

### Annual Remuneration Report 2022

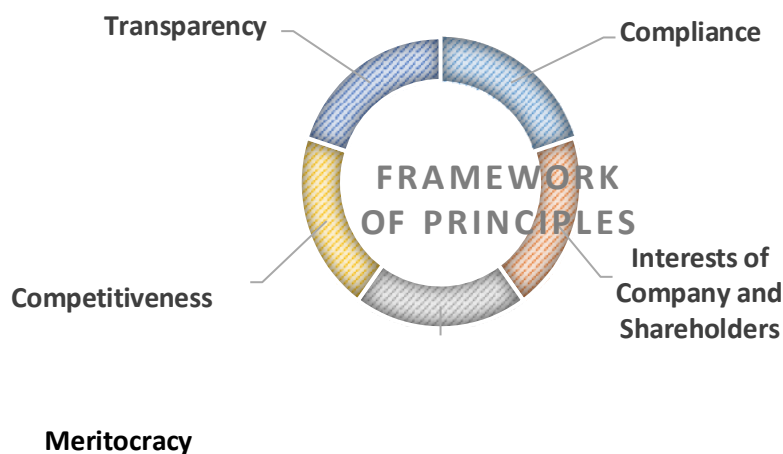
According to article 112 of Law 4548/2018, the BoD of the Company is obliged to prepare a clear and comprehensible remuneration report, which contains a comprehensive overview of all remuneration regulated in the Company's Remuneration Policy, for the year 2022 and the data required at least by the above article 112 of Law 4548 / 2018, as it will be in each case.

The report also includes all types of allowances granted or due to persons whose salaries have been included in the remuneration policy, in the year 2022, for persons falling within the scope of the Remuneration Policy, both the newly elected members of the Board of Directors, as well as the older ones.

The remuneration report for the year 2022 is submitted for discussion at the Ordinary General Assembly of shareholders, as an item on the agenda. The shareholders' vote on the remuneration report is advisory.

### Aim of the Remuneration Report

The guiding principles of the Remuneration Policy governing the Remuneration are diagrammed as follows:



This Remuneration Report aims to review the compliance with the approved Remuneration Policy, the respective legal framework and the enhancement of transparency regarding the payment of all types of remuneration in an intelligible, clear and comprehensible manner.

In particular, this Remuneration Report:

- Presents in a transparent manner the structure of all types of remuneration whether or not governed by the Remuneration Policy.
- Contributes to the diffusion and consolidation of the principles of transparency, meritocracy, justice, proportionality in the implementation of the remuneration framework from the top to the bottom of the Company's organization, taking into account the type and level of remuneration, the importance and the weight of the responsibilities of each position and the performance of each executive.
- Demonstrates the ability of the Company to formulate and implement competitive remuneration packages, which are harmonized with market practices and at the same time are able to attract or retain executives within the corporate structures effectively and remarkably.
- Recognizes the reasonable and fair level of remuneration that should be aimed at creating goodwill both in the long run and through the achievement of shorter-term goals with the aim of preventing decisions with excessive business risk and maintaining viability and profitability.
- Provides information on the total remuneration granted or paid, by analysis in their individual components, the separate recording of fixed and any variable remuneration, including the control of any remuneration of paragraph 2 of article 109 of Law 4548/18 and how the total remuneration complies with the approved remuneration policy.
- Controls the general application of the basic guidelines for the management and payment of salaries to the members of the Board of Directors, the Chief Executive Officer and the General Managers - senior executives in accordance with the Company Organization Chart and the approved Remuneration Policy.

### **Remuneration Components (Remuneration / Benefits)**

The remuneration presented in this report covers all types of remuneration, namely remuneration and benefits that may include cash payments, stock options, representation expenses at the meetings of the Board of Directors, benefits (namely company car, insurance contracts etc.) both fixed and variable. The report reflects the salaries of any company belonging to the Group, as defined in article 32 of Law 4308/2014.

The amounts of both fixed and any variable remuneration are recorded in gross values as defined in paragraph 4 of the European Commission Guidelines, of 1 March 2019.

### **Approved Remuneration based on the Remuneration Policy**

According to the Remuneration Policy, the Executive Members of the Board of Directors who are paid as Senior Managers (SM) in companies of the Group, may receive annual fixed remuneration falling in the scales from C (from 120,000 euros to 180,000 euros), B (from 150,000 euros to 215,000 euros), A (180,000 euros to 350,000 euros) up to A + (over 350,000 euros) into which the CEO is included.

