

RESOLUTIONS OF THE ORDINARY GENERAL MEETING

1st ITEM

Submission for approval of the annual financial statements as at December 31, 2021 (Company financial statements and consolidated financial statements), in accordance with the International Financial Reporting Standards (IFRS), together with the Report of the Board of Directors and the Auditors' Report

The Ordinary General Meeting following a legal vote with 89.706.544 valid votes corresponding to 83,92% of the paid-up share capital with voting rights, unanimously approved the company annual financial statements and the consolidated annual financial statements for the fiscal year 2021, the report of the Board of Directors, the explanatory report according to law 4548/2018 and the report (certificate) of the certified auditors of the Company, as well as the corporate governance statement.

In favour: 89.706.544 votes, i.e., 83,92% of the share capital present.

Against: 0 votes.

Abstention: 0 votes.

2nd ITEM

Approval of distribution of profits for the fiscal year 01.01.2021-31.12.2021 and distribution of dividend to the shareholders

The Ordinary General Meeting following a legal vote with 89.706.544 valid votes corresponding to 83,92% of the paid-up share capital with voting rights, approved the distribution of profits for the fiscal year 01.01.2021-31.12.2021 and in particular the interim dividend distributed, namely an amount of € 1,25 per share (gross amount), € 1,188 (net amount after the withholding of 5%), after excluding the Company's equity shares, in accordance with the resolution passed by the Board of Directors on November 24, 2021, and further approved the distribution of the remainder dividend for the 2021 fiscal year amounting to € 0,15 per share (gross amount), € 0,1425 (net amount after 5% withholding) excluding the Company's equity shares and it authorized the Board of Directors to proceed to any further actions for the implementation of this resolution.

In favour: 89.706.544 votes, i.e., 83,92% of the share capital present.

Against: 0 votes.

Abstention: 0 votes.

3rd ITEM:

Information from the Chairman of the Audit Committee to the shareholders about the activities of the Audit Committee during the fiscal year 2021

The Ordinary General Meeting was informed about the performance of the Audit Committee during the 2021 fiscal year.

4th ITEM:

Approval of the overall management of the Board of Directors of the Company during the fiscal year 2021 and release of the members of the Board of Directors and the Certified Auditors from any liability for compensation for the activities during the fiscal year 2021

The Ordinary General Meeting following a legal vote with 89.706.544 valid votes corresponding to 83,92% of the paid-up share capital with voting rights, unanimously approved the overall management of the Company for the fiscal year 2021 and released the certified auditors of the Company from any liability for compensation for said fiscal year.

In favour: 89.706.544 votes, i.e., 83,92% of the share capital present.

Against: 0 votes.

Abstention: 0 votes.

5th ITEM:

Approval of remuneration and compensation of the members of the Board of Directors for the fiscal year 2021 and advance payment of remuneration and compensation for the fiscal year 2022

With regard to the following members of the Board of Directors, the Ordinary General Meeting following a legal vote with 89.426.067 valid votes corresponding to 83,66% of the paid-up share capital with voting rights, approved, based on the pre-approval of the previous Ordinary General Meeting, their remuneration for their participation in the meetings of the Board of Directors and in the Committees of the Company and more specifically, for Mr. Apostolos Papadopoulos the sum of € 25,050, for Mr. Faidon Tamvakakis, the sum of € 22,266.67, for Mr. Pantelis Tzortzakis the sum of € 56,396.67, for Mr. Nikolaos Karamouzis the sum of € 50,400, for Mr. Apostolos Tamvakakis the sum of € 58,800, for Mrs. Maria Damanaki the sum of € 45,216.67, for Mrs. Eftychia Koutsourelis the sum of € 47,183.33, for Ms Philippa Michali the sum of € 24,216.67€, for Mr. Panagiotis Kyriakopoulos the sum of € 31,936.67€ and for Mr. Emil Yiannopoulos the sum of € 30,650€, €. i.e., a total of amount of € 392,116.68. It is hereby noted that all paid amounts under approval are gross before taxes and other legal deductions.

