TECHNICAL OLYMPIC S.A.
REMUNERATION REPORT
OF THE MEMBERS OF THE BOARD OF DIRECTORS
FINANCIAL YEAR 2025

1. INTRODUCTION

1.1 Course of the Company - Group

The parent company TECHNICAL OLYMPIC S.A., as a holding company, continues to monitor and coordinate the Group companies, provide them with administrative, advisory and operational support, determine and oversee the objectives and projects they have undertaken to implement, and ensure the organic and operational synergy of the various sectors.
The sectors in which the Group operated include Shipping, Real Estate Management (Real Estate Investment and/or Development), Tourism mainly with respect to marina management, Energy, Real Estate Advisory and Brokerage services, and Construction.

1.1.1 Shipping sector

For the Group's activity in the shipping sector, the subsidiary of a subsidiary T.O. SHIPPING LTD, based in Cyprus, has been established and is 100% controlled by T.O. INTERNATIONAL HOLDING LTD, a wholly owned subsidiary of the Company. In this context, the Group participates in ship-owning/ship-operating companies, aiming to take advantage of opportunities that generate satisfactory returns from the operation of vessels and potential future capital return from resale.
As at 31.12.2025, the Group participated in a shipping structure, which owns six (6) vessels, with a 15% interest, and directly with an 85% interest in ROMA HOLDING LLC, which owns one vessel. During the year 2025, T.O. SHIPPING LTD collected dividends from its subsidiaries:
a) the amount of USD 5.20 million relating to distribution of dividend for the fourth quarter of 2024; and
b) the total amount of USD 10.98 million relating to distribution of corresponding dividends for the nine-month period of 2025 from the operation of the vessels.

1.1.2 Real Estate Management - Real Estate sector

TECHNICAL OLYMPIC S.A., through its subsidiary "LUXURY LIFE SINGLE-MEMBER S.A.", during the year 2025, pursuant to the private agreement signed in 2023 with special purpose vehicles (SPVs), the management of which has been undertaken by "Intrum Hellas REO Solutions S.A.", proceeded with the acquisition of 23 properties and the sale of 48. The transaction for the acquisition of a portfolio of up to 186 properties is progressing smoothly and will be completed gradually through the execution of notarial deeds for the transfer of the properties. Until 31/12/2025, this subsidiary had proceeded with the acquisition of 108 properties in total and the sale of 68 thereof.
On 17/01/2025, the company "TECHNICAL OLYMPIC S.A." signed an agreement for the direct acquisition of all the shares of the société anonyme under the name "GREENHILL VOULA ESTATES REAL ESTATE AND CONSTRUCTION SOCIETE ANONYME" and the distinctive title "GREENHILL VOULA". GREENHILL VOULA owns 100% of the full ownership of a plot of land with an area of 7,328.48 sq.m., located at Pigadakia, Municipality of Vari - Voula - Vouliagmeni, on which an unfinished residential complex has been erected.
On 31/10/2025, the wholly owned subsidiary "GREENHILL VOULA ESTATES REAL ESTATE AND CONSTRUCTION SOCIETE ANONYME" issued a five-year common secured bond loan with a nominal value of EUR 25,000,000. The loan proceeds will be used by the subsidiary for the construction and

development of a residential complex located at Pigadakia, Voula, Attica. "GREENHILL VOULA ESTATES REAL ESTATE AND CONSTRUCTION SOCIETE ANONYME" provided a first-rank mortgage prenotation over its property in an amount equal to 130% of the loan amount in favour of the bondholders' representative, "CREDIABANK SOCIETE ANONYME BANKING COMPANY", and on behalf of the bondholders.

In December 2025, TECHNICAL OLYMPIC S.A. entered into a Co-Funding Agreement with the alternative investment manager "Pollen Street Capital", based in London.

