



PLASTIKA KRITIS

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Heraklion, July 17, 2025

**DECISIONS OF THE ANNUAL ORDINARY GENERAL MEETING
OF JULY 16th, 2025
of the Shareholders of the S.A. Company
PLASTIKA KRITIS INDUSTRIAL AND COMMERCIAL S.A. COMPANY
General Commercial Registry Number: 77082927000**

The Societe Anonyme "PLASTIKA KRITIS SA", within the framework of its obligations arising from the operating regulations of the ATHEX, informs the investing public that on July 16, 2025 at 13:00 at its offices in the Industrial Area of Heraklion, the Ordinary General Meeting of its Shareholders took place, in accordance with the invitation of its Board of Directors dated 24/06/2025.

The Meeting was attended in person or by proxy by shareholders representing 25.947.695 shares and votes, out of a total of 27,379,200 shares, i.e. a representation percentage of 94,772% of the Company's voting share capital, and after the quorum and majority required by Law and the Articles of Association were gathered, the Chairman of the Board of Directors, Mr. Ioannis Lempidakis, was appointed Chairman of the General Assembly and the Vice Chairman of the Board of Directors, Mrs. Anna Lempidaki, was appointed Secretary, and then all the items on the agenda were discussed and voted on, as follows:

1st Issue - Submission and approval of the Annual Financial Statements (Corporate and Consolidated) for the fiscal year 2024 (01.01.2024 - 31.12.2024) as well as the reports of the Board of Directors and the Certified Auditors of the Company.

The General Meeting approved unanimously, with a proportion of valid votes 94,772% of the shares with voting right (i.e. 25.947.695 shares, and 25.947.695 valid positive votes), the Annual Financial Statements (Corporate and Consolidated) of corporate year 2024 as well as the reports of the Board of Directors and the Certified Auditors.

Number of shares for which valid votes were given: 25.947.695

Percentage of shares with voting right: 94,772%

Valid: 25.947.695

Vote upon the valid:

For: 25.947.695 Against: 0 Blanks/Abstention: 0

2nd Issue - Amendment of the remuneration policy in accordance with the provisions of articles 110 and 111 of law 4548/2018.

The Chairman informed about the unanimous suggestion of the Board of Directors to the General Meeting to approve the amended remuneration policy of the members of the Board of Directors as provided by articles 110 and 111 of law 4548/2018.

The remuneration policy, which was brought to the attention of the shareholders, will have a duration of four years and will be applied to the remuneration of the members of the Board of Directors in accordance with the provisions of articles 110 and 111 of law 4548/2018.

The full text of the remuneration policy is posted on the Company's official website.

A voting followed and the General Meeting approved unanimously, with a proportion of valid votes 94,772% of the shares with voting right (i.e. 25.947.695 shares, and 25.947.695 valid positive votes), the company's remuneration policy.

Number of shares for which valid votes were given: 25.947.695

Percentage of shares with voting right: 94,772%

Valid: 25.947.695

Vote upon the valid:

For: 25.947.695 Against: 0 Blanks/Abstention: 0

3rd Issue - Approval of the allocation of profits for the year 2024 and dividend distribution.

The General Meeting approved unanimously, with a proportion of valid votes 94,772% of the shares with voting right (i.e. 25.947.695 shares, and 25.947.695 valid positive votes), the allocation of the profits of the corporate year 2024. In detail, the profits for the fiscal year 2024 before taxes amount to 39.906.997,49 euros and after deducting the tax of 8.238.789,04 euros, there are remaining profits to be allocated in the total amount of 31.668.208,45 euros which will be allocated as follows:

Reserve L.4172 Article 48	5.136.662,70
Dividend	14.237.184,00
Retained Earnings	<u>12.294.361,75</u>
Total	31.668.208,45

The dividend to be distributed per share will be 0.52 euros and will be paid to the Company's Shareholders according to the following schedule:

Monday 25/08/2025:

Cut-off date of dividend right for the year 2024.

Tuesday 26/08/2025:

Date of identification of dividend beneficiaries for the year 2024 (record date).

Monday 01/09/2025:

Start date of dividend's payment for the year 2024.

It is noted that the dividend to be distributed is subject to tax withholding.

