

Supplementary note on agenda items 6 and 7

Regarding your comments on the Items 6 and 7, we would like to note the following:

The CEO Ms Demiri Konstantina and the Executive Director Mr Polys Polycarpou hold key positions in the company and are remunerated on the following basis.

They both received an 6.4% increase which is the basic pay increase for Executive and no Executive Directors. It is noted that in 2023 the average gross income of the company's permanent employees, barring executives increased by 11% y-o-y.

Ms. Demiri received a further increase of 9% due to her contribution on the Groups strategy, for her participation and development of the financial management of the Romanian subsidiary as well as for her effective negotiation tactics on several operational fronts which resulted in topline growth of 14% in 2023 vs. 2022.

Mr. Polycarpou received a further increase of 24% since he has managed efficiently the available cash reserves to distribute dividends of E400m in 2023, educated long term investors on the Group's strategy and proved instrumental under the auspices of the chairman on the group's pricing to drive net income up by E53m. Mr. Polycarpou joined the board in 2022, from a relatively low base when benchmarked with other executive directors in Greece and Europe.

Finally, we highlight total compensation for all BoD members is less than 1% of the Group's net income which we deem more than fair, based on the group's strong financial performance and perhaps at the low end when compared with other Greek and European corporates.