In particular, the Chief Executive Officer, as a member of the Board of Directors, may receive a fixed annual salary that will not exceed the maximum of one million four hundred thousand euro (1,400,000 euros).

The components of variable remuneration that can be paid to beneficiaries that fall within the scope of the Remuneration Policy are the following:

- Short-term variable remuneration (bonus)
- Stock option plan under article 113 of Law 4548/2018
- Stock grant plan according to article 114 of Law 4548/2018

Furthermore, additional benefits may be granted, such as:

- Company car
- Group Life and Health Insurance contract, as well as a civil liability contract
- Retirement Plan

### **Total Remuneration**

The total remuneration for the financial year 2022 (Table 1) refers to the sum of a) the fixed remuneration, consisting of the remuneration of the Board of Directors and Committees of the Company and Group companies (1,150,000 euros and 750,000 euros respectively), b) the remuneration from the Company and Group companies to which senior managers provide services as employees or under contracts of indefinite duration in accordance with paragraph 9 art.39 of Law 4387/16 (total 1,632,711 euros), c) other benefits and d) variable remuneration deriving from i) short-term remuneration of the Company and Group companies and amounted to a total of 630,000 euros and ii) long-term remuneration, i.e. the Company's stock option plan (Table 2).

# GEK TERNA GROUP

Annual Financial Report of the fiscal year 1 January 2021 - 31 December 2021

(Amounts in thousands Euro, unless otherwise stated)

**Table 1: Detailed Table of annual Remuneration and other benefits rendered to members of the Board of Directors and Senior Managers of the Company, fiscal year 2021 (according to the European Commission Guidelines, as of March 1, 2019)**

A/A	NAME	POSITION INPOSITION ON THE BOARD	CAPACITY IN GROUP COMPANIES	PARTICIPATIO N IN COMMITTEES OF THE BOARD	GEK TERNA FIXED REMUNERATION					GEK TERNA VARIABLE REMUNERATI ON **	ΣΤΑΘΕΡΕΣ ΑΠΟΔΟΧΕΣ ΑΠΟ ΟΥΓΑΤΡΙΚΕΣ ΕΤΑΙΡΕΙΕΣ			SUBSIDIARIE S VARIABLE REMUNERATI ON	TOTAL VARIABLE REMUNERATI ON (10) + (14)	TOTAL FIXED REMUNERATI ON (5)+(6)+(11)+ (12)	TOTAL REMUNERATI ON (15) + (16)	VARIABLE (15)TO FIXED (16) RATIO	COMMENTS
					FIXED REMUNERATI ON	BOARD OF DIRECTORS & COMMITTEES OF THE COMPANY REMUNERATI ON	BENEFITS			SHORT-TERM VARIABLE REMUNERATI ON (BONUS)	FIXED REMUNERATI ON	GROUP BOARDS OF DIRECTORS REMUNERATI ON	BENEFITS (COMPANY CAR)	SHORT-TERM VARIABLE REMUNERATI ON (BONUS)					
							COMPANY CAR	GROUP LIFE- HEALTH INSURANCE	TRAVEL EXPENCES										
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
1	PERISTERIS G.	CHAIRMAN	CHIEF EXECUTIVE OFFICER	Strategi c Planni ng (C)	0	700.000	34.072	1.088	0	0	0	700.000	0	0	0	1.400.000	1.400.000	0%	
2	GOURZIS E.	VICE- CHAIRMAN, EXECUTIVE MEMBER	SENIOR MANAGER, GEK TERNA SA		0	0	0	950	0	0	300.000	50.000	587	150.000	150.000	350.000	500.000	43%	
3	LAZARIDOU P.	EXECUTIVE DIRECTOR, EXECUTIVE BoD MEMBER	GENERAL DIRECTOR OF FINANCE	Investment, ESG	0	0	0	1.088	0	0	250.000	0	8.175	0	0	250.000	250.000	0%	
4	BENOPOULOS A.	EXECUTIVE DIRECTOR, EXECUTIVE BoD MEMBER	GENERAL DIRECTOR OF ADMINISTRATI VE SERVICES	ESG	0	0	0	1.088	0	0	230.000	0	0	120.000	120.000	230.000	350.000	52%	
5	ANTONAKOS D.	EXECUTIVE BoD MEMBER	CCO, CRO	Compliance	0	0	0	1.088	0	0	150.000	0	0	0	0	150.000	150.000	0%	
6	MOUSTAKAS E.	EXECUTIVE BoD MEMBER	GENERAL DIRECTOR OF BUSINESS DEVELOPMENT	Investment	76.000	0	0	1.088	0	150.000	174.000	0	0	0	150.000	250.000	400.000	60%	
7	PERDIKARIS G.	EXECUTIVE BoD MEMBER	SENIOR MANAGER, GEK TERNA SA	Investment (C)	216.000	0	0	1.088	0	150.000	34.000	0	0	0	150.000	250.000	400.000	60%	BoD member up to 30/11/2022
8	LAMPROU K.*	EXECUTIVE BoD MEMBER	STRATEGIC COMMUNICATI ON, PRESS OFFICE, CSR & SUSTAINABILITY DIRECTOR	ESG	46.000	0	0	1.088	0	0	135.000	0	0	60.000	60.000	181.000	241.000	33%	
9	SOURETIS P.	EXECUTIVE BoD MEMBER		Investment	21.711	0	0	0	0	0	0	0	0	0	0	21.711	21.711	0%	BoD member since 30/11/2022
10	AFENTOULIS D.	NON-EXECUTIVE BoD MEMBER	-	Εκδόσεων, Στρατηγικού Σχεδιασμού	0	65.000	0	0	0	0	0	0	0	0	0	65.000	65.000	N/A	
11	TAMVAKAKIS A.	VICE-CHAIRMAN, NON-EXECUTIVE BoD MEMBER	-	Audit (C), Nominations (C), Remuneration, Strategic Planning	0	107.000	0	0	0	0	0	0	0	0	0	107.000	107.000	N/A	
12	CAPRALOS S.	NON-EXECUTIVE BoD MEMBER	-	Audit, Nominations, Remuneration (C), Strategic Planning	0	92.000	0	0	0	0	0	0	0	0	0	92.000	92.000	N/A	
13	APKARIAN G.	NON-EXECUTIVE BoD MEMBER	-	Remuneration, Strategic Planning	0	62.000	0	0	0	0	0	0	0	0	0	62.000	62.000	N/A	
14	SKORDAS A.	NON-EXECUTIVE BoD MEMBER	-	Compliance (C), Remuneration	0	62.000	0	0	0	0	0	0	0	0	0	62.000	62.000	N/A	
15	DELIKOURA K.	NON-EXECUTIVE BoD MEMBER		Nominations, ESG, Compliance	Does not receive remuneration for her participation in the Board of Directors of GEK TERNA and its Committees.														
16	STAIKOU S.	NON-EXECUTIVE BoD MEMBER		ESG (C), Remuneration	0	62.000	0	0	0	0	0	0	0	0	0	62.000	62.000	N/A	

