

Remuneration report 2025

1. Remuneration Policy

The Remuneration Policy of the company "GEK TERNA S.A.", parent company of GEK TERNA Group of Companies (hereinafter the "Company") was prepared in accordance with Directive (EU) 2017/828 of the European Parliament and of the Council of 17 May 2017 on shareholder rights, as transposed into Greek legislation by Law 4548/2018 and in particular in accordance with article 110 of the above law and its last amendment was approved by the Extraordinary General Meeting of Shareholders on 20.06.2023. The Remuneration Policy includes the share bonus program approved by the General Meeting of 2023 program for the four-year period 2023-2027, with a potential maturity period of less than three (3) years in both plans.

The Remuneration Policy takes into account best practices for listed companies, the provisions of the Company's Articles of Association and the Company's Corporate Governance Code, while reflecting the applicable agreements regarding the remuneration of the members of the Board of Directors, including the respective General Managers-Senior Management. At the same time, it takes into account the salary and working conditions of all employees of the Company, which are fully harmonized with the principle of payment of remuneration based on the reasonable and fair measure to the persons selected as the most appropriate, taking into account the needs and nature of each position or functional role as well as the corporate interest.

The Remuneration Policy defines the scales of annual fixed remuneration for the Group's senior management / managers, BoD members or not of levels A, B, C as defined below, for the CEO, for independent non-executive members and non-executive members as well as the members of the mandatory statutory BoD Committees, in order to meet the salary levels of the market and the complexity of the sectors represented by the Group, such as concessions, construction, infrastructure management and operation, electricity from thermal energy sources, electricity and gas trading, building materials and mining activities. In addition, the variable remuneration components and the benefits that executive and non-executive members of the Board of Directors and senior management of the Group may receive are determined. Thus, the Remuneration Policy shapes remuneration levels through the principle of meritocracy, while responding to the need to engage existing senior executives of the Group as well as attract new competent ones, in order to implement the Group's strategic objectives.

1.2 Annual Remuneration Report

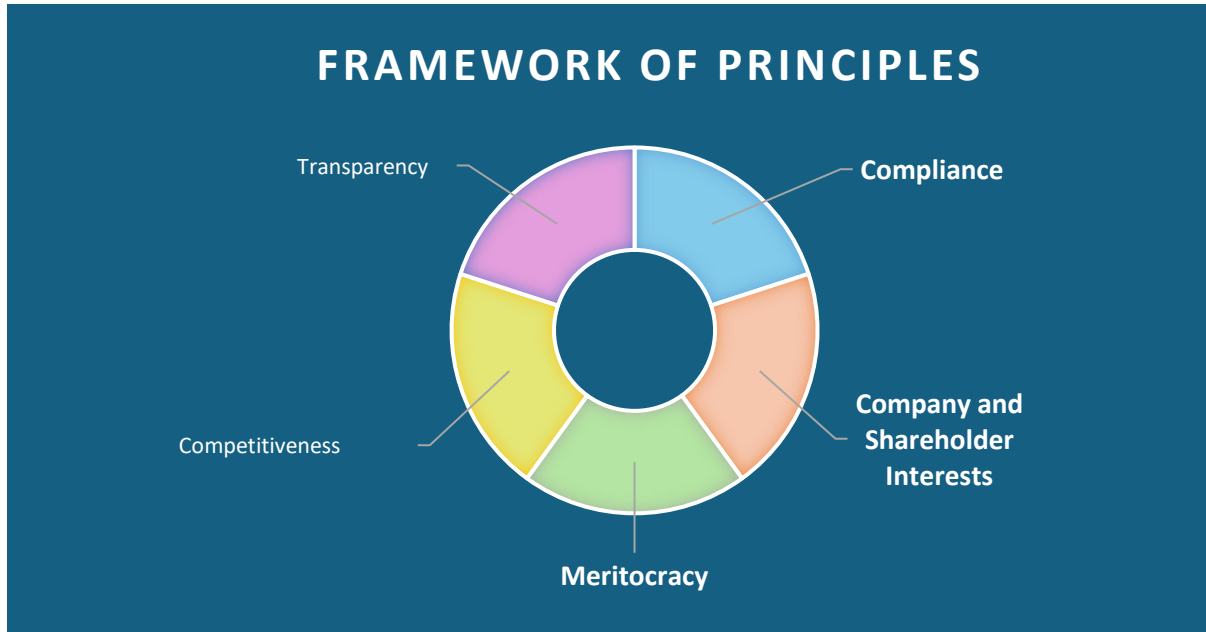
According to article 112 of Law 4548/2018, the Board of Directors of the Company is obliged to prepare a clear and comprehensible Remuneration Report, which contains a comprehensive overview of the total remuneration for the year 2025 regulated in the Company's Remuneration Policy and the information required at least by the above article 112 of Law 4548/2018, as it will apply from time to time.