The Ordinary General Meeting following a legal vote with 89.426.067 valid votes corresponding to 83,66% of the paid-up share capital with voting rights, i.e., with 89.426.067 valid votes of the shares represented, approved the advance payment of fees and remuneration to the members of the Board of Directors for their participation in the Board of Directors and in Committees of the Board of Directors for the current fiscal year

2022 up to the total gross amount of 750,000 euros until the next Ordinary General Meeting, according to article 109 of Law 4548/2018 as such is in force and, of course, in the context of the approved remuneration policy.

Last, the Ordinary General Meeting following a legal vote with 89.426.067 valid votes corresponding to 83,66% of the paid-up share capital with voting rights, i.e., with 89.426.067 valid votes of the shares represented, authorized the Board of Directors to determine the gross fees and remuneration for each member of the Board of Directors for his/her participation in the Board of Directors and in the Committees of the Board of Directors.

In favour: 89.426.067 votes, i.e., 83,66% of the share capital present.

Against: 0 votes.

Abstention: 280.477 votes.

6th ITEM:

Submission for discussion and voting by the General Meeting of the Remuneration Report of the members of the Board of Directors of the Company according to article 112 § 3 of Law 4548/2018

The Ordinary General Meeting following a legal vote with 88.525.684 valid votes corresponding to 82,81% of the paid-up share capital with voting rights, approved the Remuneration Report of the members of the Board of Directors of the Company for the 2021 fiscal year according to article 112 § 3 of Law 4548/2018.

In favour: 88.525.684 votes, i.e., 82,81% of the share capital present.

Against: 0 votes.

Abstention: 280.477 votes.

7th ITEM:

Election of an auditing company of Certified Auditors - Accountants for the audit of the financial statements and the audit for the issuance of the tax certificate for the fiscal year 1/1/2022 - 31/12/2022 and determination of its remuneration

The Ordinary General Meeting following a legal vote with 89.706.544 valid votes corresponding to 83,92% of the paid-up share capital with voting rights, elected the the company of Certified Auditors, under the name KPMG Certified Auditors SA. (Institute of CPA (SOEL) No. 114 - TIN 094415531) that has its seat in Agia Paraskevi, at 3 Stratigou Tombra St., Postal Code 15342 in order to carry out the regular audit of the company financial statements and consolidated financial statements for the year 1/1/2022-31/12/2022 and the tax compliance audit of the year 2022, with an annual remuneration, which includes the regular audit of the annual financial statements of the Company (both company and consolidated) for the year ending on 31/12/22 and the tax audit of the same year, up to the maximum amount of € 29,000 plus the corresponding VAT. Furthermore, the General Meeting decides the appointment of: a. Mr. Charalambos Syrounis, son of Georgios, Certified Public Accountant, with Institute of CPA (SOEL) No. 19071, and TIN number 053736402 holder of ID number AK239543, resident of Melissia Attica (10 Samou St.), as regular Certified Auditor and b. of Mr. Ioannis Kottinis, son of Georgios, Certified Auditor with Institute of CPA (SOEL) No. 38411, and TIN

133427920 holder of ID number AK630134, resident of Agios Dimitrios, Attica (at 11 Thoma Trianti St.), as Deputy Certified Auditor.

In favour: 89.706.544 votes, i.e., 83,92% of the share capital present.

Against: 0 votes.

Abstention: 0 votes.

8th ITEM

Amendment of articles 15 and 16 of the Company's Articles of Association with regard to the procedure and conditions for the payment of remuneration to the members of the Board of Directors and on the competence of the General Meeting of the Company respectively.

