuously in major export-oriented companies of the chemical industry in the private sector, holding managerial positions. During this period, he dealt with international trade of high-specification products, developing and managing quality procedures, technical marketing, and comparative evaluation of commercial partnerships.

Since 2000, he has been active as the manager of his own company, engaged in the trade of specialty chemical additives, collaborating with international companies and supplying Greek export-oriented industries.

He has been an Independent Non-Executive Member of the Board of Directors of ADMIE Holding since July 2020 and also serves as a member of the Company's Audit Committee and the Remuneration & Nomination Committee.

Charalampos Xydis

Charalampos Xydis holds a degree in Business Administration from Deree College and a Master's degree in Internal Auditing from City University Business School (UK).

He is a certified Risk Management Assurance Auditor (CRMA) by the Institute of Internal Auditors and a Certified Fraud Examiner (CFE).

He has been a Partner in the Risk Advisory Department of TGS HELLAS ADVISORY since May 2023, providing Internal Audit, Risk Management, Regulatory Compliance, and Corporate Governance services. He is also the manager of THE BEST PRACTICE NETWORK since February 2021.

He has more than 25 years of professional and consulting experience in Internal Audit, working with major business groups, most of them listed on the Athens Stock Exchange, with specialization in the Energy sector. He served as President of the Association of Certified Fraud Examiners (ACFE Greece) from 2020 to 2023 and is the exclusive trainer for Greece, Cyprus, and Eastern European countries for the Certified Fraud Examiner (CFE) preparation courses.

He has also taught in the Internal Audit Program (now MBA in Internal Auditing) of the National and Kapodistrian University of Athens. He is a regular member of the Hellenic Institute of Internal Auditors—where he served as Director from 2012 to 2014—and of Transparency International Greece, where he played a key role in launching and establishing the Business Integrity Forum (BIF) as its designer, coordinator, and implementer in Greece.

He has been an Independent Non-Executive Member of the Board of Directors of ADMIE Holding since May 2024 and simultaneously serves as Chair of the Company's Audit Committee.

Dimitra Nanou (New Candidate BOD member)

Ms. Dimitra Nanou is an Attorney-at-Law, a graduate of the Faculty of Law at the Aristotle University of Thessaloniki, and holds a D.E.A. de Droit francophone des Affaires (Master of Advanced Studies in Business Law) from Université Paris I – Panthéon Sorbonne (France), as well as a D.E.S. en Droit Économique (Master of Advanced Studies in Economic Law) from Université Catholique de Louvain, Louvain-la-Neuve (Belgium).

She practices law as an attorney, specializing in labor law, contract law, commercial and corporate law, and serves as a legal advisor to private and public sector entities. She is also an associate at the "Bakopoulos Katharios" law firm and a Legal Advisor to the Central Service of the General Commercial Registry (G.E.MI.) of the Public Law Entity named "Union of Greek Chambers" (UGC). Concurrently, by decision No. YPEN/DDY/88188/8146/07.08.2025 of the Ministry of Environment and Energy, she was appointed as a non-executive member of the Board of Directors of the Private Law Entity named "Natural Environment and Climate Change Agency" (NECCA) (Official Government Gazette, Y.O.D.D. Issue 1016/07.08.2025).

Ms. Nanou has also been continuously and systematically active in public service since 2006, while she served as the Vice Governor of the Regional Unit of South Athens from September 2019 to January 2023.

She has been a member of the Athens Bar Association since 2000 and speaks English and French.