The co-funding structure will be implemented through debt financing of the Company's wholly owned subsidiary "Premier Capital Investments S.A.", incorporated in Luxembourg, with the participation of funds managed by "Pollen Street Capital" and "Technical Olympic S.A.", for a total funding capacity of up to EUR 250 million over the next 3 years.

The proceeds of the above financing will be made available to the Company's wholly owned indirect subsidiary "Premier Capital Investments Greece Single-Member S.A.", incorporated in Greece and wholly owned subsidiary of "Premier Capital Investments S.A." (Luxembourg), through intragroup financing arrangements.

The purpose of the Co-Funding Agreement is to identify and exploit investment opportunities and to acquire portfolios of commercial and residential properties in Greece. As at 31/12/2025, no disbursement had been made.

In December 2025, the Group completed the transaction for acquiring control of the real estate portfolio named "Vesta", through the signing of a total return swap agreement with Piraeus Bank.

Pursuant to this agreement, the special purpose legal entity incorporated under the name "Vesta Property Development S.A." acquired substantially the risks and rewards associated with the exploitation and final disposal of the properties.

"Vesta Property Development S.A." is 80% owned by "Premier Capital Investment Greece Single-Member S.A.", which is a wholly owned subsidiary of "Premier Capital Investments S.A." based in Luxembourg, a company fully controlled (wholly owned subsidiary) by "Technical Olympic S.A.", while the remaining 20% is held by "Piraeus Bank S.A."

The "Vesta" portfolio consists of 242 horizontal properties, mainly residential in nature, as well as commercial properties, distributed throughout the Greek territory. The largest geographical concentration is found in the areas of Athens and Thessaloniki.

The estimated duration of management of the portfolio is approximately four (4) years.

The Real Estate Management sector (Real Estate Investment and/or Development) was a key field of activity for the Group during the year 2025. The 2025 Annual Financial Report states that the increase in consolidated turnover for the year 2025 is attributable to the Group's activity in Real Estate.

The activity is developed through participations in companies such as LUXURY LIFE SINGLE-MEMBER S.A., GREENHILL VOULA ESTATES S.A., VESTA PROPERTY DEVELOPMENT S.A., LUXURY SPETSES SINGLE-MEMBER S.A (formerly PYTHAGOREIO MARINA SINGLE-MEMBER S.A.), PORTO CARRAS TOURISM DEVELOPMENTS S.A., T.O.I. REAL ESTATE DEVELOPMENT LLC and TREASURE PALMS DEVELOPMENT LLC in the U.S.A., T.O. INTERNATIONAL GmbH and QUARTIER GRÜNER WEG GmbH in Germany, as well as EUROROM CONSTRUCTII SRL in Romania.

In the year 2025, the Group continued implementing its real estate utilisation strategy in Greece and abroad. In this context, it monitors, among others, the property utilisation programme through LUXURY LIFE SINGLE-MEMBER S.A., the investment in the U.S.A. through T.O.I. REAL ESTATE DEVELOPMENT LLC / TREASURE PALMS DEVELOPMENT LLC, the German structure T.O. INTERNATIONAL GmbH /

QUARTIER GRÜNER WEG GmbH and the participation/acquisition in TARISHORE REAL ESTATE EXPLOITATION SINGLE-MEMBER P.C.

1.1.3 Tourism - Marinas sector

In the tourism sector, the Group continued its activity through the subsidiary SAMOS MARINES S.A., which operates the Pythagoreio Marina of Samos.

Management intends to proceed with new investments in the marina sector in order to increase its efficiency, taking advantage of the favourable conditions in the sector, and makes continuous efforts for its inclusion mainly in a future framework of development law, for the purpose of upgrading harbour infrastructure works, works in the surrounding area of the repair building, dry dock, building and electromechanical installations, electromechanical installations and systems.

1.1.4 Energy sector

In the Energy sector, the Group operates through ENERESCO 1 SINGLE-MEMBER P.C. and ENERESCO 2 SINGLE-MEMBER P.C.