The Ordinary General Meeting following a legal vote with 89.706.544 valid votes corresponding to 83,92% of the paid-up share capital with voting rights, approved the amendments of articles 15 and 16 of the Company's Articles of Association with regard to the procedure and conditions for the payment of remuneration to the members of the Board of Directors and on the competence of the General Meeting of the Company respectively, in order to allow the distribution of variable remuneration in the form of free shares or stock options of the Company, to implement a shares scheme in accordance with the provisions of article 113 or article 114 of law 4548/2018, to the management personnel of subsidiaries as well, as set out in the International Accounting Standard 24 § 9, and in order to implement a share scheme in accordance with the provisions of article 113 or article 114 of Law 4548/2018 and in order for the General Meeting to decide on the implementation of a share scheme in accordance with the provisions of article 113 or article 114 of Law 4548/2018 as follows:

From:

«Article 15

PROCEDURE & CONDITIONS FOR PAYMENT OF REMUNERATION TO THE MEMBERS OF THE BOARD OF DIRECTORS

1. The members of the Board of Directors shall be entitled to receive remuneration or other benefits in accordance with the law, these Articles of Association and the company's remuneration policy.

Remuneration or benefits granted to a member of the Board of Directors and not regulated by law or the articles of association shall be borne by the company only if approved by a special resolution of the General Meeting, without prejudice to Articles 110 to 112 of Law 4548/2018, as such is in force.

2. A remuneration consisting of a contribution to the profits of the year may be granted. The amount of the aforementioned remuneration is determined by a resolution passed by the General Meeting, which decides by simple quorum and majority. Remuneration paid from the profits of the year is taken from the balance of net profits remaining after all deductions for the legal reserve and the distribution of the minimum dividend to shareholders. This paragraph is without prejudice to Articles 110 to 112 of Law 4548/2018, as such is in force.

3. Remuneration to members of the Board of Directors for services to the company under a special relationship, such as, by way of indication, a contract of employment, project or mandate shall be payable under the stipulations of Articles 99 to 101 of Law 4548/2018, as such is in force.

4. The general meeting may allow an advance payment for the period up to the next ordinary general meeting. The advance payment is subject to its approval by the next ordinary general meeting.

5. With the exception of the remuneration referred to in paragraph 3 of this article, any remuneration or benefit paid or decided to be paid to a particular member of the Board of Directors hereunder may be reduced by the court if, in the circumstances, it is reasonably considered to be huge and shareholders representing one-tenth (1/10) of the capital opposed this decision. The appeal to the court shall be filed within two (2) months upon approval of the general meeting of shareholders representing one-twentieth (1/20) of the share capital who opposed this decision. The court shall hear the above appeal in the course of the procedure of non-contentious jurisdiction and shall decide, taking into account the powers and responsibilities of the member, the efforts he has made, the level of the remuneration paid to members in other similar companies, and the situation, the performance and the company's prospects.

CHAPTER D
GENERAL MEETING OF THE SHAREHOLDERS
Article 16

COMPETENCIES OF THE GENERAL MEETING

1. The General Assembly of the company's shareholders is the supreme corporate body, which decides on all matters regarding the company and its legal resolutions bind absent or dissenting shareholders as well.
2. The General Assembly is the only competent body for passing the following resolutions:
 - a) Amendments of the company's Articles of Association. The ordinary and extraordinary increases or decreases of the share capital are also considered to the amendments.
 - b) Election of the Members of the Board of Directors and Election of Auditors,
 - c) approval of the management according to article 108 of law 4548/2018, as such is in force, and release of the auditors from any responsibility,
 - d) Approval of Annual and Consolidated Financial Statements,
 - e) Distribution of annual profits,
 - f) approval of payment of remuneration or advance payments according to article 109 of law 4548/2018, as such is in force,
 - g) approval of the remuneration policy and the remuneration report according to article 110 and 112 of law 4548/2018, as such is in force,
 - h) Merger, fragmentation, transformation, resuscitation, extension of duration, or dissolution of the company, and
 - i) Appointment of liquidators.
3. The following shall not fall under the provisions of the previous paragraph:
 - a) increases of the share capital or restructuring expressly imposed by the law or these Articles of Association to the Board of Directors, as well as increases imposed by provisions of other laws,
 - b) the amendment or adjustment of provisions of the articles of association by the Board of Directors in cases expressly imposed by the law,
 - c) the election, according to the articles of association, pursuant to article 82 of law 4548/2018, as such is in force of members in substitution of members that resigned, deceased or lost their capacity in any way,
 - d) the taking over, pursuant to article 78 and 78a of Codified Law 2190/20 of a societate anonime by another societate anonime that holds 100% or 90% or more of its shares,

- e) the possibility to distribute interim dividends according to paragraphs 1 & 2 of article 162 of law 4548/2018, as such is in force, and
- f) the possibility to distribute profits or optional reserves in the current reporting period by virtue of a resolution of the Board of Directors, subject to publication formalities, according to paragraph 3 of article 162 of law 4548/2018, as such is in force.

