



ATHEX
Athens Stock Exchange

19th Annual General Meeting

Of the limited liability company

HELLENIC EXCHANGES-ATHENS STOCK EXCHANGE S.A.

(General Electronic Commercial Registry (GEMI) No 3719101000)
(former Companies Reg. Number 45688/06/B/00/30)

(Fiscal year 01.01.2019 – 31.12.2019)

Friday May 29 2020 @ 18:00

4th item of the Daily Agenda

Approve the remuneration and compensation of the members of the Board of Directors for fiscal year 01.01.2019 – 31.12.2019

The Board of Directors proposes the approval of the remuneration and compensation that was paid to members of the Board of Directors of the Company for fiscal year 2019 in accordance with article 109 of Law 4548/2018. Total annual remuneration and representation expenses of executive members amounts to €185,421.56 for the Chief Executive officer Mr. Socrates Lazaridis, and to €31,645.81 for the Chief Technology Officer until his departure from the Board of Directors on 30.05.2019.

Total compensation for the non-executive members of the Board of Directors, including those that left the Board of Directors on 30.05.2019, for their participation in the Board of Directors and Committees of the Company, amounts to €76,150.92 (net remuneration €65,741.09).

In detail:

Name (first, last)	Total gross remuneration	Net payable
George Handjinicolaou, non-executive Chairman of the BoD	€8,120.00	€7,010.00
Alexios Pilavios, non-executive Vice Chairman of the BoD	€5,986.67	€5,168.29
Alexandros Antonopoulos, independent member	€8,934.19	€7,712.89
Konstantinos Vassiliou, non-executive member	€5,286.67	€4,563.98
Giorgos Doukidis, independent member	€8,826.67	€7,620.06
Ioannis Emiris, non-executive member	€4,870.00	€4,204.27
Polyxeni Kazoli, independent member	€3,785.02	€3,267.61
Sofia Kounenaki-Efracimoglou, independent member	€4,786.69	€4,132.35
Ioannis Kyriakopoulos, non-executive member	€5,986.67	€5,168.29
Adamantini Lazari, independent member	€8,321.69	€7,184.11
Spyridoula Papagiannidou, independent member	€5,159.98	€4,454.61
Nikolaos Chrysochoidis, non-executive member	€5,126.67	€4,425.85
Nikolaos Mylonas, independent member (until 30.5.2019; he had waived his remuneration)	-	-
Dionysios Christopoulos, independent member (until 30.05.2019)	€960.00	€828.77
Total	€76,150.92	€65,741.09

5th Item of the Daily Agenda

Pre-approve the remuneration and compensation of the members of the Board of Directors for fiscal year 01.01.2020 – 31.12.2020

The Board of Directors, following a proposal by the Nomination & Compensation Committee, proposes the pre-approval of remuneration of members of the Board of Directors for the current fiscal year 2020 as follows:

Remuneration of executive members of the Board of Directors for 2020 will be at the same level as in 2019 and in accordance with the Remuneration Policy of the Company.

Remuneration of non-executive members of the Board of Directors, for their participation at the meetings of the Board of Directors and in the Committees of the Company for fiscal year 2020 is proposed to remain at the same level as in 2019 and in particular as follows:

Proposed remuneration of non-executive members of the Board of Directors	
Proposed annual base pay for participating in the BoD	
Non-executive Chairman of the BoD	€7,500.00
Non-executive Member	€5,000.00

Proposed supplementary to base pay annual remuneration for participation in Committees		
Committee	Chairman	Member
Audit Committee	€6,750.00	€4,500.00
Nomination & Compensation Committee	€2,250.00	€1,500.00
Risk Committee	€3,750.00	€2,500.00
Strategic Planning Committee	€3,750.00	€2,500.00
Advisory Committee on IT	€6,000.00	€6,000.00
Other Committees of the BoD that may be formed	€2,250.00	€1,500.00

All of the above remuneration will be pro rata on a twelve-month basis, paid monthly and will be proportional to the participation time of each non-executive member in the Board of Directors and in the Committees of the Company.

All amounts mentioned above are gross, and subject to the deductions foreseen by the current tax and social security legislation.