

SUITABILITY POLICY FOR MEMBERS OF THE BOARD OF DIRECTORS OF ELLAKTOR S.A.

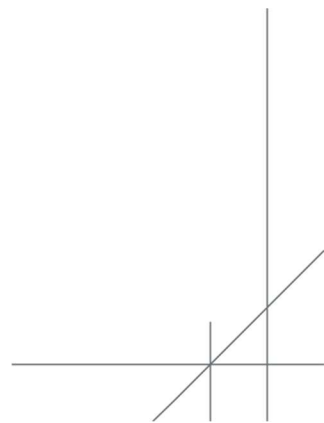
NOMINATIONS AND REMUNERATION COMMITTEE OF THE GROUP

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1. General

The Suitability Policy for members of the Board of Directors (hereinafter the "Suitability Policy") of the company "ELLAKTOR SOCIETE ANONYME" (hereinafter the "Company" or "Ellaktor") was drawn up and approved by the Company's Board of Directors by resolution dated 01.06.2021 and was subsequently approved by the Annual General Meeting of Shareholders on 22.06.2021. The Suitability Policy was further amended by resolution of the Company's Board of Directors dated 21.02.2025; however, given the non-material nature of the amendment, it was not submitted for approval to the General Meeting, and the final text was posted on the Company's website.

Finally, in accordance with the provisions of Article 3 of Law 4706/2020 on corporate governance of sociétés anonymes, as in force and 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 the gender balance among directors of listed companies and related measures in national law, and in accordance with the updated Circular 60/2025 of the Hellenic Capital Market Commission, the Suitability Policy for members of the Board of Directors of ELLAKTOR was amended by resolution of the Board of Directors of ELLAKTOR dated 09.06.2026, following a recommendation by the Nominations and Remuneration Committee, and was subsequently approved by the Annual General Meeting of Shareholders of the Company on 30.06.2026.

This Suitability Policy is published on the Company's website (<https://ellaktor.com/>).

The Suitability Policy sets out the full body of principles and criteria applied in the selection, replacement and renewal of mandate of members of the Board of Directors (BoD) of Ellaktor S.A., within the framework of individual and collective suitability assessments.

Individual suitability refers to the extent to which a person is considered to possess, as a BoD member, sufficient knowledge, skills, experience, independence of judgement, integrity and good reputation to perform their duties as a member of the Company's BoD, in accordance with the suitability criteria set out in this Policy.

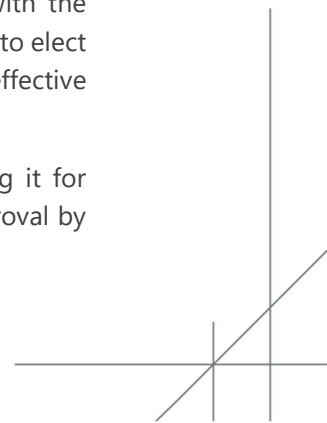
Collective suitability refers to the suitability of the BoD members as a whole.

2. Purpose and Scope of the Suitability Policy

The Suitability Policy is governed by the principles of transparency and proportionality and applies to all members of the Board of Directors (executive, non-executive and independent non-executive).

The Suitability Policy aims to ensure the qualitative staffing, effective functioning and fulfilment of the role of the Board of Directors in line with the Company's overall strategy and business objectives, with a view to promoting the corporate interest. In this context, the criteria and procedure for the selection of Board Members are established, including compliance with the prescribed gender balance quotas for the Board of Directors, and the Policy seeks, inter alia, to elect and retain as Board members fit and proper persons who will ensure sound and effective governance in the interests of the Company and all stakeholders.

The Board of Directors is responsible for approving the Suitability Policy and submitting it for approval to the General Meeting. The Suitability Policy is in force from the date of its approval by



the General Meeting of Shareholders until any amendment thereof by the Board of Directors or the General Meeting, in the event of material amendments.

Material amendments are those that introduce derogations or that significantly alter the content of the Suitability Policy, particularly with respect to the applied general principles and criteria.