The report also includes all types of remuneration and benefits granted or payable to the persons falling within the scope of the Remuneration Policy, during the year 2025.

The remuneration report for the year 2025 is submitted for discussion to the Annual General Assembly of shareholders, as an item of the agenda. The vote of the shareholders on the remuneration report shall be advisory.

1.2.1 Purpose of the Remuneration Report

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



This Remuneration Report aims to review compliance with the approved Remuneration Policy, the current legislative framework and to enhance transparency regarding the payment of all types of remuneration in a way that is understandable, clear and comprehensible.

In particular, this Remuneration Report:

- presents in a transparent manner the structure of all kinds of remuneration covered or not by the Remuneration Policy.
- contributes to the dissemination 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 for the type and level of remuneration the importance and weight of the responsibilities of each position and the performance of each executive.
- demonstrates the Company's ability to formulate and implement competitive remuneration packages, which are in line with market practices and at the same time are capable of attracting or retaining effective and valuable executives within corporate structures.
- It notes the reasonable and fair level of remuneration that should aim to create capital gains both in the long term and through the achievement of shorter-term objectives, with a view on the one hand to prevent decisions to be made with excessive business risk and, on the other hand, maintain viability and profitability.
- provides information on the total remuneration granted or paid, broken down into individual components, the distinct recording of fixed and any variable remuneration,

including the audit of any remuneration referred to in paragraph 2 of article 109 of Law 4548/18 and how the total remuneration complies with the approved remuneration policy.

- monitors the general implementation of the basic guidelines for the management and payment of remuneration to the members of the Board of Directors, the CEO and the General Managers – senior managers in accordance with the Company's Organizational Chart and the approved Remuneration Policy.

1.2.2 Remuneration Components (Remuneration/Benefits)

The remuneration presented in this report covers all types of remuneration, i.e. remuneration and benefits which may include monetary grants, stock options, bonus shares, expenses for attendance at Board meetings, provision of benefits (e.g. company car, insurance policies, etc.), both regular and variable. The report reflects the remuneration of any company belonging to the group, as defined in article 32 of Law 4308/2014 and in the IFRS 10.

The monetary amounts of both fixed and any variable remuneration are recorded in gross prices as defined in paragraph 4, article 5 of the European Commission Guidelines of 1 March 2019.

1.2.3 Approved remuneration based on remuneration policy

According to the Remuneration Policy, the Executive Members of the Board of Directors who are paid as Senior Management (CEOs) in Group companies, may receive annual fixed remuneration falling under the ranges 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) to A + (over 350,000 euros) to which the CEO belongs, following a documented recommendation from the Remuneration Committee.

In particular, the CEO, as a member of the BoD, may receive annually fixed remuneration that will not exceed the maximum limit of one million four hundred thousand euros (1,400,000 euros).

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

- Short-term variable remuneration (bonus)
- Stock option plan pursuant to article 113 of the Law 4548/2018
- Share bonus program according to article 114 of Law 4548/2018.