Each of "ENERESCO 1 SINGLE-MEMBER P.C." and "ENERESCO 2 SINGLE-MEMBER P.C." owns and holds one (1) mandatory cooperative share in the Energy Community under the name "AEIFOROS DIADRASIS ENERGY COMMUNITY LIMITED LIABILITY". The latter has received final connection offers from HEDNO S.A., having already signed the relevant agreements, for nine (9) photovoltaic stations, with a total capacity of 8MW.

"ENERESCO 1 SINGLE-MEMBER P.C." and "ENERESCO 2 SINGLE-MEMBER P.C." participated in a capital increase of the above Energy Community and now hold fifteen percent (15%) and ten percent (10%), respectively, of the total cooperative capital of the Energy Community.

Following the already declared intention of the "TECHNICAL OLYMPIC S.A." Group to operate in projects in the "green" energy sector, on 19 March 2024 the Company received, from the Environment Directorate of the Decentralised Administration of Peloponnese - Western Greece - Ionian, a decision approving environmental terms (A.E.P.O.) for a power generation unit from biogas, with capacity of 999kW, which it plans to develop within an owned land plot of approximately 30 acres in the Industrial Area (VI.PE.) of Patras. The purpose of the proposed project is the generation of electricity from the combustion of biogas, which will be produced through anaerobic digestion from non-hazardous organic waste. The main products of the project will be biogas and organic fertiliser, which will be produced through composting of the solid residue of anaerobic digestion of organic matter. Through the combustion of biogas, thermal and electrical energy will be produced and the organic fertiliser will be made available for secondary uses. The Company is committed to procedures and controlled hygiene conditions, reducing unpleasant odours and environmental degradation. The electricity produced will be sold to HEDNO and will feed its network, while part of the thermal energy produced will be used in the unit for self-consumption, and the surplus heat may in the future be utilised by neighbouring facilities.

Specifically, a consulting company has been assigned the submission of an application for inclusion of an investment project for the Establishment of a Unit for Production of Electricity and Compost through the utilisation of Biomass in the Patras Industrial Area pursuant to the provisions of Law 4887/2022 and, indicatively but not restrictively, in the third cycle of the "Manufacturing - Supply Chain" regime, as well as the preparation of the necessary techno-economic study, the monitoring of the evaluation progress of the submitted file and the monitoring - management of the approved investment project, under the terms, regulatory decisions and presidential decrees determining the manner of application of the above law.

1.1.5 Real Estate Advisory and Brokerage services

In the context of the organisational structure of the Group during the year 2025, the Group also includes "PREMIER FINANCIAL CORPORATION SINGLE-MEMBER P.C." — formerly "PFC ADVISORY SINGLE-MEMBER P.C." — as a subsidiary of the Cypriot company "PFC PREMIER FINANCE CORPORATION LTD" (a wholly owned subsidiary of "T.O INTERNATIONAL HOLDING LTD" and, by extension, a subsidiary of a subsidiary of "TECHNICAL OLYMPIC S.A."), with the object of providing financial advisory services and brokerage services.

1.1.6 Construction sector

In the construction sector, the Group continues to operate through the subsidiary T.O. CONSTRUCTIONS S.A., as well as through participations/joint ventures.

In Romania, the execution of the project "Restoration - Reconstruction of the section of the National Road Galicea Mare - Calafat" has been completed, and the hearing of the appeal filed by the contractor TO CONSTRUCTIONS S.A. for the award of a revision amount exceeding RON 4,000,000 remains pending. The outcome of the procedure is expected within 2026.

"T.O. INTERNATIONAL HOLDING LTD" (a wholly owned subsidiary of "TECHNICAL OLYMPIC S.A.", based in Cyprus) was declared by the Permanent Holy Synod (D.I.S.) of the Church of Greece final contractor of the Project for the erection of a building under the land-for-built-property system on ecclesiastical land with an area of 5,483 sq.m., located on Filadelfeos and Methonis Streets, within O.T. 681 in the area of Kifisia, Attica, in accordance with the provisions of Notice No. 924/2023 of the Central Ecclesiastical Financial Service of the Church of Greece (E.K.Y.O.).

