

MEVACO METALLURGICAL SA

ANNUAL FINANCIAL STATEMENT
for the year 2022 (1st January 2022 until 31st December 2022)

(prepared in accordance with article 4 of I. 3556/2007 and its delegate executive decisions of the Hellenic Capital Market Commission's BOD)

It is verified that this Annual Financial Report concerning the fiscal year 2022 (01.01.2022-31.12.2022), is the one approved unanimously by the Board of Directors of the Societe Anonyme with the name "**MEVACO METALLURGICAL SOCIETE ANONYME INDUSTRIAL AND TRADING COMPANY**" during its meeting on April 25th, 2023 and it is posted on the internet at the legally registered website www.mevaco.gr, where it will remain available to the investing public for a period of at least ten (10) years from the date of its drafting and publication.

DIMITRIOS KOSTOPOULOS
Chairman of the Board of Directors

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A. Statements of Representatives of the Board of Directors**(in accordance with article 4 of Law 3556/2007, as in force)**

The following statements, which take place in accordance with article 4 par. 2 of Law 3556/2007, as in force today, are made by the representatives of the Board of Directors of the Societe Anonyme under the name "MEVACO METALLURGICAL SOCIETE ANONYME INDUSTRIAL AND TRADING COMPANY" and especially the following individuals:

1. Dimitrios Kostopoulos of Alexis and Athina, resident of Peuki, Attica, 8 Riga Feraiou str., **Chairman of the Board of Directors.**
2. Spiridon Delendas of Nikolaos and Aikaterini, resident of Papagou, Attica, 37 Vlachava str., **Chief Executive Officer.**
3. Antonios Roussos of Antonios and Andriana, resident of Ano Peuki, Attica, 30 Markou Mpotsari str., **Member of the Board of Directors and Financial Director**

The following signatories, in our capacity as above, in accordance with the provisions of the law (article 4 par. 2 case c of law 3556/2007), but also specifically designated for this purpose pursuant to the relevant special decision by the Board of Directors of Societe Anonyme under the name "MEVACO METALLURGICAL SOCIETE ANONYME INDUSTRIAL AND TRADING COMPANY" and the distinctive title "MEVACO SA" (hereinafter referred to as "**Company**" or "**MEVACO**"), during its meeting that took place on April 25, 2023, we declare and certify hereby, as far as we know:

- (a) the annual Financial Statements of the Company for the year 2022 (01.01.2022-31.12.2022), which were prepared in accordance with the applicable International Accounting Standards (IAS), accurately reflect the assets and liabilities, equity and the results for the year of the Company,
- (b) the Annual Management Report of the Company's Board of Directors accurately reflects the significant events that took place during the fiscal year 2022 (01.01.2022-31.12.2022), their impact on the annual Financial Statements, including the description of the major risks and uncertainties it faces, the significant transactions that took place between the Company and the related with it persons (as these are defined in IAS 24), as well as the evolution of the Company's activities, performance and position and
- (c) both at the end of the fiscal year 2022, as well as on the time of this Annual Report's preparation and approval, there is no corporation affiliated with the Company and consequently the Company does not prepare consolidated Financial Statements.

Aspropyrgos, 25th April 2023

The declarants

Dimitrios Kostopoulos	Spiridon Delendas	Antonios Roussos
ID No AE 045313	ID No AM 641569	ID No AN 009376

B. Annual Management Report of the Board of Directors

INTRODUCTION

This Annual Management Report of the Board of Directors, which follows (hereinafter referred to for reasons of brevity and as "Report" or "Annual Report"), relates to the corporate year 2022 (01.01.2022-31.12.2022).

The Report was prepared and is harmonized on the one hand especially with the relevant provisions of law 4548/2018, as in force today (articles 150 next), and on the other hand with law 3556/2007 (Government Gazette A 91 / 30.04.2007) and especially article 4 thereof (as in force today), as well as the executive decisions issued on it by the BoD of the Hellenic Capital Market Commission with numbers 1/434/03.07.2007 and 8/754/14.04.2016, as the latter is valid after its modification by the decision of the Board of Directors with number 12A/ 889/31.08.2020. of the Hellenic Capital Market Commission, as well as the relevant circulars, recommendations, and guidelines of the supervisory authority.

This Report contains in a concise, but comprehensible, substantial and comprehensive manner all the important sub-thematic units, which are necessary, based on the above regulatory framework and clearly and truthfully presents all the relevant information required by law, in order to issue a substantial and comprehensive information on the activity during the said period of the Societe Anonyme under the name **"MEVACO METALLURGICAL SOCIETE ANONYME INDUSTRIAL AND TRADING COMPANY"** (hereinafter referred to in the present Report as **"Company"** or **"MEVACO"**).

It is pointed out that the Company does not prepare consolidated, except corporate Financial Statements, neither does have any relevant obligation, as there is no affiliated corporation to the company.

This Report accompanies the annual Financial Statements for the year 2022 (01.01.2022-31.12.2022) and is included as such along with the other data and statements required by law in the Annual Financial Report for the year ended 2022 (01.01.2022-31.12 .2022).

The sub-thematic sections of this Report, which have been set up for the purpose of easier monitoring, as well as their content are more specific as follows:

SECTION A

Significant events that took place during the closing fiscal year 2022

The significant events that took place during the closing fiscal year 2022 (01.01.2022-31.12.2022), as well as their possible impact on the annual Financial Statements, are the following:

1. Preparation of new contracts for the production of metal bases for PV parks

1.1 The Company concluded a contract with the company "KIEFER TEK LTD" for the construction - production of stable metal bases for Photovoltaic Parks that will be built in the prefecture of Kozani, of total capacity 225MWp, total value of 13.2mn Euro approximately. The respective project has been completed by 40% approximately and in accordance with its revised time-schedule, the production and delivery of the above metal bases it is expected to be completed within the current year 2023.

1.2 Following a contractual assignment by a company - member of an international construction group with significant activities around the world, the Company undertook the construction - production of metal bases of Photovoltaic Parks throughout Greece.

The conclusion of both of the above new contracts confirms the diverse production capacity, flexibility and efficiency of the Company's business model and proves in the most categorical way its reliability in the

successful and rapid execution of important projects in the field of Photovoltaic Parks, which are distinguished for their innovative technical features.

2. Registration of a mortgage on the Company's properties

Pursuant to decision number 620Σ/14.02.2022 of the Athens Magistrate's Court (Procedure for Insurance Measures), it was registered in favor of the Societe Anonyme Banking Company under the name "NATIONAL BANK OF GREECE S.A." mortgage note for the amount of two million five hundred thousand Euros (€2,500,000), on four (4) contiguous parcels of land with a total area of 46,709.58 sq.m., which are located at the location "(PRARI) POURNARI-MOUSTAKI" of the real estate district of the Municipality of Aspropyrgos Attica (now Kallikratikos Municipality of Aspropyrgos, Municipal Unit of Aspropyrgos, Regional Unit of Western Attica, Region of Attica), after all kinds of buildings on them, built or to be build, existing or future, to secure all kinds of claims, arising or will derive from the credit agreement number 1127023758/11.03.2013 with an open mutual account, the credit limit increase agreements with numbers 1127023758/01001/08.04.2014 and 1127023758/1002/08.12.2021 the account and the additional acts, with which the Company was granted credit through an open (reciprocal) account up to the amount of six million seven hundred thousand Euro (€6,700,000). The above mortgage note was registered at the Land Office of Acharnai on 23.02.2022 with registration number 1415.

3. Participation in the share capital increase of VIPANOT ASPROPIRGOS SA

The Extraordinary General Meeting of the shareholders of the Societe Anonyme with company name "OPERATOR OF ASPROPYRGOS INDUSTRIAL PARK (VIPA) SOUTH SECTOR SOCIETE ANONYME COMPANY, with the distinctive title "VIPANOT ASPROPIRGOS SA" on 29th of March 2022, into which the company participate by a share of 15.44%, decided to increase its share capital by the amount of nine hundred and fifty thousand Euro (€950,000) with the payment of cash and the subsequent issuance of nine hundred and fifty thousand (950,000) new common registered shares, with a nominal value of one Euro (€1.00) each, with a right of preference in favor of the existing shareholders of the Company at the time of the above decision. The period of fourteen (14) days from the registration of the decision of the Extraordinary General Meeting in the General Commercial Registry (GEMI) was defined as the deadline for the exercise of the pre-emptive right. Following the above, the Company proceeded to the exercise of the relevant right of pre-emption, participated in the decided increase of the share capital in proportion to its participation in the already existing share capital, and in particular paid the total amount of one hundred and forty-six thousand six hundred and fifty-two Euro (146,652 €) and took over one hundred forty-six thousand six hundred and fifty-two (146,652) new common, registered voting shares, with a nominal value of one Euro (€1.00) each. It is noted that due to the partial coverage and payment of the amount of the increase decided upon above, the Company made a relevant notification of interest for its participation in the unallocated shares of the said increase (preemptive right) and finally participated by paying an additional amount of fourteen thousand seven hundred two (€14,702) euro and receiving an additional fourteen thousand seven hundred and two (14,702) new common, registered, voting shares, with a nominal value of one Euro (€1.00) each, with its participation in "VIPANOT ASPROPYRGOS SA" now forming to 16.25%.

4. Preparation of Framework Agreement with NAVAL GROUP

The Company has drawn up a Framework Agreement with the French company "NAVAL GROUP", which concerns the manufacture and supply to the aforementioned French company of mechanical systems and metal equipment, in the context of the supply of defense material. This Framework Agreement has an initial duration of five (5) years and will govern all future orders placed by the French Company. The drawing up of

this particularly important Agreement validates and confirms the competitiveness and flexibility of the Company's business model, the high level of know-how and proven long-term experience it possesses and constitutes international recognition of this reliability regarding the execution and implementation of complex projects, which are distinguished for their high quality requirements and strict specifications. In the framework of the above cooperation, orders of approximately 900 thousand euro have already been received.