In addition, additional benefits may be granted, such as:

- Company car
- Group Life and Health Insurance Policy, as well as Civil Liability Policy
- Pension Plan

1.2.4 Total Remuneration

The total remuneration for the fiscal year 2025 (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 (1,227,200 euros), 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 para. 9 art.39 of Law 4387/16 (total 1,915,228 euros), c) other benefits and d) variable

remuneration deriving from i) short-term benefits of the Company and Group companies and amounted to a total of 950,000 euros and ii) from long-term benefits, namely the Share Bonus Program of the Company (Table 2).

Fixed remuneration

Fixed Remuneration consists of remuneration through employment or agreements for service and of the Annual Remuneration of the Board of Directors and Committees. The fixed remuneration for the members of the Board of Directors and the General Managers from the Company and its subsidiaries for the year 2025 amount to a total of three million one hundred forty-two thousand four hundred twenty-eight euros (3,142,428 euros) and is analyzed for each member into the individual components in Table 1. Of the above amount, an amount of five hundred twenty-seven thousand two hundred euros (527,200 euros) relates to fixed remuneration of non-executive members of the Board of Directors. The corresponding table for the year 2024 is available at the following link [GA_Announcement_GEKTERNA_21-05-2025](#).

Remuneration is within the approved limits of the Remuneration Policy and there is no deviation.

**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 2025
(according to the European Commission Guidelines, as of March 1, 2019)**