3. Core Principles

In formulating this Policy, the general corporate governance framework applied by the Company, its corporate culture, its adopted risk appetite, its size, the internal organisation and the nature, scale and complexity of its activities have been taken into account.

The Policy has also taken into account the specific description of the responsibilities of each BoD member, their committee membership, the nature of their duties (executive or non-executive BoD member), their classification as independent or non-independent, as well as specific incompatibilities, characteristics or contractual commitments linked to the nature of the Company's activities and the Corporate Governance Code it applies.

The Suitability Policy is consistent with the Company's Internal Rules of Procedure, as in force from time to time, as well as with the Corporate Governance Code applied by the Company.

4. Principles Governing the Selection, Replacement or Renewal of mandate of Board Members

4.1 The Company's Board of Directors shall consist of between five (5) and eleven (11) members.

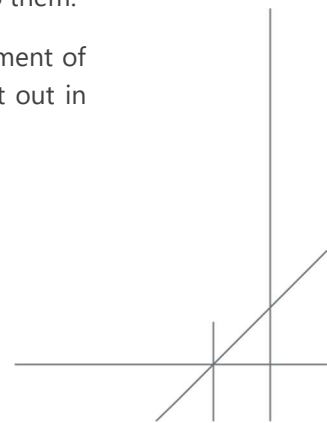
In particular, the Board of Directors of Ellaktor shall comprise a non-executive Chairperson, a non-executive Vice-Chairperson, an executive Chief Executive Officer, who is an executive member of the Board of Directors, and two (2) independent non-executive members.

The same person may hold the positions of Chief Executive Officer and Chairperson or Vice-Chairperson.

The Chairperson of the Board of Directors shall be a non-executive member. If, by way of exception, the Board of Directors appoints a Chairperson from among the executive members, the Vice-Chairperson must in that case be a non-executive member.

4.2 The persons serving on the Company's Board of Directors shall possess integrity, good reputation, adequate knowledge, credibility, and suitability for the role they assume on the Board of Directors and/or its Committees and shall have sufficient time available to discharge their duties. Board members shall possess the experience and skills required to perform the duties assigned to them.

4.3 In the selection, renewal of mandate and replacement of a Board member, the assessment of individual and collective suitability shall be considered, in accordance with the criteria set out in Article 5 of this Suitability Policy.



4.4 Candidate Board members shall, prior to assuming their duties, be adequately informed of their duties and responsibilities and shall be expected to be acquainted, to the extent possible, with the Company's overall strategy, culture and values.

4.5 The Board of Directors shall ensure for the Company an appropriate succession plan for the orderly continuation of the management of the Company's affairs and decision-making following the departure of BoD members, particularly executive members, and committee members, within the framework of the applicable legal framework. To this end, the Nominations and Remuneration Committee shall assist the Board of Directors within the scope of its responsibilities in identifying suitable persons and submitting proposals to the Board of Directors. The Nominations and Remuneration Committee may, at its discretion, be assisted by an independent third-party adviser.

4.6 The suitability of Board members shall be continuously monitored and reassessed whenever deemed necessary. Reassessment of suitability is required primarily in the following cases:

- i) whenever doubts arise regarding the individual suitability of one or more Board members or the composition of the Board,
- ii) when there is a material adverse impact on the reputation of a Board member that could significantly and negatively affect the Company
- iii) in any case where an event occurs that may significantly affect the suitability of a Board member, including the occurrence of a conflict of interest for a Board member.

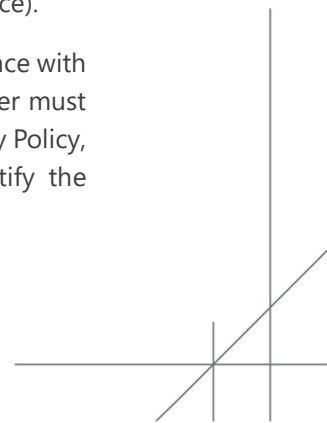
5. Suitability Assessment Criteria for Board Members

Suitability is distinguished into individual and collective. The degree to which a person is considered to possess, as a BoD member, sufficient knowledge, skills, experience, independence of judgement, integrity and good repute to perform their duties as a member of the Company's BoD, in accordance with the suitability criteria set out in this Policy, constitutes individual suitability. The suitability of the BoD members as a whole constitutes collective suitability. For the selection of candidate Board members, the Nominations and Remuneration Committee shall consider the individual and collective suitability criteria established in this Suitability Policy and shall submit a relevant recommendation to the Board of Directors.