5. Annual Regular General Meeting of the Company's shareholders

On June 23, 2022, Thursday at 12:30 p.m., the Annual Ordinary General Meeting of its shareholders was held at the offices of the Company's headquarters (Nato Avenue - exit 5A Attikis Odos, Aspropyrgos Attica, Prari-Moustaki location), in which shareholders attended in person or by proxy, representing 8,464,989 common, registered shares and an equal number of voting rights, i.e. 80.62% of the Company's total of 10,500,000 shares and an equal number of voting rights.

The Annual Regular General Meeting of the Company's shareholders took the following decisions on the agenda items:

In the 1st issue, it unanimously approved the annual Financial Statements relating to the twenty-eighth (28th) corporate year 2021 (01.01.2021-31.12.2021) and the overall Annual Financial Report for the year in question, which was prepared in accordance with the provisions of the current regulatory framework and the requirements of the European Single Electronic Format and was published both by posting in the legally registered in the General Commercial Registry (GEMI) address of the Company's website (<http://www.mevaco.gr>), as well as by sending to the website of the regulated market, in which the Company's shares are traded (<http://www.athexgroup.gr>), as well as to the Hellenic Capital Market Commission.

In the 2nd issue, it unanimously approved the annual Management Report of the Board of Directors, which is included in its entirety in the Minutes of the Company's Board of Directors of April 26, 2022, as well as the Audit Report of the Company's Certified Auditor-Accountant, Mr. Mario B. Samolis, dated April 27, 2022 (AM SOEL 27481) regarding the annual Financial Statements of the corporate year 2021 (01.01.2021-31.12.2021).

In the 3rd issue, in respect of which no question of decision was raised, it was submitted to the body of shareholders, in accordance with the provisions of article 44 par. 1 case i of Law 4449/2017, as it applies after its amendment by article 74 par. 4 of Law 4706/2020, and the Audit Committee's Annual Report of Proceedings for the corporate year 2021 (01.01.2021-31.12.2021) was read, for the purpose of fully, adequately and thoroughly informing the shareholders regarding the project of the Committee during the year in question.

In the 4th issue, it unanimously approved the distribution of the results of the corporate year 2021 (01.01.2021-31.12.2021) and in particular approved the non-distribution (payment) of any dividend to the Company's shareholders for the purpose of further strengthening the capital position and adequacy, as well as the Company's liquidity.

In the 5th issue, it unanimously approved and as a result of a vote carried out by nominal call of the shareholders, the overall management that took place during the financial year that ended on 31.12.2021, as well as the exemption of the Company's Certified Auditors-Accountants from any responsibility for compensation for the transactions and the general management of the closing corporate year 2021 (01.01.2021-31.12.2021), as well as for the annual Financial Statements of the year in question.

In the 6th issue, it unanimously approved, following the relevant recommendation-proposal of the Audit Committee, the election of the Auditing Company registered in the Public Registry of Article 14 of Law 4449/2017 with the name "Grant Thornton SA COMPANY OF CERTIFIED AUDITORS AND BUSINESS ADVISORS" (AM SOEL 127) for the mandatory audit of the annual and half-yearly Financial Statements for the 2022 corporate year (01.01.2022-31.12.2022).

It is noted that the aforementioned Audit Company also undertook the process of issuing the annual tax certificate and the tax compliance report of the Company for the year 2022, in accordance with the provisions of Article 65A of Law 4174/2013.

Finally, with this unanimous decision, the General Meeting of shareholders granted the Board of Directors the relevant authorization to enter into a definitive agreement with the aforementioned Audit Company regarding the amount of its fee, for the audit assigned to it for the current corporate year and the issuance of the tax certificate, as well as to send the elected Auditing Company the written notice-order within five (5) days from the date of its election.

In the 7th issue, it unanimously approved all the fees, salaries, compensations and other benefits in general, which were paid, in accordance with the approved and valid Remuneration Policy, to the members of the Board of Directors (executive and non-executive) for the services they provided to the Company during the corporate year 2021 (01.01.2021-31.12.2021).

In the 8th issue, it voted positively unanimously the Remuneration Report of the corporate year 2021 (01.01.2021- 31.12.2021), which was prepared in accordance with the provisions of article 112 of Law 4548/2018, contains a comprehensive overview of all the remuneration of its members of the Board of Directors (executive and non-executive), including the CEO, and explains how the Company's Remuneration Policy was implemented for the immediately preceding financial year.

In the 9th issue and in the context of the substantial and effective compliance and harmonization of the Company with the requirements and regulations of Law 4706/2020 (Government Gazette A' 136/17.07.2020) on corporate governance and especially on the one hand with the provisions on suitability, diversity and adequate representation by gender in the Board of Directors, on the other hand, with the provisions and the essential criteria and conditions of independence of the independent members proposed for election, and after taking into account the recommendation of the Company's Remuneration and Nomination Committee unanimously approved the election of a new nine-member (9-member) of the Board of Directors with a five-year term, in accordance with the provisions of article 20 par. 2 of the Articles of Association, i.e. until June 23, 2027, extending until the end of the period within which the next Ordinary General Meeting must be convened and until the receipt of a relevant decision, which consists of the following members:

- 1) Dimitrios Kostopoulos of Alexios,
- 2) Vasiliki Kostopoulou of Dimitrios,
- 3) Spyridon Delendas of Nikolaos,
- 4) Antonios Roussos of Antonios,
- 5) Ioannis Broutzos of Emmanuel,
- 6) Panagiotis Troumbounis of Konstantinos,
- 7) Georgios Vangelas of Konstantinos,
- 8) Iulia Karvouni of Seraphim and
- 9) Maria Gratsia of Nikolaos.

Simultaneously with this unanimous decision, it appointed as independent members of the Company's Board of Directors: 1) Georgios Vangela of Konstantinos, 2) Iulia Karvounis of Seraphim and 3) Maria Gratsia of Nikolaos, since, as established by the Committee of the Company's Remuneration and Nominations, fully meet all the conditions and criteria of independence laid down by the applicable legislative and regulatory framework in general (Article 9 par. 1 and 2 of Law 4706/2020).

In the 10th issue, it unanimously decided, in accordance with the provisions of article 44 of Law 4449/2017, as applicable after its amendment by Article 74 of Law 4706/2020, the election of a new Audit Committee, which

will constitute an Independent Joint Committee and will consist of one (1) third person - non-member of the Board of Directors, independent of the Company, and two (2) independent non-executive members thereof.

Furthermore, the term of the Audit Committee was decided to coincide with the term of the Company's Board of Directors, which was elected by the General Meeting, i.e. to be five years, ending on June 23, 2027, extending until the end of the period within which it must convene the immediately following Ordinary General Meeting and until the relevant decision is taken, in no case, however, can it exceed six years.

Within the above framework, the following persons were elected as members of the new Audit Committee:

- 1) Theodoros Papailiou of Nikolaos, retired Certified Auditor-Accountant, third person-non-member of the Board of Directors, independent from the Company,
- 2) George Vangelas of Konstantinos, independent non-executive member of the Board of Directors and
- 3) Iulia Karvouni of Seraphim, independent non-executive member of the Board of Directors.

In the 11th issue, it unanimously approved the fees, salaries, compensations and other benefits in general, which were to be paid to the members of the new Board of Directors during the 2022 corporate year (01.01.2022-31.12.2022), and which are in compliance and alignment with the provisions of the approved and applicable Remuneration Policy of the Company, while with this unanimous decision it was granted the relevant permission for advance payment of the aforementioned fees to the above persons for the period until the next Regular General Meeting, in accordance with the provisions of article 109 of Law 4548/2018, as applicable.

In the 12th issue, it unanimously approved the provision-granting of a license, in accordance with the provisions of article 98 par. 1 of Law 4548/2018, to the members of the Board of Directors and the Directors of the Company, in order to participate in Boards of Directors or in the management of other companies (existing and/or future) that pursue similar, related or similar purposes and to conduct actions that fall under the purposes pursued by the Company.

In the 13th issue, in respect of which no question of decision was raised, the Independent Non-Executives Members of the Board of Directors' Report dated 18.05.2022 was submitted to the body of shareholders, in accordance with the provisions of article 9 par. 5 of Law 4706/2020, and was read for the 2021 financial year (01.01.2021-31.12.2021).

In the 14th issue, it unanimously approved the increase of the Company's share capital by the total amount of 735,000.00 Euro, with the capitalization of part of the reserve "Share Premium Reserve", the capitalization in question realized by increasing the nominal value of each of the Company's shares by 0.07 Euro, i.e. from 0.95 Euro to 1.02 Euro.

In the 15th issue, it unanimously approved the reduction of the Company's share capital by the amount of 735,000.00 Euro, with a reduction of the nominal value of each share of the Company by 0.07 Euros, i.e. from 1.02 Euros to 0.95 Euros and return - payment of the corresponding amount to the shareholders of the Company.

In the 16th issue, it unanimously approved the amendment of the relevant article 5 of the Company's Articles of Association, as a result of the decisions taken on the fourteenth and fifteenth issues of the agenda. Finally, with this unanimous decision, it provided the Company's Board of Directors with the mandated authorizations, in order to proceed with the determination of all the necessary dates (cut-off of rights, determination of beneficiaries, start of capital return payment, etc.), regarding the appropriate implementation and application of the decisions on balancing the increase and decrease of the Company's share capital, as well as to take the appropriate actions, in order to obtain the relevant approvals from the competent authorities and to act accordingly for the payment of the amount resulting from the decrease of the share capital to the beneficial shareholders of the Company.