A/A	NAME	POSITION ON THE BOARD	POSITION IN GROUP COMPANIES	PARTICIPATION IN COMMITTEES OF THE BOARD	GEK TERNA FIXED REMUNERATION				GEK TERNA VARIABLE REMUNERATION **	FIXED REMUNERATION FROM SUBSIDIARIES			SUBSIDIARIES VARIABLE REMUNERATION	TOTAL VARIABLE REMUNERATION (10)+(14)	TOTAL FIXED REMUNERATION (5)+(6)+(7)+(11)+(12)	TOTAL REMUNERATION (15)+(16)	VARIABLE (15) TO FIXED (16) RATIO	COMMENTS	
					FIXED REMUNERATION	BOARD OF DIRECTORS OF THE COMPANY REMUNERATION	COMMITTEES OF THE COMPANY REMUNERATION	BENEFITS		FIXED REMUNERATION	GROUP BOARDS OF DIRECTORS REMUNERATION	BENEFITS (COMPANY CAR)							
								COMPANY CAR											GROUP LIFE-HEALTH INSURANCE
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	Strategic Planning (C), Executive (C)	0	700.000	0	28.394	1.153	0	0	0	0	0	700.000	700.000	0%		
2	GOURZIS E.	EXECUTIVE MEMBER	SENIOR MANAGER, GEK TERNA SA		0	0	0	0	1.211	0	325.000	0	0	200.000	200.000	325.000	525.000	62%	
3	LAZARIDOU P.	EXECUTIVE DIRECTOR, EXECUTIVE BoD MEMBER	GENERAL DIRECTOR OF FINANCE	Investment, ESG, Executive	0	0	0	0	1.192	0	301.330	0	0	200.000	200.000	301.330	501.330	66%	
4	BENOPOULOS A.	EXECUTIVE DIRECTOR, EXECUTIVE BoD MEMBER	GENERAL DIRECTOR OF ADMINISTRATIVE SERVICES	Executive	0	0	0	0	1.153	0	310.000	0	8.430	200.000	200.000	310.000	510.000	65%	
5	ANTONAKOS D.	NON-EXECUTIVE BoD MEMBER	CCO, CRO	Compliance	0	0	0	0	938	0	98.708	0	0	0	0	98.708	98.708	N/A**	BoD Member until 11.06.2025
6	MOUSTAKAS E.	EXECUTIVE BoD MEMBER	GENERAL DIRECTOR OF BUSINESS DEVELOPMENT	Investment, Strategic Planning, Executive	76.000	0	0	0	1.181	200.000	235.620	0	9.139	0	200.000	311.620	511.620	64%	
7	LAMPROU K.	EXECUTIVE BoD MEMBER	GENERAL DIRECTOR CORPORATE RELATIONS & SUSTAINABILITY	ESG	32.192	0	0	0	848	0	102.000	0	0	150.000	150.000	134.192	284.192	N/A**	Member of ESG Committee until 11.06.2025, BoD Member until 03.09.2025
8	SOURETIS P.	EXECUTIVE DIRECTOR, EXECUTIVE BoD MEMBER	GENERAL DIRECTOR BUSINESS ACTIVITIES	Investment, Executive	301.265	0	0	0	1.192	0	0	0	0	0	0	301.265	301.265	0%	
9	AFENTOULIS D.	NON-EXECUTIVE BoD MEMBER	-	Strategic Planning	0	60.000	0	0	119	0	0	0	0	0	0	60.000	60.000	N/A	
10	TAPRANTZIS A.	VICE-CHAIRMAN, INDEPENDENT NON-EXECUTIVE BoD MEMBER	-	Audit (C)	0	60.000	21.000	0	119	0	0	0	0	0	0	81.000	81.000	N/A	Chairman of the Audit Committee since 11.06.2025
11	TAMVAKAKIS A.	VICE-CHAIRMAN, NON-EXECUTIVE BoD MEMBER	-	Audit, Nominations & Remuneration, Strategic Planning, Investment	0	60.000	32.400	0	599	0	0	0	0	0	0	92.400	92.400	N/A	
12	CAPRALOS S.	VICE-CHAIRMAN, INDEPENDENT NON-EXECUTIVE BoD MEMBER	-	Audit (C), Nominations & Remuneration (C), Strategic Planning	0	30.000	27.000	0	0	0	0	0	0	0	0	57.000	57.000	N/A	BoD Member, Chairman of the Audit Committee and Nominations & Remuneration Committee and Member of Strategic Planning Committee until 11.06.2025
13	SKORDAS A.	INDEPENDENT NON-EXECUTIVE BoD MEMBER	-	Compliance (C), Nominations & Remuneration	0	60.000	32.400	0	119	0	0	0	0	0	0	92.400	92.400	N/A	
14	DELIKOURA K.	INDEPENDENT NON-EXECUTIVE BoD MEMBER	-	Nominations & Remuneration, ESG, Compliance	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	Does not receive remuneration for her participation in the Board of Directors of GEK TERNA and its Committees.
15	STAIKOU S.	INDEPENDENT NON-EXECUTIVE BoD MEMBER	-	ESG (C), Nominations & Remuneration	0	60.000	14.400	0	0	0	0	0	0	0	0	74.400	74.400	N/A	
16	SARKISSIAN M.	INDEPENDENT NON-EXECUTIVE BoD MEMBER	-	ESG	0	35.000	0	0	100	0	0	0	0	0	0	35.000	35.000	N/A	BoD Member and ESG Committee Member since 11.06.2025
17	PANAGOPOULOU C.	INDEPENDENT NON-EXECUTIVE BoD MEMBER	-		0	35.000	0	0	96	0	0	0	0	0	0	35.000	35.000	N/A	BoD Member since 11.06.2025
18	KOURNIOTHS I.	-	GENERAL DIRECTOR OF LEGAL AFFAIRS	Compliance	133.113	0	0	0	709	0	0	0	0	0	0	133.113	133.113	N/A	Member of the Compliance Committee since 11.06.2025

* The variable remuneration arising from the Company's Share Bonus Program is analyzed in Table 2.

** Proper application could not be carried out as the remuneration for the full year 2025 was not paid.

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 two and a half million euros (2,500,000 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 participation takes into account the total activity of the Group 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 participation 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 according to article 113 of Law 4548/2018:

The Stock Option Plan for the period 2019–2023 expired on 31 December 2023.

