

Kifissia, June 30th, 2026

Announcement of Decisions of the Annual General Meeting of Shareholders on 30.06.2026

The société anonyme under the name "ELLAKTOR SOCIETE ANONYME" and the distinctive title "ELLAKTOR S.A." (hereinafter the "Company"), announces, in accordance with article 4.1.1 paragraph 3 of the Athens Exchange Regulation as well as paragraph 3 of Decision 25 of the Athens Exchange, the following:

On June 30, 2026, Tuesday, at 11:00 a.m., the Annual General Meeting of the Shareholders of ELLAKTOR S.A. was held at its registered office (25 Ermou Street, 14564, Kifissia) via electronic means, during which discussion and resolution took place on all items of the Agenda.

67 shareholders participated in the meeting, representing 303,625,274 common nominal shares (and 303,625,274 voting rights) out of a total of 348,192,005 common nominal shares (and 348,192,005 voting rights), i.e. a percentage of 87,80% of the paid-up share capital, not including 2,396,582 own shares held by the Company, i.e. 0.688% of its share capital, which are not counted for the formation of a quorum.

Specifically, the Ordinary General Meeting of Shareholders held on June 30th, 2026, decided the following:

Item 1: Submission for approval of the Annual Financial Report (Company and Group) for the financial year 01.01.2025 - 31.12.2025, which includes the Standalone and Consolidated Annual Financial Statements along with the relevant Reports, including the Sustainability Report, the Corporate Governance Statement and the Declarations of the Board of Directors and the Statutory Auditor.

The Annual General Meeting, following a lawful voting procedure, approved the Annual Financial Report (Company and Group) for the fiscal year 2025, including the Separate and Consolidated Annual Financial Statements, the Annual Report of the Board of Directors, and the other accompanying Reports and Declarations, such as the Management Report, the Corporate Governance Statement, the Sustainability Report (Declaration), and the Independent Auditors' Report.

<i>Number of shares for which valid votes were cast</i>	303,625,274	<i>Percentage of the present and represented votes</i>
<i>Percentage of voting share capital</i>	87.80%	
<i>Number of votes in favour</i>	303,582,645	99.99%
<i>Number of votes against</i>	0	0.00%
<i>Number of abstentions</i>	42,629	0.01%

Item 2: Approval of profit appropriation and distribution of dividend for the fiscal year 01.01.2025 – 31.12.2025.

The Annual General Meeting approved, following a lawful vote, the appropriation of the Company's profits for the financial year 2025, in accordance with the applicable legal and regulatory framework, as follows:

1. The distribution of a total dividend for the financial year 2025 amounting to €191.5 million was approved. It is noted that, out of this amount, an interim dividend for the financial year 2025

amounting to €174.1 million has already been distributed (paid on 31 December 2025), corresponding to €0.50 per share (equivalent to a net amount of €0.475 per share).

Accordingly, it is proposed that the **remaining dividend** for the financial year 2025 amounting to €17.4 million be distributed, corresponding to **€0.05 per share (equivalent to a net amount of €0.0475 per share)**.

Treasury shares held by the Company on the dividend ex-date shall not be entitled to receive the dividend, and the corresponding amount shall be redistributed to the remaining eligible shareholders, in accordance with the applicable law and the Operating Rules of EURONEXT ATHENS.

The following dates were determined:

- Dividend ex-date: 20 July 2026
- Record date: 21 July 2026
- Dividend payment date: 24 July 2026

It is noted that the proposed dividend distribution will be made from the tax-exempt profits of the 2025 financial year pursuant to Article 48A of Law 4172/2013. In accordance with the applicable tax legislation, such tax-exempt profits are maintained separately in a special reserve account titled "Capital Gains from Transfer of Participations Reserve pursuant to Article 48A of Law 4172/2013."

2. The Board of Directors was authorized to take all necessary actions for the implementation of this resolution in accordance with the applicable legislation.

<i>Number of shares for which valid votes were cast</i>	303,625,274	<i>Percentage of the present and represented votes</i>
<i>Percentage of voting share capital</i>	87.80%	
<i>Number of votes in favour</i>	303,582,645	99.99%
<i>Number of votes against</i>	0	0.00%
<i>Number of abstentions</i>	42,629	0.01%

Item 3: Presentation by the Chairman of the Audit Committee, of the Activity Report for the financial year 2025.