A. Individual Suitability

The individual suitability of Board members shall be assessed in accordance with the criteria set out below, which apply to all BoD members, whether executive, non-executive or independent non-executive. The suitability criteria are applied independently of the specific disqualifications, obligations and conditions provided for in the applicable legislation (Article 3 paras. 4, 5 and 6, Article 9 paras. 1 and 2 of Law 4706/2020 and Article 44 para. 1 of Law 4449/2017, as in force).

A prerequisite for election or retention of membership on the Board of Directors is compliance with the requirements of Article 3 para. 4 of Law 4706/2020, as in force. Each candidate member must declare to the Company, in accordance with the declaration form in Annex 1 of this Suitability Policy, that no such disqualification applies to them. Each Board member must promptly notify the Company of the issuance of any relevant final and binding judicial decision.



In the event that one or more suitability criteria cease to be met by a Board member under this Suitability Policy for reasons that such person could not have prevented even with the exercise of utmost diligence, the Company's General Meeting shall proceed within three (3) months to the dismissal and replacement of that member.

5.1. Adequacy of Knowledge and Skills

Board members shall possess adequate knowledge, capabilities and the required experience to discharge their duties in accordance with their position and role. Experience encompasses both professional experience and the theoretical knowledge acquired by each Board member.

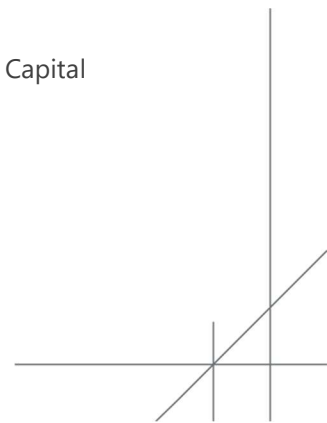
In assessing a Board member's theoretical knowledge, account shall be taken of the type and level of education and training (including, by way of indication, the field of study and specialisation), particularly where such knowledge is relevant to the sectors in which the Company operates. For a more comprehensive assessment of the member, an overall analysis of their experience shall be conducted, commensurate with the capacity, role and duties of each Board member. Adequate theoretical and practical experience may also have been acquired through the level of responsibility held, the duties performed and the conduct of business activities over a sufficient period of time. The skills of Board members shall also include those relating to independence of judgement. Furthermore, BoD members must be aware of and clearly understand matters relating to the Board, the Company's structure, their role and the responsibilities they assume as BoD members and/or committee members, potential conflicts of interest that may arise in the course of performing their duties, and must understand the Company's corporate governance principles, in accordance with the applicable provisions of the Law, any applicable Code of Conduct by reason of their profession, and the Corporate Governance Code.

In assessing professional experience, account shall be taken of years of service, the responsibilities and duties held by the candidate member in each position, the scope of activities and the size of the organisation in which they worked.

In particular, considerable weight shall be given to multi-year professional experience in the sectors in which the Company and its subsidiaries operate (or related sectors), enabling the member to understand the Company's activities and business risks. Additional consideration shall be given to the overall career trajectory and professional conduct of the candidate Board member, as well as factors such as the complexity of the business activity, the responsibilities they exercised therein, any management position or number of direct reports, and the nature of the organisation's activities.