\*According to the Remuneration Report of TERNA ENERGY S.A. which will be put to an advisory vote during the relevant Annual General Assembly.

\*\*The variable remuneration deriving from the Company's Stock Option Plan is detailed in Table 2.

***Fixed remuneration***

Fixed Remuneration consists of remuneration through employment contracts or provision of services and the Annual Remuneration of the Board of Directors and Committees. The fixed remuneration for the members of the Board of Directors who received remuneration as members of the Board of Directors and Committees of the Company and its subsidiaries for the year 2022 amounts to a total of three million two hundred twenty-one thousand eight hundred sixty one euros (3,532,711 euros) and is broken down for each member into the individual components in **Table 1**. Of the above amount, an amount of four hundred and fifty thousand euros (450,000 euros) concerns fixed remuneration of non-executive members. Remuneration is within the approved limits of the Remuneration Policy and there is no deviation.

***Variable Remuneration and Benefits: Short-term variable remuneration***

According to the approved program for measuring and evaluating the individual performance of executives, the possibility of providing short-term variable remuneration (Bonus) up to the approved maximum total limit of one million eight hundred thousand euros (1,800,000 euros) is foreseen. The objectives associated with the provision of short-term variable remuneration arise through the establishment of specific Performance Metrics (KPIs). For executives who have a group role, the weighing takes into account the Group's total activity based on specific metrics that are evaluated in total up to 80%. When the evaluation concerns executives who do not have a group role, these criteria are limited to a maximum of 40% and additional metrics are set concerning the specific characteristics of Business Units with a maximum participation of 40%. Finally, with a maximum weighing limit of 20%, the individual role of each executive involved is evaluated, according to the responsibilities he/she has at Group and/or business unit level. Remuneration is within the approved limits of the Remuneration Policy and there is no deviation.