The Annual Activity Report of the Audit Committee was presented to the Ordinary General Meeting by the Chairman of the Audit Committee, with detailed reference to its actions and the matters with which it dealt during the financial year 2025.

The aforementioned Annual Activity Report of the Audit Committee for 2025 was presented to the Shareholders and is available on the Company's website and in particular at the link <https://ellaktor.com/en/investor-relations/general-assemblies/general-assemblies-2026/regular-general-assembly-june-2026/>

Item 4: Submission of the Joint Report of the Independent Non-Executive Members of the Company's Board of Directors for the year 2025, in accordance with Article 9 (5) of Law 4706/2020.

The Joint Report of the Independent Non-Executive Members of the Board of Directors of the Company for the year 2025, as required by article 9, par. 5 of Law 4706/2020 was announced to the General Meeting without voting taking place.

The full text of the Joint Report of the Independent Non-Executive Members of the Board Directors is posted on the Company's website, specifically at the link <https://ellaktor.com/en/investor-relations/general-assemblies/general-assemblies-2026/regular-general-assembly-june-2026/>

Item 5: Approval of the overall management that took place during the tax year 2025, pursuant to Article 108 of Law 4548/2018 and release of the certified auditors from liability for the tax year 2025, in accordance with Article 117 par. 1 case (c) of Law 4548/2018.

The Annual General Meeting, following a lawful vote, approved the overall management, in accordance with Article 108 of Law 4548/2018, during the tax year from 01.01.2025 until 31.12.2025, and the release of the certified auditors of the auditing company "Grant Thornton" from any liability for the tax year from 01.01.2025 until 31.12.2025.

<i>Number of shares for which valid votes were cast</i>	303,625,274	<i>Percentage of the present and represented votes</i>
<i>Percentage of voting share capital</i>	87.80%	
<i>Number of votes in favour</i>	303,582,645	99.99%
<i>Number of votes against</i>	0	0.00%
<i>Number of abstentions</i>	42,629	0.01%

Item 6: Submission for discussion and voting by the General Assembly on the Remuneration Report of the Board of Directors for the financial year 2025 (01.01.2025–31.12.2025).

The Annual General Meeting, following the prior recommendation of the Nominations and Remuneration Committee, discussed and approved the proposed Remuneration Report of the members of the Board of Directors for the financial year 2025.

The full text of the Remuneration Report for 2025 was submitted to the Shareholders and is available on the Company's website for a period of ten years <https://ellaktor.com/en/investor-relations/general-assemblies/general-assemblies-2026/regular-general-assembly-june-2026/>, as required by law.

It is noted, that under par. 3 of Article 112 of Law 4548/2018, the shareholders' vote on the aforementioned Remuneration Report is of an advisory nature, so it can be taken into account by the Board of Directors in the next remuneration report for the tax year 2026.

<i>Number of shares for which valid votes were cast</i>	303,625,274	<i>Percentage of the present and represented votes</i>
<i>Percentage of voting share capital</i>	87.80%	
<i>Number of votes in favour</i>	299,448,547	98.62%
<i>Number of votes against</i>	4,134,098	1.36%
<i>Number of abstentions</i>	42,629	0.01%

Item 7: Election of Audit Firm for the regular audit of the Company's Stand-Alone and consolidated financial statements, the granting of the tax certificate of the tax year 2026 and for reviewing the interim financial statements of the same year and the determination of its fee.

The Annual General Meeting, following a lawful vote approved the election of the audit firm "Grant Thornton" (SOEL Reg. No. 127) to audit the annual corporate and consolidated financial statements of the financial year from 01.01.2026 to 31.12.2026, to review the corporate and consolidated interim financial statements of the same financial year, and to issue a tax certificate. The Board of Directors was also authorized to determine the exact amount of the fee of Grant Thornton for the provision of the above services, following a relevant offer by the above company.

<i>Number of shares for which valid votes were cast</i>	303,625,274	<i>Percentage of the present and represented votes</i>
<i>Percentage of voting share capital</i>	87.80%	
<i>Number of votes in favour</i>	303,582,645	99.99%
<i>Number of votes against</i>	0	0.00%
<i>Number of abstentions</i>	42,629	0.01%

Item 8: Appointment of an Audit Firm to provide assurance on the Sustainability Report for the current fiscal year 2026 (01.01.2026–31.12.2026).