The Project provides for the construction of 8 residences. The percentage of consideration to be received by "T.O. INTERNATIONAL HOLDING LTD" amounts to 50.14%. The Association of Persons "T.O. INTERNATIONAL HOLDING LTD - TARISHORE SINGLE-MEMBER P.C." (with participation percentages of the members 50%-50%) was declared by the D.I.S. final contractor of the Project for the erection of a building under the land-for-built-property system on ecclesiastical property with an area of 1,342 sq.m., located at 6 Alekou Panagouli Street, within O.T. 28a in the area of Vouliagmeni, Attica, in accordance with the provisions of Notice No. 885/2023 of E.K.Y.O. The Project provides for the construction of 4 residences. The percentage of consideration to be received by the Association of Persons "T.O. INTERNATIONAL HOLDING LTD - TARISHORE SINGLE-MEMBER P.C." amounts to 43%.

The Association of Persons "T.O INTERNATIONAL HOLDING LTD - TARISHORE SINGLE-MEMBER P.C.", in which "T.O INTERNATIONAL HOLDING LTD" (a wholly owned subsidiary of the Company based in Cyprus) participates with a 50% interest, was declared by the Permanent Holy Synod (D.I.S.) of the Church of Greece final contractor of the Project for the erection of a building under the land-for-built-property system on ecclesiastical property with an area of 970.16 sq.m., located on Argonauton Street and Sapphous Street, within O.T. 81 in the area of Vouliagmeni, Attica, in accordance with the provisions of Notice No. 887/2023 of the Central Ecclesiastical Financial Service (E.K.Y.O.). The Project provides for the construction of 4 residences. The percentage of consideration to be received by the Association of Persons "T.O INTERNATIONAL HOLDING LTD - TARISHORE SINGLE-MEMBER P.C." amounts to 40.60%.

The implementation of each Project requires the signing of the corresponding construction contract and preliminary agreement for the transfer of ownership percentages over the plots, which will take place after the issuance of pre-approval of a building permit by the competent town-planning authority.

On 17/12/2025, the joint venture "SOUTHERN SUBURBS REAL ESTATE DEVELOPMENT" signed an agreement for the construction of residences under the land-for-built-property system on a plot located in Vouliagmeni, Attica. In the above joint venture, the wholly owned subsidiary "T.O INTERNATIONAL HOLDING LTD" participates as a member with 50%. The other member with 50% of the above Joint Venture is the company "TARISHORE REAL ESTATE EXPLOITATION SINGLE-MEMBER P.C.", 2/3 of the corporate interests of which were acquired by the Company on 17/12/2025.

1.2 Preparation of the Remuneration Report

This Remuneration Report presents and describes all remuneration of the members of the Board of Directors for the financial year 2025, which is regulated by the Company's Remuneration Policy in force. Following the election of a new Board of Directors by the Annual General Meeting of 1/7/2025 and the constitution of the new Board of Directors into a body, an Executive Director was elected and the position of General Manager was not filled. It is clarified that there is no Deputy General Manager.

The Remuneration Report provides shareholders with comprehensive information on the remuneration regulated by the Remuneration Policy and paid to the above persons for the year 2025, both by the Company and, where applicable, by other Group companies, as defined in Article 32 of Law 4308/2014, with the aim of increasing corporate transparency with regard to the remuneration of the members of the Board of Directors.

The Remuneration Report was prepared by the Board of Directors in accordance with Article 112 of Law 4548/2018, which harmonises Greek law with Article 9b of Directive 2007/36/EC, as introduced by Directive (EU) 2017/828, and is aligned with the applicable corporate governance framework.