***Stock Option Plan based on article 113 of Law 4548/2018:***

According to the stock option plan for the period 2019-2023, target criteria (KPIs) have been set, which are secured a) as soon as the target is reached, b) either annually, c) or at the end of the plan and d) either proportionally the first three years and at the end of the plan. The date of return and the exercise period are set by the BoD, each time the criteria are met due to the achievement of the corporate goal. The plan is aimed at up to 20 executives. The exercise price has been set at 2 euros per share by a decision of the General Assembly and there is a two years holding period.

For the year 2022, the achievement of targets related to the construction, energy, concessions and debt service ratio sectors was confirmed, demonstrating the competence of the Company's executives as well as the Company's resilience and reliability.

Specifically, according to the decision of the Board of Directors dated 28.04.2022, the options were vested in 17 beneficiaries appointed by decision of the Board of Directors, to whom a total of 528,034 own shares were allocated, for a total consideration of 1,056,068 euros. The exercise of the rights took place through an over-the-counter transaction on 01.07.2022, when the market capitalization of the share was 9.38 euros. More specifically, 453,040 shares were allocated to senior executives and members of the Board of Directors of GEK TERNA (Table 2) and 74,994 shares to the other beneficiaries of the plan, executives of subsidiaries of the Group.

**GEK TERNA GROUP**

Annual Financial Report of the fiscal year 1 January 2021 - 31 December 2021

(Amounts in thousands Euro, unless otherwise stated)

Stock Option Plan															
Table 2: Detailed Table of Shares that have been allocated to members of the Board of Directors and Senior Managers of the Company for the financial year 2022 (according to the European Commission Guidelines, of March 1, 2019)															
A/A	NAME	POSITION ON THE BOARD	CAPACITY IN GROUP COMPANIES	MAIN CONDITIONS OF THE STOCK OPTION PLAN							INFORMATION REGARDING THE REPORTED FINANCIAL YEAR 2022				
				PERFORMANCE PERIOD	AWARD DATE	VESTING DATE	HOLDING PERIOD	EXERCISE PERIOD	ΤΙΜΗ ΑΣΚΗΣΗΣ/ ΑΓΟΡΑΣ ΜΕΤΟΧΗΣ	SHARE PRICE ON THE DATE OF OPTION EXERCISE (1/7/2022)	SHARES THAT HAVE BEEN ALREADY EXERCISED AT THE BEGINNING OF THE YEAR	DURING THE YEAR			
												STOCK OPTIONS AWARDED			
												AWARD DATE (Decision of BoD)	EXERCISE DATE	SHARES DISTRIBUTED for period 1/1/2022-31/12/2022	END OF HOLDING PERIOD
1	PERISTERIS G.	CHAIRMAN	CHIEF EXECUTIVE OFFICER	2019-2023	27/2/2020	Depending on the target (KPI) (a) as soon as the target is reached, (b) annually at the end of each year, (c) at the end of the performance period, (d) end of 2021 and at the end of the plan proportionally to what it has been achieved	2 years	as defined by the Board of Directors each time	2 €	9,38 €	950.000	28/4/2022	1/7/2022	233.224	1/7/2024
2	GOURZIS E.	VICE-CHAIRMAN, EXECUTIVE MEMBER	SENIOR MANAGER, GEK TERNA SA	2019-2023	27/2/2020		2 years		2 €	9,38 €	150.000	28/4/2022	1/7/2022	50.183	1/7/2024
3	LAZARIDOU P.	EXECUTIVE DIRECTOR, EXECUTIVE BoD MEMBER	GENERAL DIRECTOR OF FINANCE	2019-2023	27/2/2020		2 years		2 €	9,38 €	90.000	28/4/2022	1/7/2022	30.109	1/7/2024
4	BENOPOULOS A.	EXECUTIVE DIRECTOR, EXECUTIVE BoD MEMBER	GENERAL DIRECTOR OF ADMINISTRATIVE SERVICES	2019-2023	27/2/2020		2 years		2 €	9,38 €	90.000	28/4/2022	1/7/2022	30.109	1/7/2024
5	ANTONAKOS D.	EXECUTIVE BoD MEMBER	CCO, CRO	2019-2023	27/2/2020		2 years		2 €	9,38 €	22.000	28/4/2022	1/7/2022	6.094	1/7/2024
6	MOUSTAKAS E.	EXECUTIVE BoD MEMBER	GENERAL DIRECTOR OF BUSINESS DEVELOPMENT	2019-2023	27/2/2020		2 years		2 €	9,38 €	110.000	28/4/2022	1/7/2022	40.468	1/7/2024
7	PERDIKARIS G.	EXECUTIVE BoD MEMBER	SENIOR MANAGER, GEK TERNA SA	2019-2023	27/2/2020		2 years		2 €	9,38 €	105.000	28/4/2022	1/7/2022	20.269	1/7/2024
8	LAMPROU K.*	EXECUTIVE BoD MEMBER	STRATEGIC COMMUNICATION, PRESS OFFICE, CSR & SUSTAINABILITY DIRECTOR	2019-2023	27/4/2021		2 years		2 €	9,38 €	-	28/4/2022	1/7/2022	42.584	1/7/2024

There is no approved Scheme for free distribution of shares according to article 114 of Law 4548/2018.

