

REMUNERATION & NOMINATION COMMITTEE FOR BOARD OF DIRECTORS MEMBERS

Based on the decision of the Board of Directors of the Company dated 31 May 2024, the Committee for Remuneration and Nomination of Board Members was elected, with a term to be equal to the term of the Board of Directors (until 31.05.2030), consisting of three (3) Independent non-executive members of the Board of Directors. The line up of the Remuneration and Nomination Committee for Board of Directors is as follows:

Adamantini Lazari daughter of Konstantinos, President,

Ioannis Tsoumas son of Konstantinos, Member and

Dionysia Xirokosta son of Dimitrios, member.

CV'S OF THE MEMBERS OF REMUNERATION & NOMINATION COMMITTEE FOR BOARD OF DIRECTORS MEMBERS



ADAMANTINI K. LAZARI

Mrs. Adamantini Lazari is an Independent Non-Executive Member of the Company's BoD since 2021. Mrs. Lazari holds a Bachelor in Economics from the Economic University of Athens, a Master of Science in Industrial Relations and Personnel Management from the LSE and a European Master in Multimedia and Audiovisual Business Administration from a European interuniversity post-graduate program. Currently, she is Senior Advisor to the Board of Domius Capital Advisors LLP (a London-based, FCA regulated, Corporate Finance Advisory Boutique focusing on the provision of Strategic Advice, M&A execution and Private Capital raising for Funds and corporates), as well as member of the Investment Committee of Economists Professional Fund. She has long-term experience in both the private and public sector.

She also has knowledge of the international political and economic environment and proven experience in multinational/multicultural negotiations. In the private sector she has served in senior managerial positions mainly in the financial sector, among others, Deputy Governor/Executive Vice Chairwoman of the Board of Directors, Agricultural Bank of Greece - Senior Advisor to the management, Emporiki/Commercial Bank of Greece. She has also participated as a member of BoDs in numerous companies and organizations i.a. Athex Exchange Group, Selonda group/ fisheries, Perseas/ fish feed, Hellenic Sugar Industry SA. In the public sector she has served as senior advisor mainly on issues of public policy preparation and implementation. She has also participated in inter-ministerial committees on important economic and social issues.



IOANNIS K. TSOUMAS

Mr. Ioannis Tsoumas holds a bachelor's degree in Business Administration from the Athens University of Economics and Business. He has over 35 years of experience in the field of finance, the full range of accounting functions, and tax legislation. During his career, he has received several distinctions for his competencies and achievements, and he attended numerous professional seminars on Accounting, Auditing and Taxation acquiring in-depth knowledge and expertise. Prior to his role as a Non-Executive Member of the company's BOD, he held senior management positions in Accounting and Finance in several companies, among them Grundig of the Hatzimichalis Group (1980 – 1987) and Intracom Group (1987 – 2016), until his retirement in October 2016.



DIONYSIA D. XIROKOSTA

Dionysia Xirokosta has graduated from Athens Law School and holds an LL.M. degree in European Law from the University of Essex. Member of the Athens Bar Association since 1998, she is a Consultant of Corporate Affairs at “Hellenic Hypermarkets Sklavenitis S.A.” responsible for strategy, regulatory compliance and communication with supervisory authorities. She is an Independent Non-Executive Member of the BoD of “Pancreta Bank”, an Independent Non-Executive Member of the BoD of “Intracom Holdings”, an Independent Non-Executive Member of the BoD of “Intralot”, Of Counsel in the Law Firm “Tsimbanoulis & Partners”. She is also involved in Corporate Governance and ESG issues. She has served as Director of Legal Services and then as General Director, for two full terms, in the Hellenic Competition Commission, representing Greece before the OECD and the European Commission. She then moved to the retail sector, in the position of Human Resources Director at “Hellenic Hypermarkets Sklavenitis S.A.” for three years.