The Report is approved by the Company's Board of Directors and is audited, pursuant to Article 112 para. 4 of Law 4548/2018, by its auditor, who verifies whether the information of Article 112 of Law 4548/2018 is provided. It is submitted, pursuant to Article 112 para. 3 of Law 4548/2018, for discussion at the Annual General Meeting. The shareholders' vote is advisory in nature and is taken into account in preparing the Remuneration Report for the following financial year.

With regard to the obligation provided for by Article 112 para. 3, third subparagraph, of Law 4548/2018, it is noted that, when preparing this Remuneration Report, the Board of Directors took into account the result of the advisory vote of the Annual General Meeting of the Company's shareholders, which took place on 01.07.2025, on the 12th item of the agenda, regarding the Remuneration Report for the financial year 2024, i.e. the period from 01.01.2024 to 31.12.2024. The above Remuneration Report was approved almost unanimously, with affirmative votes representing 99.15% of the votes represented, while abstention was recorded for 0.85% of the votes represented. Taking into account the above result, the Board of Directors did not consider that substantial changes were required to the structure and content of this Report, apart from updating the data for the year 2025 and further enhancing the completeness and transparency of the information provided.

The Remuneration Report is made available on the Company's official website www.techol.gr for a period of ten (10) years, in accordance with the applicable provisions.

2. TOTAL REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS

2.1 General

Further to the above, Table A is presented below - together with the accompanying explanations - containing detailed information on the total (gross) remuneration of each individual member of the Board of Directors (executive, non-executive and independent), which is regulated by the Company's Remuneration Policy. This concerns the remuneration of the members of the Board of Directors paid during the financial year 2025 for their services provided to the Company, with a breakdown of its individual components and reference to the relevant percentages of fixed and variable remuneration. This information is reported in compliance with Article 112 para. 2(a) of Law 4548/2018.

In addition, in compliance with Article 112 para. 2(c) of Law 4548/2018, it is stated that remuneration has been paid to members of the Company's Board of Directors by other companies of the "TECHNICAL OLYMPIC S.A." Group, as defined in Article 32 of Law 4308/2014, and is included in the table in separate lines.

It is noted that all remuneration shown below has already been paid / granted and is not owed. All monetary amounts are stated in euro. Also, the remuneration data presented for the Group does not include the remuneration of the Company and ROMA HOLDING LLC.

2.2 TABLE A: Remuneration of Board Members for Financial Year 2025

Board Member	Capacity	Year	Company / Group	Fixed Remuneration - Fee	Fixed Remuneration - Expenses	Fixed Remuneration - Benefits in kind	Fixed Remuneration - Medical insurance	Variable Remuneration	Extraordinary Payments	Retirement Costs	Total Remuneration	Fixed / Variable Remuneration Ratio
Kon/nos Stengos	Executive Member - Chairman of the Board	2025	Company	80,000.00	-	11,130.70	-	-	-	-	91,130.70	100/0
			Group	-	-	120.00	-	-	-	-	120.00	100/0
		2024	Company	80,000.00	-	12,163.73	-	-	-	-	92,163.73	100/0
			Group	-	-	19,684.81	-	-	-	-	19,684.81	100/0
George Stengos	Executive Member - CEO	2025	Company	25,000.00	-	36,202.00	3,466.47	-	-	-	64,668.47	100/0
			Group	-	-	-	-	-	-	-	-	100/0
		2024	Company	30,000.00	-	-	2,905.72	-	-	-	32,905.72	100/0
			Group	-	-	7,924.39	-	-	-	-	7,924.39	100/0
Marianna Stengou	Executive Member - Executive Director	2025	Company	25,000.00	5,656.12	3,466.47	-	-	-	-	34,122.59	100/0
			Group	2,215.69	-	-	-	-	-	-	2,215.69	100/0
		2024	Company	70,000.00	-	215.42	2,905.72	-	-	-	73,121.14	100/0
			Group	-	-	2,215.69	-	-	-	-	2,215.69	100/0
Athanasios Klapadakis	Non-Executive Member - Vice-Chairman of the Board	2025	Company	22,000.00	-	-	-	-	-	-	22,000.00	100/0
			Group	5,080.00	-	-	-	-	-	-	5,080.00	100/0
		2024	Company	22,000.00	-	-	-	-	-	-	22,000.00	100/0
			Group	5,080.00	-	-	-	-	-	-	5,080.00	100/0
Marina Giotaki	Non-Executive Member	2025	Company	-	-	-	-	-	-	-	-	-
			Group	-	-	-	-	-	-	-	-	-
		2024	Company	-	-	-	-	-	-	-	-	-
			Group	-	-	-	-	-	-	-	-	-
Spyridon Magkliveras	Non-Executive - Independent Member	2025	Company	-	-	-	-	-	-	-	-	-
			Group	-	-	-	-	-	-	-	-	-
		2024	Company	-	-	-	-	-	-	-	-	-
			Group	-	-	-	-	-	-	-	-	-
Dimitrios Vasilopoulos	Non-Executive - Independent Member	2025	Company	-	-	-	-	-	-	-	-	-
			Group	-	-	-	-	-	-	-	-	-
		2024	Company	2,650.00	-	-	-	-	-	-	2,650.00	100/0
			Group	-	-	-	-	-	-	-	0.00	100/0