The Annual General Meeting, following a lawful voting procedure, approved the appointment of the audit firm "Grant Thornton" (SOEL Reg. No. 127) to provide assurance services on the Sustainability Report for the current fiscal year 2026 (01.01.2026–31.12.2026).

Finally, the remuneration of "Grant Thornton" for the provision of the aforementioned services will be determined based on a relevant offer submitted by the said firm.

<i>Number of shares for which valid votes were cast</i>	303,625,274	<i>Percentage of the present and represented votes</i>
<i>Percentage of voting share capital</i>	87.80%	
<i>Number of votes in favour</i>	303,582,645	99.99%
<i>Number of votes against</i>	0	0.00%
<i>Number of abstentions</i>	42,629	0.01%

Item 9: Distribution of the Company's profits for the 2025 financial year to members of the Board of Directors, executives, and employees. Granting the relevant authorization to the Board of Directors.

The Annual General Meeting, following a lawful vote, approved the distribution of part of the Company's tax-exempt profits under Article 48A of Law 4172/2013 for the fiscal year 2025, in a total amount of up to €5.45m, to members of the Board of Directors, executive management and employees.

In accordance with the applicable tax legislation, these tax-exempt profits are maintained separately in a special reserve account titled "Capital Gains from Transfer of Participations Reserve pursuant to Article 48A of Law 4172/2013."

It is noted that the above distribution falls within the scope of the Company's approved Remuneration Policy and is intended to reward the efforts of the members of the Board of Directors, executive management and employees for achieving their performance objectives, based on their performance evaluation, as well as to further enhance their effectiveness and contribution to the long-term growth of the Company and the Group.

The Board of Directors was authorized to determine the beneficiaries, the final amount payable to each beneficiary, and all other terms and conditions for the implementation of this resolution, in accordance with the Company's Remuneration Policy and its internal procedures.

<i>Number of shares for which valid votes were cast</i>	303,625,274	<i>Percentage of the present and represented votes</i>
<i>Percentage of voting share capital</i>	87.80%	
<i>Number of votes in favour</i>	299,443,083	98.62%
<i>Number of votes against</i>	4,139,562	1.36%
<i>Number of abstentions</i>	42,629	0.01%

Item 10: Grant of permission, pursuant to Article 98 of Law 4548/2018, to Company Directors and Managers to participate in the Board of Directors or in the management of subsidiary and affiliated Group companies, as well as in legal entities in which the Company or Group companies hold(s) a direct or indirect participation and which are engaged in objects similar or related to those of the Company.

The Annual General Meeting, following a lawful vote approved the participation of the Directors, as well as the Executives of the General Management and the Managers of the Company, in the Board of Directors or the Management of subsidiary or affiliated Group companies as well as of legal entities in which the Company or other Group companies participate directly or indirectly and which are engaged in objects similar or related to the Company's objects.

<i>Number of shares for which valid votes were cast</i>	303,625,274	<i>Percentage of the present and represented votes</i>
<i>Percentage of voting share capital</i>	87.80%	
<i>Number of votes in favour</i>	303,582,645	99.99%
<i>Number of votes against</i>	0	0.00%
<i>Number of abstentions</i>	42,629	0.01%

Item 11: Amendment of the Suitability Policy

The Annual General Meeting, following a lawful voting procedure, approved the amendment of the Company's existing Suitability Policy for the members of the Board of Directors, for the purpose of aligning it with the minimum required percentage of representation of the underrepresented gender on the Board of Directors, in accordance with Articles 3–3B of Law 4706/2020, as amended by Law 5178/2025, implementing Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving gender balance among directors of listed companies and related measures in national law.