In assessing knowledge and professional experience, the following are examined indicatively:

1. Knowledge and experience in Strategic areas for the Company (Construction, Concessions, Environment, Renewable Energy Sources (RES), Real Estate Development, Hospitality)
2. Financial knowledge and experience (Financial Ratios, Financial Systems, Money and Capital Markets, Risk Management, Accounts)



3. Management knowledge and experience (Management/Chief Executive Officer, Senior management experience at national and international level, participation in boards of directors and various committees)
4. Knowledge and experience in Legislation/Regulatory Compliance, Regulatory Framework, Competition Law
5. Knowledge and experience related to Sustainable Development (Workforce, Cultural Change and Organisational Changes, Diversity, Sustainability)
6. Knowledge and experience in Accounting and/or Auditing
7. Educational background (University degree, Postgraduate qualification and/or MBA)
8. International experience
9. Social Networking
10. Excellent command of English as a working language

The assessment shall not be limited to the academic qualifications of the candidate member or the demonstration of a specific period of service in a particular field and role. The assessment shall extend to the experience of the candidate member, in the sense of ascertaining the skills acquired through previous employment in connection with the nature and complexity of the business activity. Furthermore, account shall be taken of the duties that may have been assigned to the candidate BoD member in the context of their prior professional activity and the responsibilities assumed in that context.

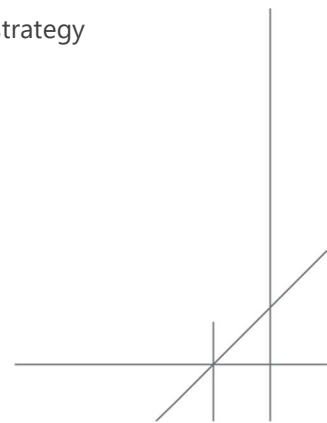
Adequate theoretical and practical experience for an executive member may have been acquired either by holding a position of responsibility or through the conduct of business activities over a sufficient period of time.

The above criteria are not required to be cumulatively met by all Board members.

Skills

The assessment shall further include an evaluation of the personal skills and personality of the candidate Board member. By way of indication, the following skills are taken into account in assessing the suitability of candidate Board members:

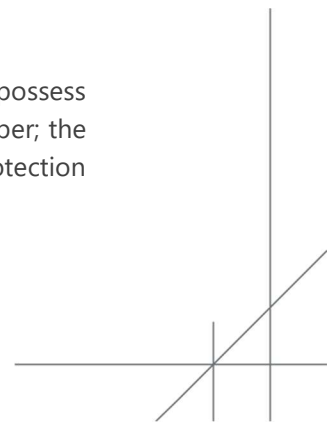
- Critical thinking: Ability to weigh data and different courses of action, arriving at rational conclusions. Ability to examine, identify and understand material issues and elements. Capacity for broad thinking, extending beyond one's own area of responsibility, especially when problems arise that may jeopardise the continuity of the company.
- Strategic thinking: Ability to assess market developments and adapt corporate strategy accordingly.
- Leadership qualities: Ability to guide the team and contribute to fostering a team spirit.



- Communication skills: Ability to articulate ideas in a clear and comprehensible manner, so that the intended message is immediately understood. Fluency in both Greek and English, in oral and written form.
- Personal commitment and dedication: Devoting adequate time to work and performing duties properly; championing corporate interests and operating objectively and critically. Recognizing and anticipating potential conflicts of personal and business interests and acting accordingly.
- Teamwork: Ability to function as a member of a team in a cohesive and non-competitive manner. Placing corporate interest first and contributing to the achievement of the common objective.
- Accountability: Understanding the interests of all economic stakeholder groups involved in the business (employees, shareholders, etc.) and evaluating them. Ability to recognize that one's actions affect the interests of stakeholders and striving to earn their trust.
- Decisiveness: Making timely decisions by acting promptly and effectively.
- Persuasiveness: Ability to influence the views of others by exercising influence and using convincing arguments. Possessing a strong personality and demonstrating consistency and dynamism.
- Negotiation skills: Highlighting common interests so as to secure consensus while pursuing the achievement of objectives through negotiation methods.
- Authenticity: Openly communicating intentions, ideas and feelings and honestly informing the Board of Directors of the actual situation facing the Company, whilst simultaneously recognizing risks and problems.
- Resilience under pressure: Demonstrating resilience and the ability to perform consistently even under intense pressure and in periods of uncertainty.
- Inquisitiveness: Monitoring developments and staying informed about relevant financial, social and other developments at national and international level, as well as on matters affecting the Company and the interests of employees and shareholders.
- Innovative mindset: Demonstrating willingness to engage in dialogue with management and promoting new alternative ideas and proposals to the BoD. Pursuing diversity in the composition of the Board of Directors and encouraging plurality of views and the expression of differing opinions that reflect the social and business environment of the Company.
- Conscientiousness: Operating with independent judgement guided by personal and business ethics.
- Drive: Clearly defining pursued objectives and encouraging pioneering ideas.