2.3 Explanation to Table A

Fixed Remuneration – Fees

The fees of the executive members of the Board of Directors Messrs. Kon/nos Stengos, Georgios Stengos and Marianna Stengou relate to their participation in the Boards of Directors and in the various committees and were approved by the respective Boards of Directors, following a proposal of the Remuneration Committee, within the framework of the Remuneration Policy.

The non-executive (non-independent) member Ms. Marina Giotaki as well as the independent non-executive member Mr. Spyridon Magkliveras refused to receive compensation that had been approved by the Remuneration Committee. Thus, in accordance also with Article V.A.3. of the Remuneration Policy, no fees were paid.

The fee of the non-executive Vice-Chairman derives from an independent services lease agreement which was in force at the commencement date of this Remuneration Policy.

Fixed remuneration – Benefits "in natura" (in kind)

These are "in natura" benefits (non-cash), reflected in monetary amounts based on their fair value and relate to the use of a corporate means of transport.

Fixed remuneration – Medical insurance

These are medical insurance programmes.

Variable Remuneration

Pursuant to Chapter VII of the Remuneration Policy, no variable remuneration is paid to the members of the Board of Directors.

Extraordinary Payments

No other non-recurring benefit, in cash or in any other form, associated with the remuneration categories of Chapter V of the Remuneration Policy, was paid / granted to the members of the Board of Directors.

Retirement Costs

No retirement costs were paid / granted for the members of the Board of Directors, namely pension contributions, fixed or variable, for funding a scheme for the future compensation of the members of the Board of Directors.

3. PARTICIPATION OF BOARD MEMBERS IN SHARE AWARD PROGRAMMES

Pursuant to Chapter VII of the Remuneration Policy, no rights are provided for participation of the members of the Board of Directors in share award programmes of the Company, in the form of options to acquire shares. Therefore, in compliance with Article 112 para. 2(d) and (e) of Law 4548/2018, it is stated that there are no shares or share options granted or offered to the members of the Board of Directors, nor any options exercised by the members of the Board of Directors, within the framework of share award programmes of the Company.

4. POSSIBILITY OF RECOVERY OF VARIABLE REMUNERATION

As already noted, pursuant to the express provision of Chapter VII of the Remuneration Policy, no variable remuneration is paid to the members of the Board of Directors. Therefore, in compliance with Article 112 para. 2(f) of Law 4548/2018, it is stated that there is no possibility of recovery of variable remuneration.