The draft amendment of the Board Members' Suitability Policy (with tracked changes) is posted on the Company's website at the following link: <https://ellaktor.com/en/investor-relations/general-assemblies/general-assemblies-2026/regular-general-assembly-june-2026/>

<i>Number of shares for which valid votes were cast</i>	303,625,274	<i>Percentage of the present and represented votes</i>
<i>Percentage of voting share capital</i>	87.80%	
<i>Number of votes in favour</i>	303,582,645	99.99%
<i>Number of votes against</i>	0	0.00%
<i>Number of abstentions</i>	42,629	0.01%

Item 12: Election of a new Board of Directors due to expiry of the term of office of its members (reduction in the number of Board members), with separate voting, and determination of Independent Non-Executive Members of the Board of Directors

The General Meeting, following a duly conducted vote, approved the reduction in the number of members of the Board of Directors from ten (10) to nine (9), a number that falls within the limits prescribed by the Company's Articles of Association. This change aims to enhance the Board's effectiveness and establish a Board of Directors whose size is aligned with the Company's shareholder structure and organizational framework, while addressing the need for greater flexibility, faster decision-making, more effective oversight, and reduced operating costs.

Following the relevant recommendation and assessment of the Nomination and Remuneration Committee, and the unanimous proposal and rationale submitted by the Company's Board of Directors (documents available on the Company's website), the Annual General Meeting elected/re-elected, in accordance with Article 7, paragraph 1 of the Company's Articles of Association, the following nine (9) individuals as members of its new Board of Directors:

1. Georgios Mylonogiannis, son of Stamatios-Takis (re-election),
2. Efthymios Bouloutas, son of Theodoros (re-election),
3. Konstantinos Toumpouros, son of Pantazis, (re-election),
4. Athina Chatzipetrou, daughter of Konstantinos (re-election),
5. Eugenia (Jenny) Leivadarou, daughter of Ioannis (re-election),
6. Ioanna Dretta, daughter of Grigorios (re-election),
7. Panagiotis Kyriakopoulos, son of Othon (re-election),
8. Odysseas Christoforou, son of Stamatios (re-election) and
9. Maurits W.P.H. van Oranje-Nassau (election)

The Nomination and Remuneration Committee concluded, on the basis of a reasoned assessment, that the proposed nominees satisfy the individual and collective suitability criteria in accordance with the Company's Suitability Policy, the provisions of Laws 4706/2020 and 4548/2018, the Hellenic Corporate Governance Code and the Company's Rules of Operation.

In assessing the proposed nominees, the Committee took into particular consideration:

- (a) the size, structure, business activities and operational complexity of the Company;
- (b) the professional experience and the academic and professional qualifications of the nominees;
- (c) their independence of mind, reputation, integrity and ability to devote sufficient time to the performance of their duties;
- (d) the need to ensure continuity and institutional memory within the Board of Directors; and
- (e) the maintenance of adequate diversity, including gender representation as well as diversity of skills and experience.

Furthermore, the independent non-executive members of the Board of Directors were re-designated, having been confirmed to satisfy the independence criteria set out in Article 9 of Law 4706/2020, and that no impediments or incompatibilities exist in respect of their appointment under the applicable regulatory framework.

Following a reasoned recommendation by the Nomination and Remuneration Committee and the Board of Directors, the Annual General Meeting designated the following persons as independent non-executive members of the Board of Directors:

1. Ms. Eugenia (Jenny) Leivadarou, Independent Non-Executive Member
2. Ms. Athena Chatzipetrou, Independent Non-Executive Member
3. Mr. Odysseas Christoforou, Independent Non-Executive Member.

The voting results on Item 12 are set out below, followed by the individual vote cast by each member.

<i>Number of shares for which valid votes were cast</i>	303,625,274	<i>Percentage of the present and represented votes</i>
<i>Percentage of voting share capital</i>	87.80%	
<i>Number of votes in favour</i>	301,802,604	99.40%
<i>Number of votes against</i>	1,777,564	0.59%
<i>Number of abstentions</i>	45,106	0.01%

12.1 Georgios Mylonogiannis, son of Stamatios-Takis (re-election)

Number of shares for which valid votes were cast	303,625,274	Percentage of the present and represented votes
Percentage of voting share capital	87.80%	
Number of votes in favour	302,700,163	99.70%
Number of votes against	882,482	0.29%
Number of abstentions	42,629	0.01%

12.2 Efthymios Bouloutas, son of Theodoros (re-election)

Number of shares for which valid votes were cast	303,625,274	Percentage of the present and represented votes
Percentage of voting share capital	87.80%	
Number of votes in favour	302,821,435	99.74%
Number of votes against	761,210	0.25%
Number of abstentions	42,629	0.01%