5.2. Integrity and Repute

Integrity, good repute, honesty and uprightness are qualities that Board members must possess and constitute criteria of particular importance in the Company's selection of a BoD member; the Company may conduct relevant due diligence subject to the provisions of personal data protection



legislation. A Board member shall be deemed to possess such qualities provided that there are no objective grounds proving otherwise.

In particular, for the purpose of assessing the repute, honesty and integrity of a candidate or incumbent BoD member, the Company may carry out due diligence and, subject to the provisions of personal data protection legislation, may request information and supporting documents in respect of any final and binding judicial decisions against them, in particular for violations and offences connected with their capacity as a BoD member, or financial crimes in general. Subject to the disqualification referred to in paragraph 5.A above, the assessment shall take into account in particular: the relevance of the offence or measure to the member's role; the seriousness of the offence or measure; the general circumstances, including mitigating factors; the role of the person involved; the penalty imposed; the stage reached by the legal proceedings; any remediation measures put in place; the time elapsed; and the behaviour of the person following the violation or offence. The Company may also take into account in the assessment any decision to disqualify the candidate BoD member from acting as a BoD member, issued by any competent authority.

5.3. Conflict of interests

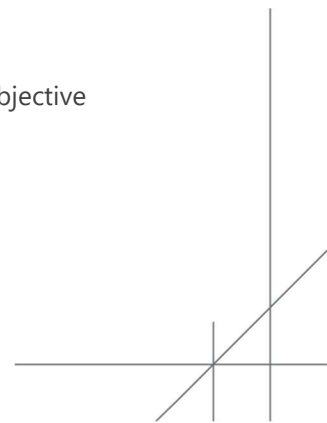
Board members owe a duty of loyalty to the Company. In this context, BoD members are prohibited from pursuing personal interests that conflict with those of the Company and must promptly disclose to the other Board members and to the Head of the Compliance Unit their personal interests that may arise from the Company's transactions falling within the scope of their duties, as well as any other conflict between their personal interests and those of the Company or its affiliated undertakings arising in the course of performing their duties. They must also maintain confidentiality with respect to corporate affairs and refrain from taking part in decisions on matters where a conflict of interest arises between the Company and the BoD member, or persons with whom the member has certain relationships as defined by law.

Board members must be familiar with the Conflict of Interest Policy, where applicable, implemented by the Company and incorporated in its Internal Rules of Operation, particularly as regards the procedures contained therein for the prevention of conflicts of interest among BoD members, as well as the measures for their disclosure, management and resolution. The Conflict of Interest Policy may set out specific cases and conditions under which it would, exceptionally, be acceptable for a BoD member to have conflicting interests, provided that such interests are substantially mitigated or are subject to appropriate management.

All actual and/or potential conflicts of interest at BoD level shall be disclosed, documented, duly discussed, decided upon and appropriately managed by the Board of Directors.

5.4. Independence of Judgement

Board members must actively participate in meetings and act with independent and objective judgement in the performance of their duties and during discussions and decision-making.



"Independence of mind" or "independence of judgement" is a standard of conduct during discussions and decision-making within the BoD and is required of all BoD members (executive, non-executive, independent non-executive).

Objective judgement refers to the impartial stance and mindset of the member, which enables them to perform their duties as they themselves deem appropriate and to make no compromises as to the quality thereof.

Independence shall be construed as the absence of any circumstances that would prevent a Board member from exercising impartial judgement in the performance of their duties.