5. COMPLIANCE OF REMUNERATION WITH THE REMUNERATION POLICY

The total remuneration of the members of the Company's Board of Directors for the financial year 2025, which is regulated by the Remuneration Policy and described in this Remuneration Report, is in full compliance with the Company's Articles of Association, the applicable legal provisions and its overall financial policy, as reflected in the Remuneration Policy. In particular, the Remuneration Report complies with Article 112 para. 2(a) of Law 4548/2018 and with the Company's Remuneration Policy, which require linkage of the total remuneration paid with the approved Remuneration Policy and an explanation of the manner in which it complies with it.

As follows from all the information set out in Chapters 2, 3 and 4 hereof, the remuneration of the members of the Company's Board of Directors for the financial year 2025 fully complies with the Remuneration Policy. This is because fixed remuneration deriving from a specific remuneration category has been granted to the members of the Board of Directors. In addition, no variable remuneration was paid and the directors did not participate in share award programmes of the Company and/or its subsidiaries. Finally, it is clarified that, since no variable remuneration is paid to the members of the Board of Directors, no performance criteria have been determined in the Remuneration Policy. Therefore, the explanation of the manner of their application through this Remuneration Report is not applicable, as such criteria do not exist.

The level of remuneration of the members of the Board of Directors was determined in accordance with market practices combined with the need to align the interests of Management with the long-term interests of the Company and the shareholders. For determining the level of remuneration, the following were taken into account:

- the academic background and general theoretical training
- the significance and scope of responsibility of the position
- the responsibilities and operational requirements of the position
- their contribution to the Company's performance and their ability to influence it.

From all the above, it follows that this Report and the remuneration described therein fully comply with the Company's approved Remuneration Policy and the principles of corporate governance, while being fully aligned with the overall operating policy and financial transparency consistently applied by the Company, with its business strategy, objectives and long-term interests.

6. DEVIATIONS FROM THE APPLICATION OF THE REMUNERATION POLICY

In compliance with Article 112 para. 2(g) of Law 4548/2018, it is noted that there are no deviations from the application of the Remuneration Policy, pursuant to Article 110 para. 6 of Law 4548/2018 and Chapter X of the Remuneration Policy.

7. COMPARATIVE INFORMATION FOR THE FIVE-YEAR PERIOD 2021-2025

7.1 General

Tables B1 and B2 are presented below for the last five financial years, namely for the five-year period 2021-2025. Table B1 includes numerical information on the following items, while Table B2 includes comparative information on their annual change:

i) Total remuneration regulated by the Remuneration Policy and paid to each individual member of the Company's Board of Directors (executive, non-executive and independent). It is clarified that the remuneration shown is that presented in Table A, in the column "Total Remuneration", namely the total remuneration for their services provided to the Company and the Group,

ii) Performance of the Company and the Group, based on two performance indicators (from both continuing and discontinued operations), namely EBITDA and turnover,

iii) Average annual remuneration of the employees of the Company and the Group, excluding executives, namely excluding members of the Board of Directors and senior management, as defined in International Accounting Standard 24 para. 9 (persons having authority and responsibility for planning, directing and controlling the activities of the Company, directly or indirectly, including all of its directors). The remuneration data presented do not include: (a) remuneration of employees at the Group's branches in Romania; and (b) for the Group, the remuneration of the Company and ROMA HOLDING LLC is not included.

The above information is reported in compliance with Article 112 para. 2(b) of Law 4548/2018 and is presented jointly so as to facilitate comparison by the shareholders. It is noted that monetary amounts are stated in euro and that percentages have been rounded to the second decimal place.