6. Constitution of the Board of Directors into a body

The new nine-member (9-member) Board of Directors of the Company, which was elected by the Annual Ordinary General Meeting of shareholders on June 23, 2022, was constituted during the meeting of June 24, 2022 in a body, as follows:

- 1) Dimitrios Kostopoulos, of Alexios, Chairman of the Board of Directors (executive member).
- 2) Vasiliki Kostopoulou, of Dimitrios, Vice Chairman of the Board of Directors (non-executive member).
- 3) Spyridon Delendas, of Nikolaos, Chief Executive Officer (executive member).
- 4) Antonios Roussos, of Antonios, Member of the Board of Directors (executive member).
- 5) Ioannis Broutzos, of Emmanouil, Member of the Board of Directors (non-executive member).
- 6) Panagiotis Troumbounis, of Konstantinos, Member of the Board of Directors (non-executive member).
- 7) Georgios Vagelas, of Konstantinos, Member of the Board of Directors (independent non-executive member).
- 8) Ioulia Karvouni of Serafim, Member of the Board of Directors (independent non-executive member).
- 9) Maria Gratsia of Nikolaos, Member of the Board of Directors (independent non-executive member).

7. Election of the Chairman of the Audit Committee and its constitution into a body

Following the election by the Annual Ordinary General Meeting of shareholders on 23 June 2022 of a new three-member Audit Committee, which constitutes an Independent Joint Committee, and the appointment of its members, the said Committee met on 28 June 2022 in a special meeting, with a unique agenda item the election of a Chairman and its formation into a body. During the aforementioned meeting, Mr. Theodoros Papailiou of Nikolaos was elected as Chairman of the Audit Committee, since it was previously established that the person in question:

(a) is independent from the audited entity within the meaning of article 9 par. 1 and 2 of Law 4706/2020, as valid

(b) is the most suitable for the position of Chairman based on professional training, knowledge and experience.

Following this, the Company's Audit Committee was constituted into as body as follows:

- 1) Theodoros Papailiou of Nikolaos, retired Certified Auditor - Accountant, Non-Member of the Board of Directors (third party - independent from the Company), Chairman of the Audit Committee.
- 2) Georgios Vangelas of Konstantinos, Independent Non-Executive Member of the Company's Board of Directors, Member of the Audit Committee.
- 3) Iulia Karvouni of Seraphim, Independent Non-Executive Member of the Company's Board of Directors, Member of the Audit Committee.

8. Appointment of the members of the Remuneration and Nomination Committee – Election of the Chairman and its formation into a body

The newly elected Board of Directors of the Company during its meeting on July 1, 2022 proceeded to the appointment of the new members of its Remuneration and Nomination Committee, in accordance with the provisions of the current legislative framework and the Committee's Operating Regulations.

In particular, the following were appointed as Members of the single Remuneration and Nomination Committee:

- 1) Maria Gratsia of Nikolaos and Moschas, Independent Non-Executive member of the Board of Directors.
- 2) Georgios Vagelas of Konstantinos and Maritsa, Independent Non-Executive Member of the Board of Directors.
- 3) Vasiliki Kostopoulou of Dimitrios and Chrysoula, Non-Executive Member of the Board of Directors.

The Members of the Remuneration and Nomination Committee during the meeting of July 1, 2022 unanimously elected as its Chairman Ms. Maria Gratsia of Nikolaos and the said Committee was formed in a body as follows:

- 1) Maria Gratsia of Nikolaos and Moschas, Independent Non-Executive member of the Board of Directors, Chairman of the Remuneration and Nomination Committee.
- 2) Georgios Vagelas of Konstantinos and Maritsa, Independent Non-Executive Member of the Board of Directors, Member of the Remuneration and Nomination Committee.
- 3) Vasiliki Kostopoulou of Dimitrios and Chrysoula, Non-Executive Member of the Board of Directors, Member of the Remuneration and Nomination Committee.

9. Capital return with cash payment to the shareholders

The Annual Regular General Meeting of the Company's shareholders on June 23, 2022 decided, among other things:

- (a) the increase of the Company's share capital by the total amount of 735,000.00 Euro, with the capitalization of part of the reserve "Share Premium", with an increase in the nominal value of each share of the Company by 0.07 Euro, ie from 0.95 Euro to 1.02 Euro and
- (b) the equal reduction of the Company's share capital by the total amount of 735,000.00 Euro, with a reduction of the nominal value of each share of the Company by 0.07 Euro, i.e. from 1.02 Euros to 0.95 Euros, and the return - payment of the corresponding amount to the shareholders of the Company.

On 13.07.2022, it was registered in the General Commercial Registry (GEMI) with registration number 2911844, the decision with Protocol number 2660903AP/13.05.2022 (ADA:608L46MTLR-BXX) of the Ministry of Development and Investments (General Secretariat of Trade - General Directorate of Market & Consumer Protection - Companies Division - Listed SA Companies' Department), which approved the amendment of article 5 of the Company's Articles of Association.

The Corporate Transactions Committee of the Athens Stock Exchange was informed during the meeting of 20.07.2022 about the equal increase and decrease in the nominal value of the Company's shares and the return of capital by cash payment to the shareholders in the amount of 0.07 Euro per share.

Following the above, from 22.07.2022 the Company's shares were traded on the Athens Stock Exchange with a final nominal value of Euro 0.95 per share and without the right to participate in the return of capital by cash payment to the shareholders in the amount of Euro 0.07 per share.

From the same date (22.07.2022) the starting price of the Company's shares on the Athens Stock Exchange was established in accordance with the Regulations of the Athens Stock Exchange, in conjunction with the no. 26/26.3.2014 decision of the Board of Directors of the Athens Stock Exchange, as applicable.

Beneficiaries of the capital return were the shareholders registered in the records of the Securities System (S.A.T.) as of 25.07.2022 (record date).

29.07.2022 was determined as the starting date for the payment of the capital return (0.07 Euro per share), while the capital return process was carried out through the Societe Anonyme Banking Company with the name "NATIONAL BANK OF GREECE SA", according to the provisions of the Regulations of the Athens Stock Exchange.

10. Elimination of the mortgage note

Pursuant to the decision numbered 5900Σ/18.07.2022 of the Single-Member Court of First Instance of Athens (Insurance Measures Department), it was completely withdrawn the decision numbered 8019Σ/28.03.2012 of

the said Court, by which it was registered on neighboring contiguous parcels of land with a total area of 46,709.58 m .m., which are located in the location "(PRARI) POURNARI-MOUSTAKI" of the land area of the

Municipality of Aspropyrgos Attica (now Kallikratikos Municipality of Aspropyrgos, Municipal Unit of Aspropyrgos, Regional Unit of Western Attica, Region of Attica), after all types of buildings on of these, a first-class mortgage note, in the amount of two million five hundred thousand Euros (€2,500,000), plus interest and expenses, to secure all kinds of claims of the Banking Company under the name "National Bank of Greece S.A." arising from a Common Bond Loan in the amount of two million Euros (€2,000,000), which had been granted to the Company.

11. Preparation of a Memorandum of Understanding with FICANTIERI S.p.A

On October 12, 2022, the Company signed a Memorandum of Understanding (MoU) with the foreign (Italian) company FINCANTIERI S.p.A., within the ongoing process of the Greek Ministry of National Defense for the Construction Program of four (4) corvettes and the provision of Integrated Logistical Support (ILS) and support services (In Service Support – ISS), by virtue of which (Memorandum) the Company is recognized and becomes a potential supplier of FINCANTIERI within the said Program. The drawing up of the above Memorandum of Understanding/Comprehension/Cooperation (MoU) also certifies this diverse production capacity, the proven long experience and the high level of know-how it possesses, while it proves in the most categorical way its solvency and reliability in terms of the possibility of undertaking and successful implementation of important projects in the defense sector, which are distinguished by their strict specifications and high quality requirements.

12. Issuance of tax certificate for the corporate year 2021

The Company in application of the provisions of paragraph 4.1.3.1 c. 12 of the Regulation of the Athens Stock Exchange and article 17 paragraph 1 of Regulation (EU) no. 596/2014 of the European Parliament and of the Council of April 16, 2014, informed the investing public that, after the completion of the special tax audit for the corporate year 2021 (tax year 2021) carried out by its statutory auditors, in accordance with the provisions of article 65A of Law 4174/2013, as it applies today, a Tax Certificate was issued with an unqualified conclusion.

13. Construction - implementation of other projects by the Company

During the closed fiscal year 2022, the Company, capitalizing on the know-how it has acquired, as well as on the capability of implementing demanding projects, with consistency, speed and efficiency proceeded to the construction and implementation of the following projects:

- ✓ Completion and implementation of the signed contracts with "INTRACOM DEFENSE ELECTRONICS", totaling approximately USD 2.93 million, related to the manufacture of parts of defense system launchers.
- ✓ Completion of the construction and installation of the interior linings (ceiling & walls) of the "MANIATIKA" and "PIRAEUS" stations, of the PIRAEUS METRO.
- ✓ Construction of sound attenuators, for the PIRAEUS METRO and for the THESSALONIKI METRO.
- ✓ Manufacture of silencers for jet fans (tunnels) in France, and Denmark.
- ✓ Commencement of the construction of stable metal bases of Photovoltaic Parks with a total power capacity of 225MWp, in the prefecture of Kozani (see also point 1.1 of the current Section).
- ✓ Completion of the construction of Photovoltaic Parks' metal bases, with a total power of 100MWp in the areas of Evros, Larissa, Preveza and Arta.