After recommendation by the Board of Directors to the Annual Ordinary General Meeting of shareholders, following a relevant proposal by the Remuneration and Nomination Committee and in accordance with articles 109-112 of Law 4548/2018, articles 6 and 7 of Law 4706/2020, articles 27 and 29 of the company's Articles of Association and article 6 of the company's Remuneration Policy, the Annual Ordinary General Meeting also approved the following:

a) the allocation of net profits 1.015.700 euros that, in accordance with the principles and rules of International Accounting Standards, had been taken into account for the formation of the profits of the fiscal year 2024, for payment to members of the Board of Directors, who substantially contributed to the implementation of the Company's strategy in the fiscal year 2024, as well as to members who monitored/reviewed the implementation of its strategy.

b) the distribution of an amount of 5.750.000 euros from the net profits of the fiscal year 2024, who in accordance with the principles and rules of International Accounting Standards will be taken into account for the formation of the profits of the fiscal year 2025, to executive members of the Board of Directors as well as to senior and top executives, for the long-term contribution of each of them to the growth, profitability and sustainability of the company, taking into account their competencies and responsibilities, the efforts they have made and their dedication to the planning and implementation of the company's strategy, long-term and uninterrupted, but also the level of corresponding remuneration over time in other similar companies in combination with the situation, performance and prospects of the company, as presented in detail, which is largely due to the above. The General Meeting approved part of this amount to be distributed to the Managing Directors of the company, while it authorized the Board of Directors to distribute the remaining amount to other executive members of the Board of Directors as well as to senior and top executives of the Company.

Number of shares for which valid votes were given: 25.947.695

Percentage of shares with voting right: 94,772%

Valid: 25.947.695

Vote upon the valid:

For: 25.947.695 Against: 0 Blanks/Abstention: 0

4th Issue – Submission of a report by the Audit Committee on the Committee's activities in fiscal year 2024.

The Chairman of the Audit Committee informed the General Meeting of shareholders on the activities of the Audit Committee during the fiscal year 2024, submitting a relevant report according to the provisions of article 44 of law 4449/2017.

The activity report of the Audit Committee for the year 2024 is posted on the Company's official website.

5th Issue - Approval of the overall management of the Company and release of the Certified Auditors-Accountants from any liability for compensation for the year 2024 (01.01.2024 - 31.12.2024).

The General Meeting approved unanimously, with a proportion of valid votes 94,772% of the shares with voting right (i.e. 25.947.695 shares, and 25.947.695 valid positive votes), the overall management of the Company and the dismissal of Certified Auditors-Accountants from any liability for compensation about the management of the Company and the Financial Statements for the year 2024.

Number of shares for which valid votes were given: 25.947.695

Percentage of shares with voting right: 94,772%

Valid: 25.947.695

Vote upon the valid:

For: 25.947.695 Against: 0 Blanks/Abstention: 0

6th Issue - Election of Certified Auditors for the mandatory audit of the Financial Statements, the provision of an assurance report on the Sustainability Report for the financial year 2025 (1.1.2025 - 31.12.2025) and approval of their remuneration.

The General Meeting decided unanimously, with a proportion of valid votes 94,772% of the shares with voting right (i.e. 25.947.695 shares, and 25.947.695 valid positive votes):

A) The election of the company KPMG with A.M. S.O.E.L. 186 for the mandatory audit of the Financial Statements for the fiscal year 2025. The company after its election will submit a binding declaration to our company for the appointment of a regular and a substitute certified auditor.

It is noted that the above mentioned Audit Company, in addition to performing the audit of the annual and semi-annual financial statements, of the XHTML and XBRL digital files and of the completeness of the information in the annual Remuneration Report, will also undertake the process of issuing the annual certificate and the tax compliance report of the Company for the year 2025, in accordance with the provisions of article 65A of law 4174/2013 as amended by article 37 of law 4646/2019.

B) The election of the company Grant Thornton with A.M. S.O.E.L. 28871 to provide an Assurance Report on the Sustainability Report for the fiscal year 2025.

For the remuneration of the above mentioned Audit Companies the relevant decision of the Board of Directors of 23.06.2025 is valid, which was brought to the attention of the shareholders.

Number of shares for which valid votes were given: 25.947.695

Percentage of shares with voting right: 94,772%

Valid: 25.947.695

Vote upon the valid:

For: 25.947.695 Against: 0 Blanks/Abstention: 0

7th Issue - Provision of permission, according to article 98 par. 1 of law 4548/2018, to the members of the Board of Directors and the managers of the Company, to participate in the Boards of Directors or in the management of companies of the Group.