No new Stock Option Plan has been approved under article 113 of Law 4548/2018.

Share bonus program according to article 113 of Law 4548/2018:

The share bonus Program for the period 2023-2027 was approved by virtue of decision of the Annual General Assembly of shareholders dated 20.06.2023.

By resolution of the Board of Directors dated 18 January 2024, the detailed terms of the Program were approved. Under the Share Bonus Program for the period 2023–2027, performance criteria (KPIs) have been established, which vest either upon achievement of the target, on an annual basis, or at the end of a two-year period. The vesting of shares is determined by a decision of the Board of Directors for the eligible participants of the Program.

In 2025, the achievement of targets related to the concessions sector, the distribution ratio of the parent company and the debt service ratio for the financial year 2024 was confirmed, demonstrating both the capability of the Company's executives and the resilience and reliability of the Company. Pursuant to the Board of Directors' decision dated 28.04.2025, a total of 1,125,000 shares were vested. On 19.12.2025, a total of 1,112,500 shares were distributed to 43 eligible Participants of the Program.

**Table 2 : Detailed Table of Shares that have been allocated to members of the Board of Directors and Senior Managers of the Company
(according to the European Commission Guidelines, of March 1, 2019)
Shared Awards Plan 2023-2027**

A/A	NAME	POSITION ON THE BOARD	POSITION IN COMPANY	MAIN PROGRAM CONDITIONS				INFORMATION REGARDING THE REPORTED FINANCIAL YEAR 2025			
				PROGRAM PERIOD	AWARD DATE	VESTING DATE	RETENTION PERIOD	RIGHTS ALREADY EXERCISED SINCE THE BEGINNING OF THE PROGRAM*	DURING YEAR 2025		
									SHARES VESTED **	SHARES DISTRIBUTED ***	SHARES SUBJECT TO A RETENTION PERIOD
1	PERISTERIS G.	CHAIRMAN	CEO	2023-2027	1/10/2024	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 a 2 year period	2 years from the respective Board of Directors' Decision for the award of shares to the Beneficiaries	-	489.198	489.198	489.198
2	GOURZIS M.	EXECUTIVE MEMBER	SENIOR MANAGER GEK TERNA					-	56.266	56.266	56.266
3	LAZARIDOU P.	EXECUTIVE DIRECTOR, EXECUTIVE MEMBER	GENERAL DIRECTOR OF FINANCE					-	56.266	56.266	56.266
4	BENOPOULOS A.	EXECUTIVE DIRECTOR, EXECUTIVE MEMBER	GENERAL DIRECTOR OF ADMINISTRATIVE SERVICES					-	56.266	56.266	56.266
5	MOUSTAKAS E.	EXECUTIVE MEMBER	GENERAL DIRECTOR OF BUSINESS DEVELOPMENT					-	56.266	56.266	56.266
6	SOURETIS P.	EXECUTIVE DIRECTOR, EXECUTIVE MEMBER	GENERAL DIRECTOR OF BUSINESS ACTIVITIES					-	56.266	56.266	56.266

* In 2025, shares were distributed for the first time under the program.

** On 28.04.2025, the Board of Directors approved the vesting of a total of 1,112,500 shares due to the achievement of targets.

*** During 2025, a total of 1,112,500 shares were distributed, 770.528 to the executive BoD members and 341.972 to 36 executives of the Group. Grant date: 19.12.2025.

Benefits

In accordance with 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 insurance for each member of the Board of Directors. The car benefit (benefit in kind) has been granted to three (3) of the seven (6) current executive members, i.e. 50%. The stated amounts relate to the taxable benefit in kind that is recognized as income. 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 shall not be provided with variable remuneration or benefits in kind. Any payments relate solely 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.