To:

«Article 15

PROCEDURE & CONDITIONS FOR PAYMENT OF REMUNERATION TO THE MEMBERS OF THE BOARD OF DIRECTORS

1. The members of the Board of Directors shall be entitled to receive remuneration or other benefits in accordance with the law, these Articles of Association and the company's remuneration policy. Remuneration or benefits granted to a member of the Board of Directors and not regulated by law or the articles of association shall be borne by the company only if approved by a special resolution of the General Meeting, without prejudice to Articles 110 to 112 of Law 4548/2018, as such is in force. Any payment or benefit in accordance with articles 110 through 112 of law 4548/2018 may be paid to management personnel, as such is set out in the International Accounting Standard 24 § 9.
2. A remuneration consisting of a contribution to the profits of the year may be granted. The amount of the aforementioned remuneration is determined by a resolution passed by the General Meeting, which decides by simple quorum and majority. Remuneration paid from the profits of the year is taken from the balance of net profits remaining after all deductions for the legal reserve and the distribution of the minimum dividend to shareholders. This paragraph is without prejudice to Articles 110 to 112 of Law 4548/2018, as such is in force.
3. Remuneration to members of the Board of Directors for services to the company under a special relationship, such as, by way of indication, a contract of employment, project or mandate shall be payable under the stipulations of Articles 99 to 101 of Law 4548/2018, as such is in force.
4. The general meeting may allow an advance payment for the period up to the next ordinary general meeting. The advance payment is subject to its approval by the next ordinary general meeting.
5. With the exception of the remuneration referred to in paragraph 3 of this article, any remuneration or benefit paid or decided to be paid to a particular member of the Board of Directors hereunder may be reduced by the court if, in the circumstances, it is reasonably considered to be huge and shareholders representing one-tenth (1/10) of the capital opposed this decision. The appeal to the court shall be filed within two (2) months upon approval of the general meeting of shareholders representing one-twentieth (1/20) of the share capital who opposed this decision. The court shall hear the above appeal in the course of the procedure of non-contentious jurisdiction and shall decide, taking into account the powers and responsibilities of the member, the efforts he has made, the level of the remuneration paid to members in other similar companies, and the situation, the performance and the company's prospects.

CHAPTER D

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COMPETENCIES OF THE GENERAL MEETING

1. The General Assembly of the company's shareholders is the supreme corporate body, which decides on all matters regarding the company and its legal resolutions bind absent or dissenting shareholders as well.
2. The General Assembly is the only competent body for passing the following resolutions:

- a) *Amendments of the company's Articles of Association. The ordinary and extraordinary increases or decreases of the share capital are also considered to the amendments.*
- b) *Election of the Members of the Board of Directors and Election of Auditors,*
- c) *approval of the management according to article 108 of law 4548/2018, as such is in force, and release of the auditors from any responsibility,*
- d) *Approval of Annual and Consolidated Financial Statements,*
- e) *Distribution of annual profits (to the shareholders, members to the Board of Directors, as well as to company employees)*
- f) *Approval of payment of remuneration or advance payments according to article 109 of law 4548/2018, as such is in force,*
- g) *approval of the remuneration policy and the remuneration report according to article 110 and 112 of law 4548/2018, as such is in force,*
- h) *Merger, fragmentation, transformation, resuscitation, extension of duration, or dissolution of the company,*
- i) *Appointment of liquidators, and*
- j) *Implementation of a share scheme for the Company in accordance with the provisions of article 113 or 114 of law 4548/2018.*

3. *The following shall not fall under the provisions of the previous paragraph:*