- ✓ Completion of the construction of community Photovoltaic Parks' metal bases, with a total power of 85MWp in the areas of Evros, Larissa, Preveza, Arta and Kilkis (see also point 1.2 of this Section).
- ✓ Construction of the metal bases of community Photovoltaic Parks, with a total power of approximately 50 MWp in the regions of Antheli, Larissa and Xanthi.
- ✓ Construction of the metal bases of five (5) Photovoltaic Parks with a total power of 50 Mwp in Thesprotia.
- ✓ Construction of metal bases for small Photovoltaic Parks (500KWp to 1MWp) with a total power of approximately 80 MWp among which a significant percentage concerns new generation trackers.
- ✓ Construction of metal bases for a 50 Mwp Photovoltaic Park in Thebes.
- ✓ Construction of metal bases for a 21.6 Mwp Photovoltaic Park in Sweden.
- ✓ Construction of metal bases for a 50Mwp Photovoltaic Park in Viotia.
- ✓ Construction of fixed metal bases of a 16 MWp Photovoltaic Park at the Athens International Airport "Eleftherios Venizelos".
- ✓ Initiation of construction of the metal bases for a 70 Mwp Photovoltaic Park in Laconia.
- ✓ Construction of metal bases for six (6) Photovoltaic Parks with a total power of 14.6 MWp in Ilia
- ✓ Initiation of construction of the metal bases of a 100 Mwp Photovoltaic Park in the prefecture of Drama.
- ✓ Within the framework of the Company's cooperation with the NAVAL GROUP, the first order for the manufacture of metal subsystems for the BELHARRA frigates was received and the first sample was successfully delivered.
- ✓ The Company finally concluded an agreement with a manufacturer of electric car chargers manufacturing the metal casing of the chargers.

14. Projects for construction or/and in process of implementation

Utilizing its significant experience, the Company undertook during the closing year 2022 the assumption of the following projects, the implementation of which is already in full progress:

- ✓ In the framework of the successful and multi-year cooperation of the Company with "INTRACOM DEFENSE ELECTRONICS", the company undertook the construction of cabins (racks) for the improvement of the telecommunication system of the frigates of the Hellenic Navy. Also it is expected the ratification of the extension of cooperation for the construction of new defense systems.
- ✓ In the context of the Company's cooperation with the NAVAL GROUP for the manufacture of metal equipment for the BELHARRA frigates in addition to those already received (see also point 4 of this Section), new orders of approximately 2 million euro are imminent.
- ✓ New constructions of silencers for jet fans (tunnels) in France and Denmark, amounting to approximately 1 million euro.
- ✓ Gradual completion of the order regarding the construction of fixed metal bases for Photovoltaic Parks with a total power of 225 MWp in the prefecture of Kozani.
- ✓ New constructions of metal bases for community Photovoltaic Parks (500KWp to 1MWp) with a total power of approximately 300 MWp, among which a significant percentage concerns new generation trackers.
- ✓ Gradual production and completion of the construction of the metal bases of a 70 Mwp Photovoltaic Park in Laconia.

- ✓ Gradual production and completion of the construction of the metal bases of a 100 Mwp Photovoltaic Park in the prefecture of Drama.
- ✓ It was signed and it is already in progress the construction of the metal bases of the 65 Mwp Photovoltaic Park at the location of Ag. Christophoros in the prefecture of Kozani.
- ✓ It was signed and it is already in progress a new project for the construction of metal bases for a 14.1 Mwp Photovoltaic Park in Sweden.
- ✓ The construction of the metal support systems for seven (7) Photovoltaic Parks (trackers) of approximately 1 Mwp each in the area of Almyros Volos in Magnesia was signed and is in the execution stage.
- ✓ The cooperation in the manufacture of metal boxes for electric car chargers continues at an increased pace.
- ✓ The Company is in the phase of negotiations for the construction of metal bases for Photovoltaic Parks in Greece and abroad with a total power exceeding 880 MWp.
- ✓ Discussions restarted for the second stage production of lithium battery metal boxes on behalf of a major battery manufacturing company.
- ✓ The negotiations for the construction of architectural elements of the former Hellinikon airport buildings (Facades, etc. architectural structures) are at an advanced stage.
- ✓ As part of the "Photovoltaics on roofs" program, the Company designs and develops a new support system for residential and industrial roofs. The start of their production is expected at the end of the first half of the current fiscal year 2023.
- ✓ Finally, the production of various metal products continues at an increasing pace with the company's perennial customers (heating, professional cooling, electrical panels, flexible frames, etc.).

In general, the Company focuses on the exploitation in the best possible way of the significant mobility observed in the renewable energy sector, strengthening for this purpose its production equipment and confirming its diverse production capability as well as its experience and know-how it possesses, in order to satisfy the strict quality specifications for the construction of the manufactured products by the company and to expand the range of markets in which it operates (both product-wise and geographically)

SECTION B'

Major risks and uncertainties

The usual financial and other risks to which the Company is exposed are the following:

1. Currency risk

Exposure to foreign exchange risk is assessed as relatively low for the Company and in any case manageable, on the one hand because the overwhelming majority of its transactions are conducted in Euro, and on the other hand because there are no borrowings in any currency other than the Euro. It should be noted, however, that in the context of a coordinated, continuous and systematic effort to strengthen the Company's extroversion (to compensate for the shrinking domestic market demand during the past years), which implies the development of the Company's trading activity in countries outside the Eurozone, any foreign exchange risks that may arise are monitored on an ongoing basis and the need for appropriate action is assessed, as the prevailing geopolitical instability has led to strong inflationary pressures and exchange rate volatility. In any case, at this point in time the risk in question (in view of the Company's small exposure to it) is considered controllable and manageable.

2. Interest rate risk

Interest rate risk, which directly affects financing costs, is considered to be relatively controllable. The existence through the years of balanced and controlled bank lending in relation to the Company's equity constitutes the substantial compensation to the reported risk. However, recent ECB Governing Council decisions on further increases in key ECB interest rates in order to mitigate strong inflationary pressures, combined with the fact that the main volume of the Company's borrowing is linked to Euribor, point to the inevitable burden of the Company's financing costs. Although the coverage of the Company's borrowing comes exclusively from domestic financial institutions makes the interest rate risk manageable and controllable, nevertheless the maintenance of inflation at particularly high levels, the slowdown of economic growth in the Euro zone and the stagnation of the global economy it is not excluded that they will significantly affect the Company's activity, results and performance in general during the current fiscal year, for this reason the Company's Management continuously evaluates the evolving conditions, in order to promptly take the appropriate measures for the securing any necessary financing.

3. Credit risk

The Company implements policies that ensure, as far as possible, that its sales are made to customers with audited creditworthiness, in terms of solvency and with whom it has a stable and long-term partnership. Credit risk accumulation is addressed by the continuous and systematic monitoring of the customers' financial situation and by the immediate coverage of the receivables with securities as well as the receipt of relevant guarantees, guarantee credits and letters of guarantee, where this is possible, especially by foreign customers. However, based on the prevailing market conditions (lack of liquidity, delay in payments, supply chain disruptions, energy crisis, deterioration of international relations as a result of the Russian invasion of Ukraine, etc.), this risk is assessed as quite significant, as the expansion of the Company's clientele, despite the significant expansion steps that have taken place during the recent years, it is still not broad enough, with the result that any financial inability of the Company's clients to meet and fulfill these obligations (especially when it comes from customers who make up a significant percentage of Company's turnover), to jeopardize the Company's results and have a direct impact on its profitability.

For this reason, the Company's Management constantly and systematically monitors the performance and the overall financial performance of its customers, in order to act to the extent and degree that is possible, preventively and immediately, in order to avoid the creation of bad debts, while it evaluates per customer the necessary measures to be taken (reduction of executed orders, guarantees for the repayment of the price, etc.), while at the same time it intensifies its efforts, where possible, for the forced collection of its doubtful receivables that have been created during the past years.

In any case, in view of the non-restoration of normalcy in the field of business transactions, and the escalating energy crisis' resulting negative developments and consequences, this risk can be considered, based on the history of the Company as significant and may adversely affect the Company's financial results.

4. Liquidity risk

At the present time, there is no significant and immediate liquidity risk, given that the Company has sufficient cash surpluses. In order to deal with the consequences of the unprecedented financial crisis, which severely affected the domestic economy during the last decade and due to the ongoing instability, liquidity and uncertainty, the Company took systematic and coordinated measures to reduce its operating costs and reorganize its broader operation way which had as direct effect the ensuring of the necessary and sufficient liquidity for the tackling of the economic downturn's consequences, as the unfavorable economic situation made it more difficult to raise bank funds immediately.

However, given the deteriorating economic conditions of the world market and the reversal of forecasts for the anticipated economic growth, due to mainly the ongoing war between Russia and Ukraine and the subsequent

concerns and fragility caused by the significant rise in energy prices and the prices of industrial metals, it cannot be ruled out that this particular risk (of the global recession and its consequences) will affect, to a controlled degree, the liquidity of the Company.

5. Risk of rising prices of raw materials

As a result of the pandemic but mainly of the energy crisis it has occurred a significant disruption in the transportation and supply chains, with main characteristics the shortages of basic raw materials worldwide, significant and continuous increases in raw material prices as well as much higher shipping costs. At the present time, this risk does not appear to be particularly significant as the Company's operation, i.e. the production of products per order, provides the Company itself with the ability to absorb and pass on any price appreciation to its end customers.

It should be noted, however, that due to the need for the Company to maintain a sufficient stock of raw materials in order to be able to service immediate delivery projects, there is the likelihood that part of the price increases may not be passed on while at the same time, the Russian invasion in Ukraine has had an adverse effect on the prices of oil and its derivative products with negative effects on commodity prices and therefore the present risk is assessed as significant and capable of affecting the Company's results, but over time. On the other hand, at the time of preparation of this Report the particular risk is considered to be fully manageable. The Company, in order to effectively deal with this risk, adjusts its stock policy accordingly and takes the necessary and appropriate measures, evaluating the current conditions on constant basis.

6. Risk of increased competition from domestic and foreign companies

The vertical form of the Company as well as the modern organizational structures that it has, allow it to face in the best possible way potential competitors from both the domestic and the foreign market. The Company manages to differentiate itself in terms of products from the existing competition. To the direction of differentiation contribute the quality of the products manufactured by the Company, the production capability it has, the awareness of its name, its flexibility and adaptability, its consistency and reliability, as well as the development of long-term relationships both at the level of suppliers, as well as at customers and as a result of the above, this risk is assessed as manageable and controllable.

