
DRAFT DECISIONS

OF THE ORDINARY GENERAL MEETING OF THE COMPANY

IKTINOS HELLAS SA

of 21 June 2023

- 1. Submission and approval of the annual financial statements for the fiscal year 01.01 – 31.12.2022, in accordance with International Accounting Standards, as well as the relevant reports of the Board of Directors and the Certified Public Accountant**

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| Required quorum: | Shareholders representing 20% of the Company's paid capital |
| Required majority: | 50% of the total (present or represented) votes plus one vote |

The annual financial statements for the year 1.1 - 31.12.2022 are submitted for approval, accompanied by the audit report of the certified public accountants and the annual management report of the Company's Board of Directors, which includes the statements of corporate governance and non-financial statements.

The aforementioned financial statements and the reports are available to the shareholders and have already been published since 2.5.2023 on the Company's website, at the following url:

<https://iktinosisir.gr/el/oikonomikes-katastaseis-2022/1525-2022-2>

- 2. Approval for the non-distribution of dividends to shareholders for the period 01.01 – 31.12.2022.**

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| Required quorum: | Shareholders representing 50% of the Company's paid capital |
| Required majority: | 80% of the total (present or represented) votes plus one vote |

The General Meeting is invited to approve the non-distribution of dividends for the period 01.01 – 31.12.2022.

- 3. Approval of the Company's overall management, in accordance with article 108 of Law 4548/2018, as in force, and release of the Company's Certified Auditors from any liability for compensation for the corporate year 01.01 - 31.12.2022, in accordance with article 117 par. 1(c) of Law 4548.2018, as in force.**

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| Required quorum: | Shareholders representing 20% of the Company's paid capital |
| Required majority: | 50% of the total (present or represented) votes plus one vote |

The Board of Directors proposes the approval by the Ordinary General Meeting of Shareholders, of the overall management of the Company for the year ended 31.12.2022, in accordance with article 108 of Law 4548/2018, as well as the release of audit accounting company GRANT THORNTON SA from any compensation liability for the corporate year 01.01 – 31.12.2022.

- 4. Appointment of a regular and an alternate Certified Public Accountant for the audit of the Financial Statements of the company for the corporate year 01.01 – 31.12.2023.**

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| Required quorum: | Shareholders representing 20% of the Company's paid capital |
| Required majority: | 50% of the total (present or represented) votes plus one vote |

The Board of Directors, in accordance with the recommendation of the Company's Audit Committee, proposes and recommends to assign to the audit company GRANT THORNTON SA the audit of the financial statements of the Company and the Group for the year from 01.01 - 31.12.2023, as well as the overview of the interim information of the Company and the Group for the period 01.01 - 30.06.2023.

- 5. Grant of permission to the members of the Board of Directors to participate in Boards of Directors or management boards of other companies with competitive or non-competitive purposes to those of the Company, in accordance with article 98 of Law 4548/2018.**

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| Required quorum: | Shareholders representing 20% of the Company's paid capital |
| Required majority: | 50% of the total (present or represented) votes plus one vote |

The General Meeting is asked to approve the grant of permission to the members of the Board of Directors, to participate in Boards of Directors or in the Management of companies that belong to the Group or not, which pursue similar or comparable purposes.

6. Approval of the Remuneration Report of article 112 of Law 4548/2018 (for the fees paid for the corporate year 01.01 – 31.12.2022).

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| Required quorum: | Shareholders representing 20% of the Company's paid capital |
| Required majority: | 50% of the total (present or represented) votes plus one vote |

The General Meeting is asked to approve the remuneration report of article 112 of Law 4548/2018 for the year 2022. The remuneration report submitted for discussion and voting has been brought to the attention of the shareholders and is available on the Company's website www.iktinos.gr

For this matter, a relevant decision has been taken by the Board of Directors at its meeting on 7.4.2023, by virtue of which and following a relevant proposal and recommendation of the Company's Remuneration and Nominations Committee, the Remuneration Report dated 3.4.2023, pursuant to article 112 of Law 4548/2018 for the year 2022, regarding the remuneration of the Board of Directors members for 2022, which includes the information required by Article 112 of Law 4548/2018 and was prepared based on the assumptions included in the Company's Remuneration Policy, which was approved by the Company's Ordinary General Meeting on 16 June 2022 (with a four-year validity period, also available on the Company's website). The Remuneration Report has been audited by the audit company GRANT THORNTON SA.

7. Pre-approval of fees and compensations of the Board of Directors for the corporate year 01.01 – 31.12.2023

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| Required quorum: | Shareholders representing 20% of the Company's paid capital |
| Required majority: | 50% of the total (present or represented) votes plus one vote |

For the year 2023, the Board of Directors will recommend to the Ordinary General Meeting that the members of the Board of Directors be paid the following fees:

A) the amount of 330,000 euros to the President and Managing Director Mr. Evangelos Chaidas,

- B) the amount of 150,000 euros to the Deputy Managing Director Mrs. Ioulia Chaida,
- C) the amount of 120,000 euros to the executive member Mrs. Anastasia Chaida,
- D) the amount of 36,000 euros to the Vice-President and non-executive member Lydia Haida,
- E) 500 euros per month to the executive member Peristeris Katsikakis,
- F) 500 euros per month to the Independent non-executive member Andreas Koutoupis,
- G) 300 euros per month to the Independent non-executive member Angeliki Meintani.

The above fees and compensations are in accordance with the Company's Remuneration Policy.

8. Submission of a joint Report of the Independent non-executive members of the Board of Directors – Information about the activities of 2022, in accordance with article 9 par. 5 of Law 4706/2020 (item which does not require voting).

The Independent non-executive members of the Board of Directors inform the general meeting of shareholders with a joint Report on their activities for the period covering the financial year 2022.

9. Information from the Chairman of the Audit Committee to the shareholders about the Committee's activities during the 2022 corporate year and submission of the annual report of the Committee's activities, according to article 44 par. 1(i) of Law 4449/2017 (item which does not require voting).

The Company's Audit Committee submits to the General Meeting of shareholders the annual report of the Committee's activities, according to article 44 par. 1(i) of Law 4449/2017, as amended.

10. Other Announcements.

This item usually includes announcements on matters that the Board of Directors wishes to bring to the attention of the Meeting, but do not require a vote or decision.