### **Facilities**

In accordance with the benefits possibilities set out in the Remuneration Policy, a group life and health insurance policy is provided. The amounts listed in Table 1 refer to the premiums paid by the Company for group life and health for each member of the Board of Directors. The car benefit (benefit in kind) has been granted to three (3) of the eight (8) active executive members, i.e. 37.5%. The amounts indicated refer to the payment of the leasing installments of the company car. Corporate credit cards issued to BoD members relate solely to the coverage of corporate expenses, such as travel and overnight expenses and do not constitute a benefit but cover corporate expenses.

Independent non-executive members are not provided with variable remuneration or benefit in kind, except for payments relating exclusively to the coverage of travel expenses from their place of residence to the Company's headquarters for their participation in the meetings of the Board of Directors and the General Assembly of the Company.

No pension plan has been implemented at present.

### **7.0. Comparative Information Table**

The Comparative Table of Total Annual Changes in Remuneration of Members of the Board of Directors of the Company, Fixed, Variable (bonus) and benefits for the years 2019-2020-2021-2022 is presented below in accordance with article 187 of Law 4548/2018 (table 3).

It is noted that the stock option plan, in accordance with its approved terms, does not assign rights proportionally annually to the beneficiaries, except on the vesting / maturity dates as defined, in which case the vesting and performance of shares takes place cumulatively, as shown in Table 2.

**Table 3 : Comparative Table of Annual Change of total remuneration of BoD members and senior executives (fixed and variable)**

α/α	NAME	POSITION ON BoD	CAPACITY IN GROUP COMPANIES	Total Remineration change 2019 vs 2020	Total Remineration change 2020 vs 2021	Total Remineration change 2021 vs 2022
				%	%	%
1	PERISTERIS G.	CHAIRMAN	CHIEF EXECUTIVE OFFICER	0%	38%	26%
2	GOURZIS E.	VICE-CHAIRMAN, EXECUTIVE MEMBER	SENIOR MANAGER, GEK TERNA SA	238%	14%	7%
3	LAZARIDOU P.	EXECUTIVE DIRECTOR, EXECUTIVE BoD MEMBER	GENERAL DIRECTOR OF FINANCE	66%	-39%	-2%
4	BENOPOULOS A.	EXECUTIVE DIRECTOR, EXECUTIVE BoD MEMBER	GENERAL DIRECTOR OF ADMINISTRATIVE SERVICES	82%	5%	8%
5	ANTONAKOS D.	EXECUTIVE BoD MEMBER	CCO, CRO	-8%	-2%	-3%
6	MOUSTAKAS E.*	EXECUTIVE BoD MEMBER	GENERAL DIRECTOR OF BUSINESS DEVELOPMENT	27%	-1%	7%
7	PERDIKARIS G.	EXECUTIVE BoD MEMBER	SENIOR MANAGER, GEK TERNA SA	161%	-1%	10%
8	LAMPROU K.**	EXECUTIVE BoD MEMBER	STRATEGIC COMMUNICATION, PRESS OFFICE, CSR &	N/A	N/A	N/A
9	SOURETIS P.***	EXECUTIVE BoD MEMBER	-	N/A	N/A	N/A
10	AFENTOULIS D.	NON-EXECUTIVE BoD MEMBER	N/A	N/A	N/A	100%
11	TAMVAKAKIS A.	VICE-CHAIRMAN, NON-EXECUTIVE BoD MEMBER	N/A	0%	9%	9%
12	CAPRALOS S.	NON-EXECUTIVE BoD MEMBER	N/A	0%	27%	21%
13	APKARIAN G.	NON-EXECUTIVE BoD MEMBER	N/A	0%	1%	-49%
14	SKORDAS A.	NON-EXECUTIVE BoD MEMBER	N/A	N/A	12%	11%
15	DELIKOURA K.****	NON-EXECUTIVE BoD MEMBER	N/A	N/A	N/A	N/A
16	STAIKOU S.	NON-EXECUTIVE BoD MEMBER	N/A	N/A	N/A	100%

\* For the calculation of the 2021-2022 change, the comparative size of the total sremuneration for 2021 has been reduced by €45,000 in application of the 22/06/2022 decision of the General Assembly of TERNA ENERGY

\*\*It is not possible to compare the remuneration of the years 2021 and 2022 due to his election to the Board of Directors on July 2022 and therefore different length of periods

\*\*\* New BoD member

\*\*\*\*Does not receive remuneration for her participation in the Board of Directors of GEK TERNA and its Committees.