7. Risk of Company's dependence on specific customers

The specific risk, to which the Company is subject over time, due to the way it is structured and operates, it has been addressed by its Management during the previous years through the uninterrupted and systematic effort for further dispersion and differentiation of its clientele and the effort for more rational and more efficient distribution of its sales both by geographical area of activity and by customer.

However, at the present time this risk is still assessed as real and quite significant, especially at the level of companies, whose liquidity and consequently their ability to repay their obligations, depends on expected revenues from the wider public sector. (i.e. clients directly related to the execution of public works). Therefore, the Company is obliged, on the one hand, to re-evaluate several of them and, where necessary, to limit any dispersion of the clientele, a fact that may have an impact on its results, namely the restriction of its sales. In any case, the effective treatment and management of this risk is extremely critical in order to ensure the viability and future perspective of the Company.

8. Risk of declining demand due to a general consumer recession

This risk despite the general economic recession caused worldwide by both the unprecedented health crisis of the coronavirus pandemic, which at the time of compiling the current presents declining trends, and the war among Russia and Ukraine and as a result of this negative consequences is assessed as significant. The Company tries to reduce this risk, emphasizing the fact that it does not produce a specific consumer product,

but is a supplier, by order, of other industries producing various products and consequently the course of its sales largely depends on the course of sales of these companies.

It is pointed out that the Company due to the developed flexibility and adaptability that distinguishes it, based on the general structure and organization of its production process, has the ability to enter on a case-by-case basis in new areas of greater interest and better prospects, while its general action in this direction combined with turning to foreign markets, acts as an inhibitor to the further reduction of its sales.

The adverse effects of energy crisis on the financial markets, on the global supply chain and on the effort regarding a potential restart of economic activity in general, define this particular risk as quite significant and capable to affect at a certain extent the financial results, the performance and the general course of the Company. Due to the intense insecurity and volatility of broader economic environment the Management of the Company closely monitors and periodically re-evaluates the available data and conditions that are being formed.

9. Cash flow risk

At the time of this report's preparation, this risk is assessed as low and relatively controlled, since the management of cash inflows and outflows is carried out on a permanent and systematic basis. Liquidity is maintained at quite satisfactory levels, but, as noted, unless the adverse economic climate prevailing in both the international and domestic markets due to the energy crisis and the intense concerns raised about the degree of resilience of the global banking system, as a result of the collapse of three American banks and the resulting turmoil in international stock markets, and if the global economy does not return to material growth, it may become necessary to take additional drastic measures in order to further reduce operating costs, in order for the Company to be able to secure a positive sign in its cash flows and at the same to maintain its liquidity at satisfactory levels.

10. Risks related to safety at work

Safety at work, in view of the production activity of the Company, constitutes an overriding priority and a necessary condition for the smooth operation of its production facilities. On a continuous and stable basis, a program is implemented that aims at the consolidation of the security culture in all the activities and operations of the Company. In addition, extensive training programs are implemented for the systematic education and training of employees in matters of occupational safety and health, the consistent implementation and observance of which is constantly monitored by the Company. Immediately after the appearance of the coronavirus COVID-19, the Company's Management took all the necessary measures, establishing the necessary procedures and implementing preventive actions for the protection of security and health of its staff, suppliers and customers, as well as ensuring its uninterrupted business continuity.

11. Dangers of spreading coronavirus COVID-19

The rapid spread and quick dispersal of the coronavirus COVID-19, which resulted in the declaration of a pandemic by the World Health Organization (WHO), was an unprecedented test, which caused severe concussions and disturbances in both global and domestic economic growth and reversed the momentum and positive climate that had begun to emerge after a prolonged ten-year crisis and implementation of strict adjustment fiscal programs.

In any case, it is worthy of special mention and report that despite the extremely unpredictable conditions encountered and the particularly strict restrictive measures taken, the Company managed to respond immediately and quickly to the outbreak of the pandemic and proceeded methodically and consistently with the necessary actions to deal with the health crisis, with the primary aim and priority, on the one hand, to protect the health and safety of its employees, customers, suppliers and partners, and on the other hand, to

ensure its business continuity, so as not to jeopardize its smooth production operation and its general sustainability, a fact that was also reflected in its financial performance.

At the time of writing this Report, the intensification and massiveness of vaccination programs in many countries around the world, the mitigation of the severity of the disease, the almost universal lifting of restrictive measures and related health protocols and the transition of the virus to an endemic form strengthen the optimism for a full return to conditions of social and economic normality.

12. Risks from the climate change

"Climate change" means the change in the global climate due to human activities and is mainly caused by the increase in the concentration of greenhouse gases in the atmosphere. The Company is fully aware that climate change is one of the most urgent and crucial issues that the planet will be called to face in at least the next decade.

In the context of the challenges posed by the phenomenon of climate change, the Company may face:

- ✓ natural hazards, such as severe natural/weather phenomena or natural changes which are considered to be significant for the operation of its production facilities,
- ✓ Transition risks, which relate to extensive policy, legal, technological changes related to climate change adaptation and mitigation measures,
- ✓ Risks of reputation, which are associated with the change of perceptions of the social partners, regarding the Company's contribution to an economy of lower emissions.

The Company, recognizing both the risks associated with the phenomenon of climate change, as well as its obligations in relation to the need for continuous improvement of its environmental performance, is committed to follow a course of sustainable development and to carry out its business activities in a way that ensures the protection of the environment and the local society in which the Company activates.

To address the risks of climate change, the Company promotes and implements a policy, which focuses on the following lines:

- ✓ preparation of an emergency plan for the management and effective response to extreme natural phenomena (i.e. heat, frost, storms, floods, etc.) at the Company's facilities,
- ✓ assessment of the impact of the Company's activities on the environment, recording and evaluation of potential risks, taking the necessary precautionary measures, conducting regular inspections in order to confirm implementation and evaluate the measures,
- ✓ proper management of solid and liquid waste with reuse and recycling techniques, where possible,
- ✓ avoiding the use of chemicals and other dangerous substances,
- ✓ strict evaluation, selection and supply of raw materials based on the environmental standards they meet, in order to produce high quality products,
- ✓ replacement of energy-intensive equipment with new, of lower energy requirements,
- ✓ continuous monitoring of energy consumption and assumption of measures in order to reduce it,
- ✓ raising awareness and informing the Company's employees on energy saving issues,
- ✓ responsible use of natural resources,
- ✓ prevention of any identified risk of pollution,
- ✓ preparedness and response to environmental emergencies that may arise from the activities of the Company,
- ✓ continuous information, training and awareness of staff by field of activity, in a way adapted to the duties and needs of each employee to promote an environmentally responsible culture,

- ✓ recognizing the needs and expectations of the social partners on environmental issues, raising awareness of them and promoting a climate of cooperation,
- ✓ motivating partners (contractors, suppliers, customers, etc.) in matters of environmental protection and strengthening their environmental awareness
- ✓ carrying out regular inspections to assess the performance of the Environmental Management System, which is implemented by the Company.

13. Risks from the war between Russia and Ukraine

The Russian invasion in Ukraine that took place on February 24, 2022, and which at the time of writing is still in full development, has violently changed the energy map of Europe and created intense concern in the international community, due to the unforeseeable appreciation of energy prices, raw materials, industrial metals and other consumer goods. The sanctions imposed on Russia have caused significant disruptions to global supply chains, a deterioration in the climate of confidence, a weakening of international trade and strong inflationary pressures, which are expected to be a more permanent phenomenon.

Although the Company's business exposure to the countries involved in the conflict is almost nil, since during the year ended 2022 the Company made sales in the Russian market, which corresponded to a percentage of only 0.23% of its turnover, and as therefore, there is no material effect (direct or indirect) on the activities, results, financial position and performance of the Company, although its Management monitors on a systematic basis the developments taking place each time and proceeds to take the necessary and appropriate measures, so that the maintenance of the energy crisis does not lead to a further increase in operating costs or a decrease in the demand for its products.

At the present time, any prediction regarding the effects of the war and its subsequent negative consequences is uncertain, since it is directly related to the duration of hostilities, the period of time that economic measures against Russia remain in force, as well as the way of comprehensive settlement of the crisis, however, the Company's Management operates responsibly, with a view to ensuring the sufficiency of raw materials, the uninterrupted supply of the production process and the containment to the maximum extent possible of the increase in the cost of the products produced by it.

SECTION C

Significant transactions with related parties

This Section includes the most important transactions that took place between the Company and its related parties, as defined in International Accounting Standard (IAS) 24.

In particular, this Section includes:

- (i) the transactions between the Company and its related parties that took place during the closing year 2022 (01.01.2022-31.12.2022) and which substantially affected the financial position or performance of the Company during the year in question,
- (ii) any changes in transactions between the Company and its related parties described in the Annual Report, which could have material implications for the Company 's financial position or performance during the year 2022.

Please note that the reference to the above transactions, which follows, includes the following elements:

- (a) the amount of these transactions,***
- (b) their outstanding balance at the end of the year (31.12.2022);***
- (c) the nature of the related party's relationship with the Company and***

(d) any information about the transactions, which are necessary for the understanding of the financial position of the Company, but only if these transactions are essential and have not been carried out under normal market conditions.

Below are listed the transactions with the related parties.