12.3 Konstantinos Toumpouros, son of Pantazis, (re-election),

Number of shares for which valid votes were cast	303,625,274	Percentage of the present and represented votes
Percentage of voting share capital	87.80%	
Number of votes in favour	302,498,626	99.63%
Number of votes against	1,084,019	0.36%
Number of abstentions	42,629	0.01%

12.4 Athina Chatzipetrou, daughter of Konstantinos (re-election),

Number of shares for which valid votes were cast	303,625,274	Percentage of the present and represented votes
Percentage of voting share capital	87.80%	
Number of votes in favour	302,147,179	99.51%
Number of votes against	1,435,466	0.47%
Number of abstentions	42,629	0.01%

12.5 Eugenia (Jenny) Leivadarou, daughter of Ioannis (re-election),

Number of shares for which valid votes were cast	303,625,274	Percentage of the present and represented votes
Percentage of voting share capital	87.80%	
Number of votes in favour	302,698,364	99.69%
Number of votes against	884,281	0.29%
Number of abstentions	42,629	0.01%

12.6 Ioanna Dretta, daughter of Grigorios (re-election)

Number of shares for which valid votes were cast	303,625,274	Percentage of the present and represented votes
Percentage of voting share capital	87.80%	
Number of votes in favour	302,389,638	99.59%
Number of votes against	1,193,007	0.39%
Number of abstentions	42,629	0.01%

12.7 Panagiotis Kyriakopoulos, son of Othon (re-election)

Number of shares for which valid votes were cast	303,625,274	Percentage of the present and represented votes
Percentage of voting share capital	87.80%	
Number of votes in favour	301,948,610	99.45%
Number of votes against	1,634,005	0.54%
Number of abstentions	42,629	0.01%

12.8 Odysseas Christoforou, son of Stamatios (re-election)

Number of shares for which valid votes were cast	303,625,274	Percentage of the present and represented votes
Percentage of voting share capital	87.80%	
Number of votes in favour	302,389,638	99.59%
Number of votes against	1,193,007	0.39%
Number of abstentions	42,629	0.01%

12.9 Maurits W.P.H. van Oranje-Nassau (election)

Number of shares for which valid votes were cast	303,625,274	Percentage of the present and represented votes
Percentage of voting share capital	87.80%	
Number of votes in favour	302,700,163	99.70%
Number of votes against	882,482	0.29%
Number of abstentions	42,629	0.01%

In view of the above, the Board of Directors, in its new composition, collectively possesses the knowledge, skills, experience and independence of judgment required for the effective performance of its duties, the safeguarding of sound corporate governance, and balanced decision-making in the best interests of the Company and its shareholders.

The new Board of Directors consists of nine (9) members, comprising one (1) executive member and eight (8) non-executive members, including three (3) independent non-executive members, who represent at least one-third (1/3) of the total number of Board members, in accordance with Article 5 of Law 4706/2020.

The above composition complies both with the requirements of Article 3 of Law 4706/2020, as amended by Law 5178/2025, regarding adequate gender representation on the Board of Directors, given that it comprises three (3) women and six (6) men, and with the requirements of Article 5 of the same law concerning the number of independent non-executive members.

It is noted that the term of office of the new Board of Directors commences on the date of its election by the Annual General Meeting held on 30 June 2026 and expires upon the election of a new Board of Directors by the General Meeting convened in the year in which its term of office expires, and in any event may not exceed six (6) years.

More specifically, as previously stated, the explanatory statement supporting the proposal of the Board of Directors to the General Meeting, in accordance with Article 18(1) of Law 4706/2020, regarding the fulfilment of the suitability criteria under the Company's Suitability Policy and the independence requirements set out in Article 9(1) and (2) of Law 4706/2020, together with the curriculum vitae of the proposed nominees, is available on the Company's website.

Following its election, the new Board of Directors shall convene and constitute itself as a body.

Item 13: Election of Members of the Audit Committee (expiry of term of office). Determination of the Audit Committee (type, composition, number, member status and term), in accordance with Article 44 of Law 4449/2017, as in force.

