

MINUTES No 7

In Metamorfofi, Attica on May 24, 2022, day Tuesday at 14:00 p.m. at the company's offices at 7 Lykovryseos Street, met at a meeting for the formation of the Remuneration & Promotion Committee of the Company.

The meeting was attended by the members of the Committee:

1. Andreas Koutoupis
2. Lydia Haida
3. Angeliki Meintani

Issue 1: Reformation of the Remuneration & Nomination Committee

Based on sub no. 677 / 24-5-2022 of the decision of the Board of Directors, it was decided for functional reasons the reorganization of the Remuneration & Nomination Committee, with the appointment of Mrs. Lydia Chaida.

Ms. Lydia Chaida Studied architecture "VALLE GIULIA" at the Technical University of Rome "LA SAPIENZA" with a degree in Industrial design.

During her 28th career at the company, she held important positions such as retail and project manager, managing director and manager of IKTINOS MARMARON SA, from 2015 to 2020 (subsidiary of IKTINOS HELLAS SA)

After the above, the composition of the Remuneration and Nomination Committee is formed in a body and is formed as follows:

1. Andreas Koutoupis, son of Georgios, Economist, resident of, holder with ID independent non-executive member of the Board of Directors, as Chairman.
2. Lydia Chaida of Evangelos, Graduate of Architecture of Rome, resident, holder with ID number police ID card, Vice Chairman of the Board, non-executive member of the Board.
3. Angeliki Meintani tou Alexandrou, Mining Engineer, resident of D., holder of ID number .., independent non-executive member of the Board of Directors, as a member

The term of office of the Remuneration and Nomination Committee is set until June 30, 2026 and is automatically extended until the first Ordinary General Meeting after the end of their term.

The Remuneration & Nomination Committee has Rules of Procedure, which have been approved at a previous meeting.

The members

Andreas Koutoupis

Lydia Chaida

Angeliki Meintani