TABLE 1		THE COMPANY	
		1/1-31/12/2022	1/1-31/12/2021
Sales of goods and services			
To subsidiaries		-	-
To other related parties		-	-
Purchases of goods and services			
From subsidiaries		-	-
From other related parties		321,303	296,244
Sales of fixed assets			
To subsidiaries		-	-
To other related parties		-	-
Purchase of fixed assets			
From subsidiaries		-	-
From other related parties		-	-
Receivables			
From subsidiaries		-	-
From other related parties		-	-
Liabilities			
To subsidiaries		-	-
To other related parties		13,528	10,833

TABLE 2		THE COMPANY	
		1/1-31/12/2022	1/1-31/12/2021
Benefits to the management and executives of the company			
Remuneration of executives and members of the management		321,303	296,244
Transactions of executives and members of the management		-	-
TOTAL		321,303	296,244
Receivables and liabilities towards the management and executives of the company		THE COMPANY	
		31/12/2022	31/12/2021
Receivables from executives and members of the management		-	-
Liabilities towards the executives and the members of the management		13,528	10,833

In addition to the above is also noted that:

- Loans or credit facilities in general have not been granted to members of the Board of Directors or other executives of the Company and their families.
- The amounts mentioned in the below Table 2 relate to fees for the personal services-work they provide to the Company and are analyzed as follows:

	THE COMPANY			
	Period 1/1-31/12/2022			
	Remuneration- Salaries	Social security cost	Other transactions	Total
Executive members	64,290	12,020	-	76,310
Non-executive members	56,271	13,533	-	69,804
Managers	145,695	29,494	-	175,189
Total	266,256	55,047	-	321,303

	THE COMPANY			
	Period 1/1-31/12/2021			
	Remuneration- Salaries	Social security cost	Other transactions	Total
Executive members	62,273	11,643	-	73,916
Non-executive members	13,291	4,476	-	17,767
Managers	169,320	35,241	-	204,560
Total	244,884	51,360	-	296,244

	THE COMPANY			
	31/12/2022		31/12/2021	
	Receivables	Liabilities	Receivables	Liabilities
Outstanding balance of receivables-liabilities				
Executive members	-	2,400	-	2,212
Non-executive members	-	2,478	-	-
Managers	-	8,650	-	8,621
Total	-	13,528	-	10,833

- These transactions do not contain any exceptional or personalized feature, which would necessitate further and related party analysis.
- Apart from the above remuneration, there are no other transactions between the Company and the said executives and members of the Board of Directors.
- There is no transaction that has taken place outside and beyond normal market conditions.
- There is no transaction, the value of which exceeds 10% of the value of the Company's assets, as reflected in its latest published statements.
- There is no transaction, which is assessed as significant, within the meaning of Circular number 45/2011 of the Hellenic Capital Market Commission.

As it can be seen from the above, the Company's transactions with related parties are maintained at a reasonable and restrained level compared to those of the previous year and consequently these transactions do not significantly affect the Company's financial position and performance.

SECTION D'

Detailed information, according to article 4, par. 7 of Law 3556/2007 (as in effect today and relevant explanatory Report)

1. Structure of the Company's share capital

The share capital of the Company today, following the decision of the Annual Ordinary General Meeting of the shareholders of June 23, 2022 regarding an equal increase and decrease thereof by the amount of seven hundred and thirty-five thousand Euros (€735,000.00), amounts to nine million nine hundred and seventy five thousand Euros (€ 9,975,000.00), is fully paid and is divided into ten million five hundred thousand (10,500,000) common, registered shares with voting rights and with nominal value of ninety five cents of Euro (€ 0.95) per share.

It is noted that the relevant amendment of article 5 of the Company's Articles of Association, as a consequence of the decision taken by the above Annual Regular General Meeting of the Company's shareholders it was approved by the decision with number 2660903AP/13.07.2022 (ADA:608L46MTLR-BXX) of the Ministry of Development and Investments (General Secretariat of Trade - General Directorate of Market & Consumer Protection - Companies Division - Listed SA Companies' Department) which was registered in the General Commercial Registry (GEMI) on 13.07.2022 with registration number 2911844.

From each share derive all the rights and obligations defined by the law and the Articles of Association of the Company.

Ownership of the share automatically implies the full and unconditional acceptance of the Company's Articles of Association and the decisions taken in accordance with the law and the Articles of Association, by the competent corporate bodies.

Each share provides the right to one (1) vote.

All the shares of the Company (dematerialized, common, and registered) are listed on the Athens Stock Exchange and are traded on the Main Market of the Athens Exchange.

2. Restrictions regarding the transfer of Company's shares

Except for the restriction that exists from the relevant agreement of the Common Bond Loan that has been concluded with the "National Bank of Greece SA" regarding the maintenance of the Company's key shareholders participation percentage at the level of at least 34% of the Company's share capital, there are no other restrictions regarding the transfer of the Company's shares.

The shares of the Company are freely tradable on the Athens Stock Exchange and are transferred as defined by law.

3. Significant direct or indirect participations

The significant direct or indirect participation in the share capital and voting rights of the Company at 31.12.2022, based on the meaning of the provisions of articles 9 until 11 of I. 3556/2007 are the followings:

- Athina Kostopoulou: 1,560,000 shares and voting rights (percentage 14.86%)
- Vasiliki Kostopoulou: 1,560,000 shares and voting rights (percentage 14.86%)
- Panagiotis Troubounis: 1,768,000 share and voting rights (percentage 16.84%)
- Eleni Delenda: 704,000 shares and voting rights (percentage 6.70%).

4. Share providing special control rights

There are no shares, which provide special control rights.

5. Restrictions on voting rights

There are no restrictions known to the Company on the voting right of the Company's shareholders.

6. Agreements of the Company's shareholder

The Company has not become aware of any agreements between shareholders, which imply restrictions on the transfer of shares and / or restrictions on the exercise of voting rights.

7. Rules for the appointment and replacement of Board members and amendment of the Articles of Association that differ from the provisions of Law 4548/2018, as in force today

Regarding the appointment and replacement of members of the Company's Board of Directors as well as those related to the amendment of its Articles of Association, there are no rules which differ from those provided in Law 4548/2018, as in force today.

8. Responsibility of the Board of Directors or some of its members for the issue of new shares or the purchase of Company's own shares in accordance with article 49 of law 4548/2018, as in force today

There is no settled special competence of the Board of Directors or some of its members for the issuance of new shares or the purchase of own shares, according to article 49 of law 4548/2018, as in force today. The relevant authority and competence is granted to the Board of Directors of the Company based on a relevant decision of the General Meeting of its shareholders.

9. Significant agreements that enter into force, are amended or expire in case of a change in the control of the Company following a public offer

There is no significant agreement concluded by the Company, which enters into force, is amended or expires in case of change in the control of the Company following a public offer.

10. Significant agreements with members of the BoD or the personnel of the Company

There is no agreement between the Company and members of its Board of Directors or its personnel, which provides for compensation in case of resignation or dismissal without a valid reason or termination of their term or employment due to any public offer.

11. Treasury shares

The Company does not own treasury shares, nor has any decision been taken by a competent corporate body to acquire its own shares.

Explanatory report regarding the information, which is prepared in accordance with article 4 par. 8 of Law 3556/2007

The numbering in this Explanatory Report (which is prepared according to article 4, paragraph 8 of Law 3556/2007 as in force) follows the corresponding relative numbering of the information of article 4, paragraph 7 of Law 3556/2007, as this information is presented below:

1. The structure and the formation way of the Company's share capital are detailed in article 5 of its Articles of Association.

The last approved amendment - codification of the Articles of Association of the Company, took place on 23.06.2022, as a result of the decision taken by the Annual Ordinary General Meeting of shareholders convened on the above date regarding an equal increase and decrease of the Company's share capital by the amount of seven hundred and thirty-five thousand Euros (€735,000.00).

The Company's shares were listed on the Athens Stock Exchange on March 1, 1999 and they have been traded continuously ever since.

2. No such restriction exists either by law or by the Articles of Association of the Company, nor by any other agreement, except the Common Bond Loan agreement concluded with the "National Bank of Greece SA", where relevant report of which is made above.

3. The data regarding the number of shares and voting rights of the persons who have significant participation, have been obtained from the share register kept by the Company and the notifications that have been received by law (and the MAR – Market Abuse Regulation) to the Company by the shareholders.

4. There are no other categories of shares, if not only common, registered after voting.

5. No such restrictions have been notified to the Company.

6. Similarly, no such agreements have been notified to the Company.

7. In the specific issues, the Articles of Association of the Company do not present deviations from the provisions of law 4548/2018, as in force today.

8. There is no such special competence.

9. In the absence of such agreements, there is no need for any explanation.

10. Similarly, in the absence of such agreements there is no need for any explanation.

11. In the absence of any relevant decision, there is no need for any explanation.

SECTION E**Information regarding labor and environmental issues- Sustainable development****1. Labor issues**

The Company during the closing year 2022 (01.01.2022-31.12.2022) employed an average of 113 people (2021: 112 people) with a dependent employment relationship.

It should be noted that the Company's relations with its personnel are excellent and there are no labor issues, as one of the main priorities of the Company is to maintain and strengthen the environment of working peace and the continuous improvement and upgrading of working conditions, in order to achieve the maximum possible development on productive level of the human resource. The Company concerns on a daily basis for the assumption of all the necessary measures and the adoption of appropriate practices, in order to completely and utterly comply with the applicable provisions of labor and insurance legislation. This fact is reflected in the perfect and absolutely safe working conditions that govern the organization and operation of the Company, a fact which has been recognized by all supervisory bodies and is confirmed by the absence of accidents at work. At the same time, immediately after the outbreak of the coronavirus pandemic, the Company took care of the safety of its entire personnel, especially of the full time employees belonging to vulnerable groups, adopting all the necessary measures and the appropriate procedures according to the protocols of the competent health authorities. The Company applies the above guidelines with full commitment and respect.

(a) policy of diversification and equal opportunities

The Management of the Company does not discriminate regarding recruitment, remuneration and promotions based on gender, race, religion, color, nationality, religious beliefs, age, marital status, sexual preferences, any participation in trade unions or any other characteristics. The only factors that are taken into account are the theoretical training, the specialization, the experience, the efficiency, the qualifications and the general abilities of the individual, while it encourages and advises all its employees to respect the diversity of each employee, supplier and customer of Company and do not accept any behavior that offends the dignity of the individual or may discriminate in any form.

