

Supplementary note on the relevant items of AGM 6/11/2019

Item 3: Approve Director Remuneration.

Clarification - Supplementation

a. Two of the executive members of the Board of Directors has not been included on the proposed remuneration, following case-by-case basis:

1) CEO is left out because she works in the company with an indefinite-term employment contract (as mentioned in item 5) – Her annual remuneration (total cost) is euro 263,025.90 and public insurance contribution euro 23,509.08.

2) Executive Vice Chair is left out, since as the legal counsel of the company receives remuneration indirectly as partner of the law firm, which serves the company – His annual remuneration (total cost) is euro 350,000.00 and public insurance contribution euro 15,036.48.

b. It is noted that the fourth Executive member is employed by the company on an indefinite-term contract, which is governed by the provisions of labor law (in accordance with the provisions of section 5 on the approval of the remuneration policy). Her annual remuneration is euro 99.354,05 and public insurance contribution euro 20.437,87.

c. As stated in the company's remuneration policy, the proposed remunerations of the Independent Non-Executive Directors, although derived from the profits, relate solely to their time commitment and participation at the Board of Directors meetings and at the Audit Committee and we do not consider that the proposed remunerations may affect in any way their duties.

Item 5: Remuneration Policy

Clarification - Supplementation

The CEO and a member of the Board of Directors are employed by the Company on an indefinite-term contract, which are governed by the applicable provisions of labor law.

Executive Vice-Chairman does not receive remuneration from the Board of Directors, since as the legal counsel of the company receives remuneration indirectly as partner of the law firm, which serves the company.

As stated in the Remuneration Policy, the executive members of the Board of Directors are paid fixed fees and there is no provision for variable remuneration in any form.

Item 6: Election of a new Board of Directors

Clarification - Supplementation

a. It is proposed re- election of Board of Directors, with seven-member composition, of which three independent non-executive members, rather than the entry of new members, as this board is consists by members with extensive knowledge and experience in the business field of the company. The proposed composition is extremely flexible and has achieved significant growth in the operations and financial results of the company.

b. Regarding Mr. Katsaros as an Independent non-executive director of the Board, please consider the following: Mr. Katsaros has great knowledge and experience at the banking sector, also he participates as Independent non-executive director to the Boards of other companies, as Sidma S.A. and Kronos S.A. For those reasons, his contribution to the Board and the Audit Committee is considered important and necessary. Due to his other obligations, he is absent from certain meetings of the Board of Directors is

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justified, without affecting the proper implementation of his duties.

c. The Board achieves more than 40 meetings per year, in order to have immediate decisions for all generated current issues, so that delays do not occur and in order to serve in the best way the company's current transactions and needs as well as its business development plan.

d. Regarding the absence of the Chairman from many of the meetings, it must be borne in mind that in recent years the company's strategy is mainly to expand abroad and develop its operations in three other countries (Cyprus, Bulgaria, Romania). As a result, the Chairman is obliged to travel a lot for business purposes to secure this development. This excuse his absence of several meeting of the board, which must take many day-to-day running of business decisions. Furthermore, Chairman is always present to all board meetings that are going to take important and strategic decisions.

Item 10: Election of the Auditing Firm

Clarification - Supplementation:

The fees of the proposed Audit Company for the FY 2017/2018 was EUR 80,000.00 and EUR 36,000.00 as was approved by the AGM held in November 7th 2018 (https://corporate.e-jumbo.gr/Uploads/Documents/AGM_Nov18/071118DraftDecision_en.pdf).

It is clarified that the additional fees total amount of EUR 9.400,00 received by the Audit Company as mentioned at the Annual Report, concerns:

a. The amount of EUR 400,00 for the issuance of two Agreed upon Procedure Engagement Certificates of the Parent Company, one for the indices of the current Bond Loan and one for the confirmation of the turnover of the leased property in Chalkida, for the settlement of the rent and

b. The amount of EUR 9.000 for services to the 100% subsidiary "JUMBO TRADING LTD", of which EUR 6.000 for the merger of its subsidiary "REMOKIN PROPERTIES LTD" and EUR 3.000 for other services.

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