Comparative Table of Information

The Comparative Table of Total Annual Deviations in Remuneration of Members of the Board of Directors of the Company, Fixed, Variable (bonus) and benefits for the years 2020-2021-2022-2023-2024-2025 is presented below in accordance with article 187 of Law 4548/2018 (table 3).

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 Remuneration change	Total Remuneration change	Total Remuneration change	Total Remuneration change	Total Remuneration change
				2020 vs 2021	2021 vs 2022	2022 vs 2023	2023 vs 2024	2024 vs 2025
				%	%	%	%	%
1	PERISTERIS G.	CHAIRMAN	CHIEF EXECUTIVE OFFICER	38%	26%	0%	0%	-49%
2	GOURZIS E.	EXECUTIVE MEMBER	SENIOR MANAGER, GEK TERNA SA	14%	7%	0%	8%	-3%
3	LAZARIDOU P.	EXECUTIVE DIRECTOR, EXECUTIVE BoD MEMBER	GENERAL DIRECTOR OF FINANCE	-39%	-2%	-1%	75%	13%
4	BENOPOULOS A.	EXECUTIVE DIRECTOR, EXECUTIVE BoD MEMBER	GENERAL DIRECTOR OF ADMINISTRATIVE SERVICES	5%	8%	0%	16%	26%
5	ANTONAKOS D. ¹	NON-EXECUTIVE BoD MEMBER	CCO, CRO	-2%	-3%	0%	13%	N/A
6	MOUSTAKAS E.	EXECUTIVE BoD MEMBER	GENERAL DIRECTOR OF BUSINESS DEVELOPMENT & INVESTMENTS	-1%	7%	2%	21%	6%
7	LAMPROU K. ¹	EXECUTIVE BoD MEMBER	GENERAL DIRECTOR CORPORATE RELATIONS & SUSTAINABILITY	N/A	N/A	8%	35%	N/A
8	SOURETIS P. ²	EXECUTIVE DIRECTOR, EXECUTIVE BoD MEMBER	GENERAL DIRECTOR BUSINESS ACTIVITIES	N/A	N/A	N/A	0%	20%
9	AFENTOULIS D.	NON-EXECUTIVE BoD MEMBER	N/A	N/A	N/A	-12%	-3%	8%
10	TAPRANTZIS A. ¹	VICE-CHAIRMAN, INDEPENDENT NON-EXECUTIVE BoD MEMBER	N/A	N/A	N/A	N/A	N/A	N/A
11	TAMVAKAKIS A.	VICE-CHAIRMAN, NON-EXECUTIVE BoD MEMBER	N/A	9%	9%	-13%	-8%	8%
12	CAPRALOS S. ¹	VICE-CHAIRMAN, INDEPENDENT NON-EXECUTIVE BoD MEMBER	N/A	27%	21%	3%	12%	N/A
13	SKORDAS A. ³	INDEPENDENT NON-EXECUTIVE BoD MEMBER	N/A	12%	11%	12%	24%	8%
14	DELIKOURA K. ⁴	INDEPENDENT NON-EXECUTIVE BoD MEMBER	N/A	N/A	N/A	N/A	N/A	N/A
15	STAIKOU S.	INDEPENDENT NON-EXECUTIVE BoD MEMBER	N/A	N/A	100%	0%	12%	7%
16	SARKISSIAN M. ¹	INDEPENDENT NON-EXECUTIVE BoD MEMBER	N/A	N/A	N/A	N/A	N/A	N/A
17	PANAGOPOULOU O. ¹	INDEPENDENT NON-EXECUTIVE BoD MEMBER	N/A	N/A	N/A	N/A	N/A	N/A
18	KOURNIOTIS I. ⁵	GENERAL DIRECTOR OF LEGAL AFFAIRS	N/A	N/A	N/A	N/A	N/A	N/A

¹ It is not possible to compare the remuneration of the years 2024 and 2025 due to their participation in the Board of Directors for a period of less than 2 years.