The Company's Management ensures the adoption of diversity criteria during the process of selecting human resources. These criteria are integral part of the policy of the Company adopted for the avoidance of outdated and anachronistic social stereotypes in assessing the suitability of employees, for the promotion of different views that would facilitate the effective operation of its various Divisions, and for the integration of innovative approaches and ideas in the implementation of the Company's business strategy.

(b) respect of the employees' rights

The Management of the Company strictly implements the applicable labor legislation and fully respects the relevant provisions and clauses for child labor, human rights and the possibility of employees' participation in trade unions.

(c) health and safety at work

The protection of employees' health and safety is a top priority for the Management of the Company, which systematically monitors and controls all the risks that may arise from its activity and takes all the necessary precautionary measures to avoid accidents, while all employees attend training seminars on health and safety at work.

The Company's Management also ensures the observance of the fire safety rules and the response to emergencies and the training of the personnel in matters of fire protection, fire-fighting, use of portable fire extinguishers and the conduct of preparedness exercises in order to prevent and deal with emergencies.

It is noted that for this purpose and in support of the increased diligence shown by the Company in this matter, it has received an ISO 45001: 2018 certificate which concerns exactly the health and safety of employees.

The specific certification that the Company has received proves in practice not only its commitment to respect and protection of its personnel' health and safety, but also its organization and structure based on this framework.

(d) employees' training and development

The Company provides a work environment characterized by stability, so that all employees are motivated to be productive and focused on achieving the best result, to take initiatives for the benefit of the corporate interest and to manage their personal development with keenness and integrity. Through the Human Resources Department, the Company's Management distinguishes the capabilities of the employees and places them in positions where they will contribute to the maximum degree and will have the opportunity to be distinguished, making the most of their knowledge, experience and skills. One of the fundamental principles that govern the operation of the Company is the continuous training of staff and the strengthening of corporate consciousness at all levels of its operations and activities.

2. Environmental issues

The Company recognizes the need for continuous improvement of environmental performance based on the principles of sustainable development and in compliance with legislation and international standards, aims at a balanced economic growth always in perfect harmony with the natural environment. Following a course of sustainable development, it carries out its activities in a way that ensures the protection of the environment and the health and safety of employees, of the local community and the public. The Company adopts an Environmental Management System in accordance with the principles of Standard 14001.

The Company's policy for ensuring the protection of the environment is based on the following principles:

- takes measures for the protection of the environment in compliance with environmental legislation and environmental conditions,
- implements an Environmental Management System in all the activities of its production process,
- defines objects and purposes of environmental interventions,
- evaluates and improves its overall environmental performance, by drawing up and implementing action plans for the achievement of specific environmental goals and objectives and always with a defined implementation period,
- adopts specific rules of environmental controls in its internal production operation,
- improves its overall environmental behavior, especially in terms of preventing environmental pollution and dealing with emergencies,
- implements the lifelong training and information of its personnel on environmental issues,
- promotes open dialogue and public information in a spirit of honesty and mutual respect,
- consolidates the concept of ecological sensitivity and environmental vision, which inspires the highest level of hierarchy throughout the pyramid of employees in the Company,
- seeks to act responsibly even in the field of procurement, aiming at reducing its environmental footprint (i.e. detailed examination of the technical characteristics of products, ensuring their recyclability, supply of materials produced with as environmentally friendly as possible methods etc.).

Finally, it should be noted that the production process is designed in such a way as to make efficient use of available resources efficient and to minimize any negative impact on the environment.

SECTION F**Development, performance and position of the Company– Financial and non-financial basic ratios**

This Section includes a correct and concise overview of the development, activities' performance and the position of the Company.

This representation takes place in such a way as to provide a balanced and comprehensive analysis of the above categories of issues, which corresponds to the size and complexity of the Company's activities.

Also at the end of the relevant representation are listed some indicators (financial and non) which the Board of Directors evaluates as useful for a more complete understanding of the above issues.

1. Development of the Company

The course of the basic financial figures of the Company during the last three years 2020-2022 is as follows:

THE COMPANY	In thousand euro		
	31.12.2020	31.12.2021	31.12.2022
Total assets	32,815.75	37,804.91	55,364.57
Total equity	22,390.27	24,361.84	28,758.58
Sales	8,893.12	25,597.40	40,952.05
Gross profit	1,188.27	5,525.30	9,338.18
Earnings before Interest, Taxes, Depreciation and Amortization (EBITDA)	382.07	3,423.62	4,982.73
Profit / (loss) before tax	-565.30	2,431.77	4,065.02
Profit / (loss) after tax	-541.09	1,937.56	3,167.35

On a percentage change level the performance of the Company for the above fiscal years is presented in the following tables:

THE COMPANY	31.12.2020	31.12.2021	31.12.2022
Total assets	4.89%	15.20%	46.45%
Total equity	-1.95%	8.81%	18.05%
Sales	-40.73%	187.83%	59.99%
Gross profit	-52.83%	364.99%	69.01%
Earnings before Interest, Taxes, Depreciation and Amortization (EBITDA)	-72.90%	796.06%	45.54%
Profit / (loss) before tax	-189.55%	530.17%	67.16%
Profit / (loss) after tax	-221.18%	458.08%	63.47%

Below are presented some amounts and ratios regarding the performance of the Company during the last three years 2020-2022.

THE COMPANY	In thousand euro		
	31.12.2020	31.12.2021	31.12.2022
Earnings before Interest, Taxes, Depreciation and Amortization (EBITDA)	382.07	3,423.62	4,982.73
Return on equity (before taxes)	-2.52%	9.98%	14.13%
Return on total capital employed (before taxes)	-1.72%	6.43%	7.34%

More specifically based on the above tables are noted the followings:

Total assets

The total assets of the Company on 31.12.2022 amounted to 55,264.57 thousand Euros, presenting an increase of 46.45% in comparison to the financial figures of 31.12.2021 due to the increase in current assets and mainly, on the one hand, to the increase in inventory due to the additional needs to cover the pending orders to be executed, and on the other hand to the increase in cash and cash equivalents as a result of the significant increase in turnover, but also to the additions and revaluation to tangible assets.

Equity

The Company's equity on 31.12.2022 amounted to 28,758.58 thousand Euros, posting an increase of 18.05% compared to the financial figures of 31.12.2021, due, despite the realized return of capital amounting to 735,000 Euros by virtue of the 23.06.2022 decision of the Annual Ordinary General Meeting of the Company's shareholders, mainly to the increased profitability of the Company during the closing year, as well as the increase in the revaluation reserve due to the revaluation of the Company's self-owned properties at their fair value.

Sales

The turnover amounted to 40,952.05 thousand Euro, recording a significant increase by 59.99% compared to the previous year, mainly due to the significant increase in demand for the construction of metal support bases for Photovoltaic Parks both in Greece and abroad.

Gross profit

The gross profit of the Company amounted to 9,338.18 thousand Euro, recording substantial increase by 69.01% compared to the previous year, which is mainly due to the achievement of a very satisfactory turnover, but also due to the more rational management of production cost and administrative expenses of the Company.

Profit – Losses before tax

The results before taxes of the Company amounted to earnings of 4,065.02 thousand Euro compared to profits of 2,431.77 thousand Euro in the previous year, demonstrating a significant improvement of 67.16%, which is due, as already mentioned above, to the significant increase of turnover of the Company.

Profit – Losses after tax

The results after taxes amounted to earnings of 3,167.35 thousand euro compared to profit of 1,937.56 thousand Euro in the previous year, presenting as well a particular significant improvement by 63.47%

Earnings before interest, taxes, depreciation and amortization (EBITDA)

The results before taxes, financial investment results and depreciation, amortization (EBITDA) amounted to earnings of 4,982.73 compared to 3,423.62 thousand Euro of the previous year, posting a significant increase of 45.54%. The above change was mainly due to the increase in turnover, as well as due to the more rational cost management along the production process including improvements in the costs of organization and operation of the Company. The above were achieved thanks to the consistent and systematic efforts made by the Company's Management.

Operating Expenses

Operating expenses from continuing operations of the Company amounted to 5,392.63 thousand euro compared to 3,601.74 thousand Euro in the previous year, increased by 49.72%, as a result of the significant increase in turnover and the related distribution expenses.

The operating expenses from the continuing operations of the Company, as a percentage of turnover were decreased and amounted to 13.17% compared to 14.07% in the previous year, which demonstrates the Company's prudent and rational management and delineation.

It is noted that the participation of personnel salaries to the total expenditure of the Company stands at 27.60% and of depreciation at 7.14% (percentages of 33.57% and 9.17% respectively in 2021).

Financial income-expense

The financial income of the Company amounted to 6.73 thousand Euro compared to 2.98 thousand Euros in the previous year, and the financial expenses of the Company amounted to 208.30 thousand Euro versus 268.33 thousand Euro in the previous year, noting a decrease of 22.37%, as a consequence of the decrease in the average annual bank lending, (it is noted that the amount of bank lending point by point on 31.12.2022 has increased, due to additional financing in the amount of 4.5 million euro received at the end of the year) and despite the increase in the costs of issuing letters of guarantee, which are a necessary condition for the execution of the large projects, the execution of which the Company has undertaken.

2. Financial and non-financial basic performance ratios

Below there are displayed certain ratios financial and non-financial, regarding the basic performance, the position and financial situation of the Company.