- a) *increases of the share capital or restructuring expressly imposed by the law or these Articles of Association to the Board of Directors, as well as increases imposed by provisions of other laws,*
- b) *the amendment or adjustment of provisions of the articles of association by the Board of Directors in cases expressly imposed by the law,*
- c) *the election, according to the articles of association, pursuant article 82 of law 4548/2018, as such is in force of members in substitution of members that resigned, deceased or lost their capacity in any way,*
- d) *the taking over, pursuant to article 78 and 78a of Codified Law 2190/20 of a societate anonime by another societate anonime that holds 100% or 90% or more of its shares,*
- e) *the possibility to distribute interim dividends according to paragraphs 1 & 2 of article 162 of law 4548/2018, as such is in force, and*
- f) *the possibility to distribute profits or optional reserves in the current reporting period by virtue of a resolution of the Board of Directors, subject to publication formalities, according to paragraph 3 of article 162 of law 4548/2018, as such is in force.*

Last, the Ordinary General Meeting following a legal vote with 89.706.544 valid votes corresponding to 83,92% of the paid-up share capital with voting rights, i.e., with 89.706.544 valid votes of the shares represented, approved the codification of the Company's Articles of Association into a unified text and authorised the Board of Directors to proceed to all necessary or expedient actions to this end.

In favour: 89.706.544 votes, i.e., 83,92% of the share capital present.

Against: 0 votes.

Abstention: 0 votes.

9th ITEM:

Approval of the amendment of the remuneration policy for the members of the Board of Directors

The Ordinary General Meeting following a legal vote with 88.806.161 valid votes corresponding to 83,08% of the paid-up share capital with voting rights, approved the amendment of the remuneration policy for the

members of the Board of Directors, based on the text attached to its minutes folder and authorized the Board of Directors to manage the remuneration policy always in accordance with the relevant recommendations of the Remuneration Committee.

In favour: 88.806.161 votes, i.e., 83,08% of the share capital present.

Against: 900.383 votes.

Abstention: 0 votes.

10th ITEM:

Election of the new Board of Directors and appointment of its independent members.

The Ordinary General Meeting following a legal vote elected the following persons as members of the Board of Directors:

1. Mr. Theodoros Fessas received 89.441.544 votes by the shareholders present and represented, out of 106.895.781 total shares, i.e., a percentage equal to 83,67%.
2. Mrs. Eftychia Koutsourelis received 89.441.544 votes by the shareholders present and represented, out of 106.895.781 total shares, i.e., a percentage equal to 83,67%.
3. Mr. Apostolos Georgantzis received 89.441.544 votes by the shareholders present and represented, out of 106.895.781 total shares, i.e., a percentage equal to 83,67%.
4. Mr. Markos Bitsakos received 89.441.544 votes by the shareholders present and represented, out of 106.895.781 total shares, i.e., a percentage equal to 83,67%.
5. Mr. Emil Yiannopoulos – Independent Non-executive Member received 89.441.544 votes by the shareholders present and represented, out of 106.895.781 total shares, i.e., a percentage equal to 83,67%.
6. Mrs. Maria Damanaki – Independent Non-executive Member received 89.441.544 votes by the shareholders present and represented, out of 106.895.781 total shares, i.e., a percentage equal to 83,67%.
7. Mrs. Ioanna Dretta – Independent Non-executive Member received 89.441.544 votes by the shareholders present and represented, out of 106.895.781 total shares, i.e., a percentage equal to 83,67%.
8. Mr. Nikolaos Karamouzis – Independent Non-executive Member received 89.441.544 votes by the shareholders present and represented, out of 106.895.781 total shares, i.e., a percentage equal to 83,67%.
9. Mr. Nikolaos Socrates Lamproukos received 89.441.544 votes by the shareholders present and represented, out of 106.895.781 total shares, i.e., a percentage equal to 83,67%.
10. Mr. Panagiotis Kyriakopoulos – Independent Non-executive Member received 89.441.544 votes by the shareholders present and represented, out of 106.895.781 total shares, i.e., a percentage equal to 83,67%.
11. Ms. Philippa Michali – Independent Non-executive Member received 89.441.544 votes by the shareholders present and represented, out of 106.895.781 total shares, i.e., a percentage equal to 83,67%.