The Annual General Meeting, following the recommendation of the Company's Nomination and Remuneration Committee and after a lawful vote, resolved the following with respect to the type, term of office, composition and status of the members of the Audit Committee, in accordance with Article 44(1)(b) of Law 4449/2017:

(a) Type of the Audit Committee

The Audit Committee shall be established as an independent mixed committee.

(b) Composition

The Audit Committee shall consist of three (3) members, comprising two (2) independent non-executive members of the Board of Directors, within the meaning of Article 9 of Law 4706/2020, who satisfy the independence requirements of the above provision, and one (1) additional member, who shall be independent of the Company.

(c) Term of Office

The term of office of the members of the Audit Committee shall coincide with their term of office as members of the Board of Directors (five years), extended, in accordance with Article 85(1)(c) of Law 4548/2018 and Article 8(2) of the Company's Articles of Association, until the Annual General Meeting of the Company's shareholders convened following the expiry of their term of office.

(d) Qualifications

The members of the Audit Committee shall possess adequate knowledge of the sector in which the Company operates and shall satisfy the requirements of Article 44 of Law 4449/2017, as in force.

Following the above resolution, the Annual General Meeting elected the following members of the Audit Committee:

1. **Mr. Panagiotis Alamanos**, son of Charilaos, non-member of the Board of Directors, who is independent of the Company within the meaning of Article 9(1) and (2) of Law 4706/2020. Mr. Alamanos possesses proven expertise and adequate **knowledge in auditing and accounting in accordance with the requirements of Article 44(1)(g) of Law 4449/2017**, as well as adequate knowledge of the sector in which the Company operates.
2. **Ms. Eugenia (Jenny) Leivadarou**, who satisfies the suitability and independence requirements applicable to members of the Audit Committee pursuant to Article 44(1)(d) of Law 4449/2017, in conjunction with Article 9 of Law 4706/2020, the Company's Articles of Association, the Hellenic Corporate Governance Code and the Audit Committee Charter, and in respect of whom no impediments or incompatibilities exist. Based on her curriculum vitae, she possesses substantial knowledge of the Company's business activities, being a Civil Engineer with extensive experience in infrastructure, sustainable development, natural resources management and investment strategy for the energy transition. She has also previously served as an independent non-executive member of the Company's Board of Directors. It is further noted that (a) she satisfies all applicable suitability and independence requirements and is not subject to any impediments or incompatibilities, and (b) based on her professional background and curriculum vitae, she possesses adequate knowledge of the sectors in which the Company operates.
3. **Ms. Athina Chatzipetrou**, who satisfies the suitability and independence requirements applicable to members of the Audit Committee pursuant to Article 44(1)(d) of Law 4449/2017, in conjunction with Article 9 of Law 4706/2020, the Company's Articles of Association, the

Hellenic Corporate Governance Code and the Audit Committee Charter, and in respect of whom no impediments or incompatibilities exist. Based on her curriculum vitae, she possesses adequate knowledge of the Company's business activities, being an Economist with significant expertise in finance, management and project management. It is further noted that (a) she satisfies all applicable suitability and independence requirements and is not subject to any impediments or incompatibilities, and (b) based on her professional background and curriculum vitae, she possesses adequate knowledge of the sectors in which the Company operates.

The curriculum vitae of the proposed nominees for membership of the Audit Committee are available on the Company's website at <https://ellaktor.com/ependitikies-sxeseis/general-assemblies/>.

The Audit Committee, in the above composition, shall convene and constitute itself as a body. In accordance with Article 44 of Law 4449/2017 and the Audit Committee Charter, the Chair of the Audit Committee shall be elected by its members.

<i>Number of shares for which valid votes were cast</i>	303,625,274	<i>Percentage of the present and represented votes</i>
<i>Percentage of voting share capital</i>	87.80%	
<i>Number of votes in favour</i>	302,392,115	99.59%
<i>Number of votes against</i>	1,190,530	0.39%
<i>Number of abstentions</i>	42,629	0.01%

Item 14: Various Notifications

The resignation of Mr. Georgios Prousanidis from his position as a member (Non-Executive Member) of the Company's Board of Directors, submitted on 13.05.2026, was announced. At its meeting held on 13.05.2026, the Board of Directors resolved not to replace the resigning member and subsequently reconstituted itself as a body.