The General Meeting approved unanimously, with a proportion of valid votes 94,772% of the shares with voting right (i.e. 25.947.695 shares, and 25.947.695 valid positive votes), the proposal of the Board of Directors for granting a permission, in accordance with article 98 par. 1 of law 4548 / 2018, to the members of the Board of Directors and the executives of the Company, to participate in the Boards of Directors or in the management of companies of the Group.

Number of shares for which valid votes were given: 25.947.695

Percentage of shares with voting right: 94,772%

Valid: 25.947.695

Vote upon the valid:

For: 25.947.695 Against: 0 Blanks/Abstention: 0

8th Issue - Approval of the remuneration of members of the Board of Directors paid in the fiscal year 2024 as well as pre-approval of the payment of remuneration for the fiscal year 2025 to members of the Board of Directors and Committees.

The General Meeting approved unanimously, with a proportion of valid votes 94,772% of the shares with voting right (i.e. 25.947.695 shares, and 25.947.695 valid positive votes), the remuneration paid to members of the Board of Directors, as they are mentioned in detail in the Remuneration Report for the year 2024.

It was also decided to pre-approve the payment of fees for the fiscal year 2025 to members of the Board of Directors and Committees for participation in meetings and processing of tasks, the amount of which has been determined by the decision of the General Assembly of 18.06.2024.

Number of shares for which valid votes were given: 25.947.695

Percentage of shares with voting right: 94,772%

Valid: 25.947.695

Vote upon the valid:

For: 25.947.695 Against: 0 Blanks/Abstention: 0

9th Issue - Submission for discussion and voting, by the General Meeting, in accordance with the provisions of article 112 of law 4548/2018, of the Remuneration Report for the year 2024.

The Chairman of the Board of Directors brought to the attention of the shareholders the Remuneration Report of the members of the Board of Directors for the year 2024 which includes the total fees paid to the members of the Board of Directors for the year 2024 in accordance with Article 112 of Law 4548 / 2018. It is clarified that the shareholders' vote, regarding the Remuneration Report is, according to article 112 par. 3 of Law 4548/2018, advisory.

The report in its entirety is posted on the Company's official website.

A voting followed and the General Meeting approved unanimously, with a proportion of valid votes 94,772% of the shares with voting right (i.e. 25.947.695 shares, and 25.947.695 valid positive votes), the Company's Remuneration Report.

Number of shares for which valid votes were given: 25.947.695

Percentage of shares with voting right: 94,772%

Valid: 25.947.695

Vote upon the valid:

For: 25.947.695 Against: 0 Blanks/Abstention: 0

10th Issue - Amendment of policy for the suitability assessment of the members of the Board of Directors.

The Board of Directors proposes to the General Meeting to approve the amendment of the policy for the suitability assessment of the members of the Board of Directors as provided by article 3 of Law 4706/2020 and in accordance with the updated circular 60 of the Hellenic Capital Market Commission, in the context of the Company's adaptation to the new law 5178/2025 on balanced gender representation and to the best practices of the corporate governance framework.

The policy proposed for approval will be implemented in accordance with the provisions of article 3 of Law 4706/2020.

The aim of the proposed policy is:

- a) Ensuring the quality staffing of the Board of Directors, by establishing transparent rules and procedures for the evaluation of the suitability of its members, both before taking the specific position and on a periodic basis.
- b) The effective operation of the Board of Directors and the fulfillment of its role as a body responsible for the formulation of the strategy, the supervision of the management and the adequate control.

The full text of the proposed Suitability Policy of the members of the Board of Directors is posted on the Company's official website.

A voting followed and the General Meeting approved unanimously, with a proportion of valid votes 94,772% of the shares with voting right (i.e. 25.947.695 shares, and 25.947.695 valid positive votes), the policy for the suitability assessment of the members of the Board of Directors.

Number of shares for which valid votes were given: 25.947.695

Percentage of shares with voting right: 94,772%

Valid: 25.947.695

Vote upon the valid:

For: 25.947.695 Against: 0 Blanks/Abstention: 0

11th Issue - Submission of report by independent non-executive members of the Board of Directors for the year 2024.

The independent non-executive members of the Board of Directors jointly submitted to the General Meeting of Shareholders a report on the expression of opinion regarding the monitoring of the implementation of the strategy and objectives of the company, the suggestions and performance of the executive members in their duties, the compliance with the regulatory framework, the Regulation and the Company's Policies, as well as the content of the Board of Directors' Report and the Company's 2024 Corporate Governance Statement, in accordance with the provisions of article 9 of Law.4706/2020.

The report of the Independent Non-Executive Board Members for the year 2024 is posted on the Company's official website.