For the purpose of effectively assessing the independence of judgement of its Board members, the Company shall take into account whether the Board members possess the necessary behavioural skills, including in particular: (a) the courage, conviction and fortitude to engage in substantive evaluation and to challenge proposals or views of other Board members; (b) the ability to ask reasonable questions of Board members, in particular executive members, and to exercise critical oversight; and (c) the ability to resist the groupthink phenomenon.

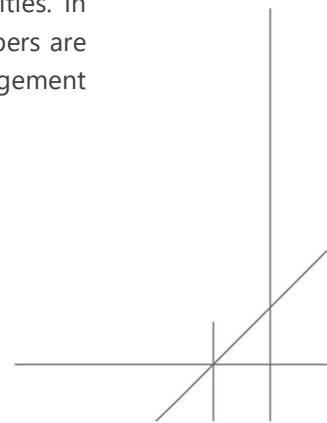
5.5. Adequate Time Commitment

Board members must have the time required to effectively perform their duties in accordance with their position description and role. In determining the time required, account shall be taken of the member's responsibilities and position on the Board of Directors, the number of positions held as a member on other boards of directors, any other concurrent capacities held by the member, and their overall personal and professional situation. The Company shall inform each candidate member of the time commitment required for the performance of their duties and for attending meetings of the BoD and any other committees.

B. Collective Suitability

(a) Board members must collectively be capable of making appropriate decisions, setting clear objectives and contributing to the effective management of the Company, possessing the ability to identify and manage risks, to comply with the legislative and regulatory framework, taking into account the business model, strategy and markets in which the Company operates, as well as engaging collectively in substantive monitoring and review of the decisions of senior management with a view to the effective governance of the Company. Board members must collectively possess the required knowledge, skills and experience to exercise their responsibilities.

In assessing collective suitability, account shall be taken of whether the composition of the BoD reflects the knowledge, skills and experience required for the exercise of its responsibilities. In particular, the BoD as a whole must adequately understand the areas for which the members are collectively responsible and must possess the necessary skills to exercise the actual management and oversight of the Company, in particular as regards:



- its business activities and the key risks associated therewith
- strategic planning
- financial reporting
- compliance with the legislative and regulatory framework
- understanding of Environmental, Social and Governance (ESG) matters
- risk identification and management capability
- the impact of technology on its activities and
- adequate gender representation.

The Company bears primary responsibility for identifying gaps in collective suitability. To this end, the Board of Directors shall carry out an annual self-assessment.

(b) Adequate gender representation

The Company must ensure adequate gender representation on the Board of Directors, of at least 25% of the total Board members or, as the case may be, 33%, in accordance with the applicable provisions and taking into account the category into which the ELLAKTOR Group falls pursuant to the criteria of Law 5178/2025 (where a fraction results, this percentage shall be rounded down to the nearest whole number). Equal treatment, equal opportunities and equal access to training shall be ensured across genders. This criterion must be taken into account by the Nominations and Remuneration Committee when submitting proposals for the appointment of Board members.

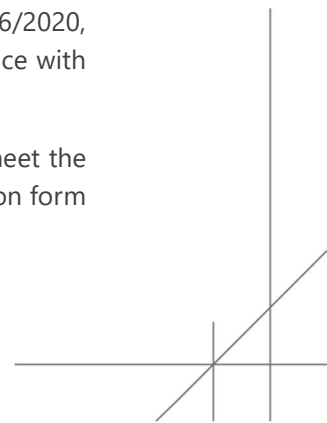
6. Diversity Criteria

The Company adopts and implements a diversity policy in the appointment of new Board members, with the aim of promoting an appropriate level of diversification on the Board of Directors and creating an inclusive group of members, so that through the aggregation of a broad range of qualifications and skills among Board members, diversity of views and experiences is ensured and the greatest possible plurality of perspectives is secured, with a view to sound decision-making. In the selection of members, no exclusion shall be made on grounds of discrimination based on gender, race, colour, ethnic or social origin, religion or belief, property, birth, disability, age or sexual orientation.