Below are presented the changes in a) the performance of the Company and the Group and b) the average annual remuneration of employees for the years 2019-2020-2021-2022 according to par. 7 of article 187 of Law 4548/2018.

<b>a. PERFORMANCE CHANGES</b>						
	Change 2019 vs 2020		Change 2020 vs 2021		Change 2021 vs 2022	
	Change to €	Change in %	Change to €	Change in %	Change to €	Change in %
<b>a1. COMPANY</b>						
TURNOVER (€)	545,000	8.70%	52,028,000	89.25%	40,790,722	72.68%
<b>a2. GROUP</b>						
EBITDA (€)	6,292,221	2.26%	15,988,778	5.44%	250,357,000	85.12%

*\*No interest and dividends receivable*

<b>b. AVERAGE REMUNERATION OF FULL-TIME EMPLOYEES</b>			
YEAR	NUMBER OF EMPLOYEES IN THE COMPANY	MIDDLE SEASONS	CHANGE
2019	25	51,055.81	N/A
2020	26	51,555.66	0.97%
2021	717	16,819.57	-206.52%
2022	728	19,338.24	14.97%

*\*In 2019 and 2020, mostly specialized senior executives with many years of experience used to work at GEK TERNA. In 2021, a new Business Unit for the Operation of Concession Projects was organized in the Company, which employs a large number of employees, mainly non-specialized craftsmen and toll employees. This activity of the Company is responsible for the large change in average earnings.*

---

The above information is provided in the context of the provisions of par. 7 of article 187 of law 4548/2018.

### **Remuneration Derogations**

According to Art. 112 para. 3 of Law 4548/18, no deviations from the approved remuneration policy were found pursuant to paragraph 7 of article 110. Therefore, explanations are not required for exceptional circumstances in respect of which a deviation of the remuneration policy has occurred.

### **Application audit**

The audit of the implementation of the Remuneration Policy and the preparation of the Remuneration Report is the responsibility of the Remuneration Committee and the Board of Directors.

The Report was reviewed by the auditor, Grant Thornton.

### **Approval of Remuneration Report for financial year 2021**

According to Art. 112 para. 3 of Law 4548/18, the remuneration report for the year 2021 was submitted for discussion at the Annual General Assembly of 28.06.2022, as an item on the agenda. The General Assembly with 49,478,896 votes in favor (91.42%), 4,600,475 against (8.50%) and abstention of 46,000 (0.08%) approved of the proposal of the Board of Directors for the approval of the Remuneration Report, pursuant to article 112 of Law 4548/2018, for persons falling within the scope of the approved Remuneration Policy for the year 2021.

The vote of the shareholders regarding the Remuneration Report is advisory.

### **Information on the utilization of the ability to recover variable remuneration**

There is no case dictating the use of the right to recover variable remuneration during the financial year 2022.

### **Remuneration Report Publicity**

According to Article 112 par. 4 of L.4548/18, this Remuneration Report along with the date and the results of the advisory vote of the General Assembly **shall be subject to formalities** and shall remain available on the Company's website for a period of ten (10) years as as the abovementioned provision provides. The Remuneration Report does not include specific categories of personal data within the meaning of Article 9 par.1 Regulation (EU) 2016/679 of the European Parliament and of its Council (L 119/1) or personal data relating to the marital status of Company's BoD members. The company processes personal data of the Company's BoD members included in the Remuneration Report under Article 112 for the purpose of increasing corporate transparency with regard to the remuneration of the BoD members, with a view to enhancing the accountability of the members and the supervision of shareholders on these remuneration. Subject to any longer publicity period provided by specific provisions, the company shall not disclose personal data included in the Remuneration Report, longer than ten (10) years from the publication of this Remuneration Report. According to Article 112

par. 6 of the aforementioned Law, the BoD members have ensured that the Remuneration Report was prepared and is expected to be published, in accordance with the requirements of the provisions of this Article.