7.2 TABLE B1: Board Remuneration - Company Performance - Employee Remuneration during Financial Years 2021-2025

Board Member	Capacity	Company / Group	2021	2022	2023	2024	2025
Total Remuneration of Board Members							
Kon/nos Stengos	Executive Member - Chairman of the Board	Company	91,324.86	82,163.74	82,163.73	92,163.73	91,130.70
		Group	12,200.70	30,157.46	29,748.42	19,684.81	120.00
George Stengos	Executive Member - CEO	Company	37,017.49	33,068.78	32,943.86	32,905.72	64,668.47
		Group	3,073.30	105.70	4,618.82	7,924.39	-
Marianna Stengou	Executive Member - Executive Director	Company	33,243.60	83,308.14	83,183.22	73,121.14	34,122.59
		Group	2,215.69	2,215.69	2,215.69	2,215.69	2,215.69
Athanasios Klapadakis	Non-Executive Member - Vice-Chairman of the Board	Company	22,000.00	22,000.00	22,000.00	22,000.00	22,000.00
		Group	3,000.00	3,000.00	5,080.00	5,080.00	5,080.00
Marina Giotaki	Non-Executive Member	Company	-	-	-	-	-
		Group	-	-	-	-	-
Spyridon Magkliveras	Non-Executive - Independent	Company	-	-	-	-	-
		Group	-	-	-	-	-
Dimitrios Vasilopoulos	Non-Executive - Independent	Company	-	2,650.00	2,650.00	2,650.00	-
		Group	-	-	-	-	-
Performance of the Company and the Group							
Turnover		Εταιρείας	364,000	264,000	271,000	264,000	287,155
		Ομίλου	6,815,888	13,971,103	16,313,793	19,114,789	20,368,362
EBITDA		Εταιρείας	-1,246,689	-1,731,134	-2,954,564	2,254,074	-881,893
		Ομίλου	1,155,960	6,596,501	8,789,692	8,860,424	5,813,124
Average Annual Remuneration of Employees of the Company and the Group							
Employees		Εταιρείας	19,991.00	22,204.00	22,549.39	23,324.81	24,269.79
		Ομίλου	15,245.00	19,168.00	19,706.92	22,597.01	23,257.08

7.3 TABLE B2: Comparative information on annual change during Financial Years 2021-2025

Board Member	Capacity	Company / Group	2021 vs 2020	2022 vs 2021	2023 vs 2022	2024 vs 2023	2025 vs 2024
Annual Change in Remuneration of Board Members							
Kon/nos Stengos	Executive Member - Chairman of the Board	Company	28.04%	-10.03%	0.00%	12.17%	-1.12%
		Group	55.49%	147.18%	-1.36%	-33.83%	-99.39%
George Stengos	Executive Member - CEO	Company	-29.11%	-10.67%	-0.38%	-0.12%	96.53%
		Group	0.00%	-96.56%	4269.75%	71.57%	-100.00%
Marianna Stengou	Executive Member - Executive Director	Company	1375.05%	150.60%	-0.15%	-12.10%	-53.33%
		Group	0.00%	0.00%	0.00%	0.00%	0.00%
Athanasios Klapadakis	Non-Executive Member - Vice-Chairman of the Board	Company	0.00%	0.00%	0.00%	0.00%	0.00%
		Group	0.00%	0.00%	69.33%	0.00%	0.00%
Marina Giotaki	Non-Executive Member	Company	-	-	-	-	-
		Group	-	-	-	-	-
Spyridon Magkliveras	Non-Executive - Independent Member	Company	-	-	-	-	-
		Group	-	-	-	-	-
Dimitrios Vasilopoulos	Non-Executive - Independent Member	Company	-	100.00%	0.00%	0.00%	-100.00%
		Group	-	-	-	-	-
Annual Change in Performance of the Company and the Group							
Turnover		Company	-53.50%	-27.47%	2.65%	-2.58%	8.77%
		Group	1162.53%	104.98%	16.77%	17.17%	6.56%
EBITDA		Company	71.21%	-38.86%	-70.67%	176.29%	-139.12%
		Group	118.81%	470.65%	33.25%	0.80%	-34.39%
Annual Change in Average Annual Remuneration of Employees of the Company and the Group							
Employees		Company	-2.03%	11.07%	1.56%	3.44%	4.05%
		Group	-27.10%	25.73%	2.81%	14.67%	2.92%