7. Independent Non-Executive Members of the Board of Directors

For the determination of the status of a Company Board member as an independent non-executive member, the applicable provisions of the law shall apply (Article 9 paras. 1 and 2 of Law 4706/2020, as in force). The Board of Directors shall take the necessary measures to ensure compliance with the statutory requirements.

Candidate independent non-executive members shall declare to the Company that they meet the independence criteria set out in the applicable provisions, in accordance with the declaration form in Annex 2 of this Suitability Policy.



8. Implementation, Monitoring and Amendment of the Suitability Policy

Responsibility for monitoring the implementation of the Suitability Policy rests with the Board of Directors. The Board of Directors is further responsible for the periodic review of the Suitability Policy and for amending it whenever this is deemed necessary. The Board of Directors may, as appropriate, be assisted by the Internal Audit Unit, the Nominations and Remuneration Committee, and the organizational units with related functions (such as Human Resources and/or Compliance and/or the Legal Department). The Nominations and Remuneration Committee shall follow and implement the Suitability Policy within the scope of its relevant responsibilities. Reference to the Suitability Policy adopted and applied by the Company shall be made in the Company's Annual Corporate Governance Statement.

The Company shall monitor and evaluate the effectiveness of this Suitability Policy every three (3) years or when significant events or changes occur, recording in particular any weaknesses and deficiencies that may be identified, as well as measures to be taken to address such weaknesses and deficiencies.

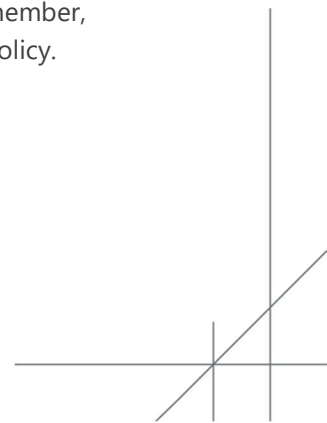
The Suitability Policy shall be amended and its design and implementation reviewed whenever deemed necessary, taking into account, inter alia, the recommendations of the Nominations and Remuneration Committee, the Compliance Unit, and any other external bodies, as well as any potential changes in the regulatory framework. Any material amendment shall take effect from the date of its approval by the General Meeting of Shareholders of the Company. Material amendments are those that introduce derogations or that significantly alter the content of the Policy, in particular as regards the applied general principles and criteria. Amendments required by applicable law shall not require approval by the General Meeting. In such cases, the Board of Directors shall adapt the Policy as promptly as possible.

9. Suitability Assessment Procedure for Board Members

The Company shall monitor on an ongoing basis the suitability of Board members, in particular to identify, in light of any relevant new development, instances in which reassessment of their suitability is deemed necessary. Specifically, a suitability reassessment shall be carried out in the following cases:

- When doubts arise as to the individual suitability of BoD members or the suitability of the composition of the body;
- In the event of a material adverse impact on the reputation of a BoD member that could significantly and negatively affect the Company;
- In any case where an event occurs that may significantly affect the suitability of a BoD member, including cases where members fail to comply with the Company's Conflict of Interest Policy.

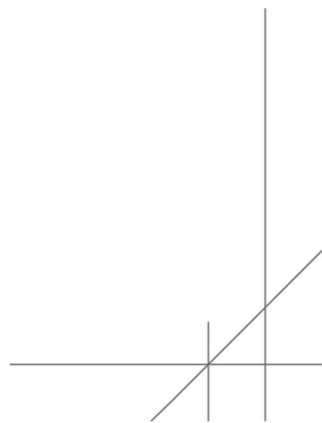
The Company bears primary responsibility for identifying gaps in collective suitability.



10. Record Keeping

The business units reporting to the Head of the Compliance Unit are responsible for maintaining an electronic archive containing the documentation relating to the approval of this Suitability Policy and any amendments thereto.

Furthermore, the Head of the Compliance Unit is responsible for documenting the results of the individual and collective suitability assessment of Board members.