12. Mr. Ioannis Paniaras – Independent Non-executive Member received 89.441.544 votes by the shareholders present and represented, out of 106.895.781 total shares, i.e., a percentage equal to 83,67%.

The term of the Board of Directors will be for three years and, in any case, until the Ordinary General Meeting of the year 2025.

Following the above election, the Board of Directors will consist of 12 Members, who will also include independent non-executive members of the Board of Directors of the Company, taking into account the provisions of Law 4548/2018, Law 4706/2020, Circular 60/2020 of the Hellenic Capital Market Commission, the Company's Articles of Association, the Internal Regulations of the Company and the Suitability Policy for the Members of the Board of Directors of the Company.

The Board of Directors will be constituted into a Body anew and will elect its executive and non-executive Members in accordance with the provisions of the Law and the Articles of Association.

In favour: 89.441.544 votes, i.e., 83,67% of the share capital present.

Against: 265.000 votes.

Abstention: 0 votes.

11th ITEM:

Appointment of the new Audit Committee of the Company

The Ordinary General Meeting following a legal vote with 89.706.544 valid votes corresponding to 83,92% of the paid-up share capital with voting rights, i.e., decided that:

a) the Audit Committee be a Committee of the Board of Directors, consisting exclusively of Members of the Board of Directors;

b) the Audit Committee consist of three (3) Independent Non-Executive Members,

c) The term of office of the members of the Committee to be appointed by the Board of Directors in accordance with § 1c of article 44 of Law 4449/2017, as such is in force, follow their term of office as members of the Board of Directors, i.e., be for three years commencing on the election of the Board of Directors and being extended, ipso jure, until the Ordinary General Meeting to be convened after the expiration of the Board's term of office.

The members of the Committee will be appointed, in accordance with article 44, § 1c, of law 4449/2017, as such is in force, from those members of the Board of Directors who have sufficient knowledge of the field in which the Company operates and meet the criteria of article 44, of law 4449/2017, as such is in force.

Following the appointment of the members of the Audit Committee by the Board of Directors, the Committee will be constituted into a body for the appointment of its President and its members.

In favour: 89.706.544 votes, i.e., 83,92% of the share capital present.

Against: 0 votes.

Abstention: 0 votes.

12th ITEM

Purchase of equity shares according to article 49 of law 4548/2018, as such is in force- Provision of authorization to the Board of Directors of the Company

The Ordinary General Meeting following a legal vote with 89.706.544 valid votes corresponding to 83,92 % of the paid-up share capital with voting rights, decided that the Company may acquire equity shares, in accordance with the provisions of article 49 of Law 4548/2018, as such is in force and authorized the Board of Directors to implement such resolution.

In particular, the Company will be entitled, within the deadline provided by law, which may not exceed twenty-four (24) months, to proceed directly or indirectly to the purchase of equity shares, up to 10% of its, from time to time, paid-up share capital. Said 10% includes the shares that the Company has previously acquired and holds, with the aim to reduce the capital, make distributions to the employees or proceed to any other action set out by the Law. The maximum and minimum purchase price for the Company's equity shares is set at 20 € and 1 € respectively.

In favour: 89.706.544 votes, i.e., 83,92% of the share capital present.

Against: 0 votes.

Abstention: 0 votes.

13th ITEM:

Granting permission to the members of the Board of Directors and the Executives for carrying out the operations provided for in § 1 of article 98 of law 4548/2018, as such is in force.

The Ordinary General Meeting following a legal vote with 89.706.544 valid votes corresponding to 83,92 % of the paid-up share capital with voting rights, decided to grant permission to the Members of the Board of Directors and the Company Executives to carry out the operations provided for in § 1 of article 98 of law 4548/2018, as such is in force, until the next General Meeting.

In favour: 89.706.544 votes, i.e., 83,92% of the share capital present.

Against: 0 votes.

Abstention: 0 votes.

14th ITEM:

Miscellaneous - Announcements.

The shareholders were informed about the prospects of the Group.