² It is not possible to compare the remuneration of the years 2022 and 2023 due to his election to the Board of Directors on 30.11.22.

³ Change due to changes in the composition of the Committees during 2025.

⁴ Does not receive remuneration for her participation in the Board of Directors of GEK TERNA and its Committees.

⁵ It is not possible to compare the remuneration of the years 2024 and 2025 due to the beginning of his cooperation with the Company in June 2025.

Below are presented the variations of a) the performance of the Company and the Group and b) the average annual remuneration of employees for the years 2021-2022-2023-2024-2025 according to para. 7 of article 187 of Law 4548/2018.

a. PERFORMANCE CHANGE										
	Change 2020 vs 2021		Change 2021 vs 2022		Change 2022 vs 2023		Change 2023 vs 2024**		Change 2024 vs 2025	
	Change (€)	Change (%)	Change (€)	Change (%)	Change (€)	Change (%)	Change (€)	Change (%)	Change (€)	Change (%)
a1. COMPANY										
TURNOVER (€) *	52.028.000	89,25%	40.790.722	72,68%	9.690.000	9,78%	35.074.000	32,26%	-5.948.000	-4,14%
a2. GROUP										
EBITDA (€)	15.988.778	5,44%	242.681.000	82,30%	-9.941.000	-1,83%	-8.294.000	-2,01%	217.389.346	68,74%

* The above does not include interest and dividends receivable.

** The change 2023vs2024 relates to adjusted EBITDA without the effect of discontinued RES sector.

b. AVERAGE REMUNERATION OF FULL-TIME EMPLOYEES			
YEAR	NUMBER OF EMPLOYEES IN THE COMPANY	AVERAGE REMUNERATION	CHANGE
2021	717	16.819,57	-206,52%
2022	728	19.338,24	14,97%
2023	716	20.515,80	6,09%
2024	735	22.075,50	7,60%
2025	471	25.727,10	16,54%

The above information is provided within the framework of the provisions of para. 7 of article 187 of Law 4548/2018.

1.2.5 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.

1.2.6 Implementation 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 statutory auditors of the audit firm Grant Thornton.

1.2.7 Approval of the Remuneration Report of Year 2024

According to art. 112 para. 3 of Law 4548/18, the remuneration report for the year 2024 was submitted for discussion to the Annual General Assembly of 11.06.2025, as an item of the agenda.

The General Meeting of Shareholders, with votes of 57,745,288 in favor (87.09% of those present), 8,396,930 against (12.66% of those present) and 160,000 abstentions (0.24% of those present),

approved the proposal of the Board of Directors for the approval of the Remuneration Report for the year 2024, pursuant to article 112 of Law 4548/2018.

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

1.2.8 Information on the use of the variable remuneration recovery feature

There is no case dictating the use of the right to recover variable remuneration during the financial year 2025.

1.2.9 Publication of the Remuneration Report

According to art. 112 para. 4 of Law 4548/18, this Remuneration Report along with the date and results of the advisory vote of the General Assembly is submitted to publicity formalities and remains available on the Company's website for a period of ten (10) years as provided by the aforementioned provision. The Remuneration Report does not include special categories of personal data within the meaning of article 9 para. 1 of Regulation (EU) 2016/679 of the European Parliament and of the Council (L 119/1) or personal data concerning the marital status of the members of the Company's board of directors. The Company processes personal data of the members of the Board of Directors included in the remuneration report pursuant to article 112 for the purpose of increasing corporate transparency regarding the remuneration of board members, with the aim of enhancing members' accountability and shareholder oversight of such remuneration. Without prejudice to any longer disclosure period provided for by a special provision, the Company shall not disclose personal data included in the remuneration report after ten (10) years have elapsed since the publication of this remuneration report. According to art. 112 para. 6 of the aforementioned law, the members of the Board of Directors have ensured that the remuneration report has been prepared and is planned to be published, in accordance with the requirements of the provisions of this article.