ANNEX 1

STATUTORY DECLARATION

(Article 3 para. 4 of Law 4706/2020)

TO:	CHAIRPERSON OF THE BOARD OF DIRECTORS OF ELLAKTOR S.A.								
First Name:				Last Name:					
Father's Full Name:									
Mother's Full Name:									
Date of birth:									
Place of birth:									
ID Card number:				Tel:					
Place of Residence:			Street			No.:		PC:	
Fax:				Email:					

In my capacity as a candidate for election as a member of the Board of Directors of ELLAKTOR S.A. (ELLAKTOR or the Company), and having taken into account the provisions of Article 3 para. 4 of Law 4706/2020, I hereby solemnly declare that:

A) No final and binding judicial decision has been issued within one (1) year prior to my election recognising my liability for prejudicial transactions of a listed or non-listed société anonyme with related parties.

B) No irrevocable conviction has been issued against me prior to my election for participation in a criminal organisation, corruption, active bribery, fraud, terrorist offences or offences linked to terrorist activities, money laundering or terrorist financing, child labour or other forms of human trafficking.

C) I undertake to notify you immediately, by submitting a new statutory declaration, in the event of any change with respect to the foregoing.

Date: ____ / ____ / ____

The Declarant

ANNEX 2

STATUTORY DECLARATION

TO:	CHAIRPERSON OF THE BOARD OF DIRECTORS OF ELLAKTOR S.A.								
First Name:				Last Name:					
Father's Full Name:									
Mother's Full Name:									
Date of birth:									
Place of birth:									
ID Card number:				Tel:					
Place of Residence:			Street			No.:		PC:	
Fax:				Email:					

In my capacity as a candidate for election as an Independent Non-Executive member of the Board of Directors of ELLAKTOR S.A. (ELLAKTOR or the Company), and having taken into account the provisions of Article 9 of Law 4706/2020, I hereby solemnly declare that:

A) I do not directly or indirectly hold voting rights exceeding 0.5% of the Company's share capital and I have no financial, business, family or other dependency relationships that could affect my decisions and my independent and objective judgement, and specifically:

- (a) I do not receive any significant remuneration or benefit from the Company or a company affiliated with it, I do not participate in a stock option scheme or any other remuneration or benefit scheme linked to performance, nor do I receive fixed benefits under a pension scheme, including deferred benefits, in respect of previous services to the Company.
- (b) I do not maintain and have not maintained, either personally or through a person with whom I have close ties, any business relationship in the last three (3) financial years with:
 - (ba) the Company, or
 - (bb) a person affiliated with the Company, or
 - (bc) a shareholder directly or indirectly holding a participation of 10% or more of the Company's share capital in the last three (3) financial years or a company affiliated with it, where such relationship affects or may affect the business activities of either the Company,

myself or the person with whom I have close ties. I am not myself or a person with whom I have close ties a significant supplier or significant customer of the Company.

- (c) (ca) I have not served as a member of the Board of Directors of the Company or a company affiliated with it for more than nine (9) financial years in aggregate at the time of my election;
- (cb) I have not served as a senior executive and have not maintained an employment or work or services or paid mandate relationship with the Company or any company affiliated with it during the last three (3) financial years;
- (cc) I have no family relationship up to the second degree by blood or marriage, and am not the spouse or partner equated to a spouse, of a member of the Board of Directors, senior executive or shareholder holding a participation of 10% or more of the share capital of the Company or a company affiliated with it;
- (cd) I have not been appointed by a specific shareholder of the Company in accordance with the articles of association, as provided for in Article 79 of Law 4548/2018;
- (ce) I do not represent shareholders holding directly or indirectly 5% or more of the voting rights at the general meeting of shareholders of the Company, without written instructions;
- (cf) I have not conducted a statutory audit of the Company or of a company affiliated with it, either through an entity or personally or through a relative of mine up to the second degree by blood or marriage or my spouse, in the last three (3) financial years;
- (cg) I am not an executive member of another company in whose Board of Directors an executive member of the Company serves as a non-executive member.

B) I undertake to immediately inform you by submitting a new statutory declaration in the event of any change with respect to the foregoing in relation to myself or to persons in my close family environment.

Date: ____ / ____ / ____

The Declarant