RATIOS					
		THE COMPANY			
LIQUIDITY RATIOS		31/12/2022	31/12/2021	31/12/2020	
Current ratio	Current assets -Cash and cash equivalents/Current liabilities	1.07	0.90	1.02	This ratio presents the general liquidity of the Company and indicates how many times has the Company the ability to cover its current liabilities
Quick ratio	Cash and cash equivalents/ Current liabilities	0.41	0.60	0.45	This ratio indicates the direct ability of the Company to respond to its current liabilities based on its cash and cash equivalents
Debtors ratio	Receivables*365/Sales	84.09	81.00	148.73	This ratio indicates in days the average collection period of the Company's receivables
Creditors ratio	Suppliers* 365 / Cost of sales	165.48	99.98	124.25	This ratio indicates in days the average repayment period of the Company's suppliers
Average age of inventory	Average inventory*365/Cost of sales	76.13	46.96	107.28	This ratio measures how many days remain the inventory in the Company from the purchase until the sale
OPERATION RATIOS		31/12/2022	31/12/2021	31/12/2020	
Fixed Assets Turnover ratio	Sales / Fixed Assets	1.89	1.31	0.45	This ratio indicates the level of assets' utilization by the Company in relation to sales
Fixed Assets to Equity ratio	Fixed assets/Equity	0.75	0.80	0.88	This ratio indicates the relation among fixed assets and equity of the Company
Assets Turnover ratio	Sales/Total Assets	0.74	0.68	0.27	This ratio estimates the intensity with which the Company utilizes its asset in order to achieve its sales' target
PERFORMANCE RATIOS		31/12/2022	31/12/2021	31/12/2020	
Sales over net working capital	Sales/ NWC	4.21	5.13	2.87	This ratio indicates how many € of net sales the Company generates for each € of net working capital that was not financed by the current liabilities
Gross Profit	Gross Profit / Sales	22.80%	21.59%	13.36%	This ratio indicates the percentage size of gross profit over sales
Operating profit margin	EBIT/Sales	10.33%	10.55%	-3.88%	This ratio represents the efficiency of sales as percentage of sales
Net profit margin	Net profit after tax/Sales	7.73%	7.57%	-6.08%	This ratio represents the final result after tax as percentage of sales
Return on Equity	Net profit after tax/Total Equity	11.01%	7.95%	-2.42%	This ratio represents the efficiency of Company's equity
Return on Assets	Net profit after tax/Total assets	5.72%	5.13%	-1.65%	This ratio represents the efficiency of Company's total assets
LEVERAGE RATIOS		31/12/2022	31/12/2021	31/12/2020	
Total debt to total assets ratio	Total liabilities/Total assets	48.06%	35.56%	31.77%	This ratio represents the leverage exposure of the Company
Debt to Equity ratio	Total liabilities/ Total Equity	92.51%	55.18%	46.56%	This ratio represents the financial self-sufficiency of the Company
	Number of shares	10,500,000	10,500,000	10,500,000	
Nominal value of share	Nominal Value of shares	0.95	0.95	0.95	
Intrinsic share value	Total Equity/number of shares in circulation	2.74	2.32	2.13	This indicator illustrates the internal value of the Company's share

SECTION G'**Alternative Performance Measures**

As Alternative Performance Measurement Indicator (APMI) is considered a financial indicator measuring historical or future financial performance, financial position or cash flows, which, however, is not defined or provided for in the current financial information framework (IFRS).

The Management uses the Alternative Performance Indicators for a more global monitoring of the financial performance, and a better illustration of the Company's financial position.

Alternative performance indicators should be evaluated by financial statements' interested parties in addition to and do not override financial indicators calculated in accordance with IFRS.

Below we provide the definitions and explain the purpose of these indicators and provide more details where necessary.

A. Net Debt (Net Liquidity):

It is an APMI used to assess the capital structure of the Company. It is calculated as the difference between total borrowing (non-current and current) and all immediately liquidable assets such as cash and financial assets available for sale (shares listed on the ASE).

	31.12.2022	31.12.2021
Total non-current loan liabilities	3,900,000	1,560,000
Total non-current loan liabilities payable in the following fiscal year	1,456,664	765,744
Total current loan liabilities	1,056,060	1,747,009
Total Debt	6,412,724	4,072,753
Minus: Total cash and cash equivalents	(8,297,016)	(5,982,327)
Minus : Financial assets available for sale	(247)	(194)
Net Debt	(1,884,539)	(1,909,768)

B. Earnings before Interest, Tax, Depreciation and Amortization - EBITDA:

It is the most used presentation indicator of operational efficiency, because it takes into account only those costs that are necessary for the Company to operate.

It is calculated as the sum of operating results (Profit before tax, financial and investment results) of depreciation and impairment. The EBITDA margin (%) is calculated as the ratio of EBITDA with the total Turnover.

The EBITDA Margin indicator can therefore be considered as APMI and it shows the Company's ability to achieve operating profits as a percentage of sales.

		31.12.2022	31.12.2021
Earnings before interest and tax	(A)	4,230,611	2,700,716
Total depreciation	(B)	862,832	837,933
Subsidy depreciation	(C)	(110,711)	(115,032)
EBITDA (A) + (B) + (C) = (D)	(D)	4,982,732	3,423,616
Sales	(E)	40,952,047	25,597,404
EBITDA Margin (D)/(E)		12.17%	13.37%

C. Capital adequacy or solvency ratio

This ratio refers to the percentage of financing of the Assets by the Equity and results as follows:

Equity through the total Assets without their cash and cash equivalents, and financial assets available for sale.

		31.12.2022	31.12.2021
Equity	(A)	28,758,580	24,361,841
Total assets	(B)	55,364,567	37,804,909
Cash and cash equivalents	(C)	(8,297,016)	(5,982,327)
Financial assets available for sale	(D)	(247)	(194)
Balance (B) + (C) + (D) = (E)	(E)	47,067,304	31,822,388
Capital adequacy or solvency ratio (A)/(E)	(F)	61.10%	76.56%

The Company's management seeks to finance its operations, but also its investments based mainly on equity rather than external borrowing.

The Company's goal, when conditions allow, is to keep the ratio above 50%.

SECTION H'**Estimated course and development of the Company for the current year 2023**

In view of the strategically targeted and systematically pursued export character and orientation of the Company, during the last years, as well as its diverse productive capacity, as it has been confirmed through its action, its prospects, results and its development for the current year 2023 they are augured as auspicious, however are directly related to the conditions prevailing on the one hand in the global and on the other hand in the domestic economy and market.

Strong geopolitical and economic instability and the unprecedented energy crisis in the history of the European Union, as a result of the Russian invasion of Ukraine, have sharply reversed the pace of recovery of economic activity after the significant recession recorded due to the coronavirus pandemic and social distancing measures imposed. to tackle. At the present time, the following factors create valid and reasonable concerns regarding the course of the global economy:

- ✓ the ongoing military conflict between Russia and Ukraine and its effects on global stability and security and, in particular, in the energy sector,
- ✓ the prolonged dysfunction of the global supply chain, which was aggravated by the war in Ukraine, restrictive measures and imbalances in the production process of many sectors of the economy due to the coronavirus pandemic,
- ✓ intense inflationary pressures, especially in the sectors of energy, raw materials, food and other consumer goods,
- ✓ interest rate increases in the Eurozone, which may put upward pressure on public and private sector borrowing costs and lead economies into slowdown and/or recession,
- ✓ the eventual possibility of the emergence of new mutations of the coronavirus, which may again cause adverse consequences for the economic recovery and international trade.

Despite the fact that any forecast and assessment regarding the Company's results, performance and progress is quite uncertain, due to the prevailing conditions of volatility, liquidity and uncertainty, the Company's

strategy during the current financial year will continue to focus on the implementation of a moderately aggressive policy, which can be summarized mainly in the following:

- ✓ search for new, profitable fields of action, especially in foreign markets, which are a key priority for the Company, aiming at the further enhancement of the profitability margins
- ✓ The more aggressive policy in bidding projects abroad in order to further increase the Company's extroversion rate, through the utilization of its experience and know-how
- ✓ Reaching new agreements, seeking and developing new partnerships with foreign companies, with the aim of maintaining and further developing the Company's export orientation
- ✓ Enhancing the penetration in new objects, capable of absorbing a large part of the Company's production dynamics during the following years
- ✓ Enhancing safety at work for the purpose of uninterrupted operation of the Company's production units,
- ✓ Utilization of the financial instruments offered in the context of the effort to reduce the adverse economic consequences of the energy crisis and inflation increase,
- ✓ utilization of the support measures provided by the Greek State to businesses, in the context of the effort to mitigate the adverse consequences of the energy crisis,
- ✓ Enhancing investments in order to increase production capacity, produce high quality products and meet the needs and requirements of customers and
- ✓ Maintaining liquidity, by restraining and limiting, to the maximum extent possible, the operating expenses and expenses in general, by using at the same time all the tools provided by the State, in order for the Company on the one hand to be able to face even any unforeseen or very adverse situations, and on the other hand to take advantage of the expected change in the economic climate and the opportunities that will arise.

Through the achievement of the above objectives, the Company hopes that it will be able to prove once again its comparative advantages, its strong organizing and operating bases, its qualitative differentiation, the flexibility of its business model, and the possibility to enter new fields of action due to its diverse production capacity.

SECTION I'

Business Model

I. Company Profile

1.1 The Company was established in 1993 and came from the merger of the companies: (a) "VARIOUS METAL CONSTRUCTIONS LTD." with the distinctive title "MEVACO LTD", which was founded in 1971, with the object of the construction of air compressors and all kinds of metal parts and (b) "D. KOSTOPOULOS - V. GIONAKIS & CO OE" with the distinctive title "MEKAT OE", which was founded in 1986, with the object of manufacturing metal components specializing in heating.

1.2 In 1993 the Company was transferred to privately owned premises in the Industrial Area (Industrial Zone) of Aspropyrgos, Attica and it was equipped with modern mechanical equipment, which provided to it a significant impetus in the production of metal components and products with high requirements.

1.3 On March 1, 1999 the shares of the Company were listed on the Athens Stock Exchange and in this organized market they have been traded continuously since then until today.

1.4 During the last decade, the restructuring of the organizational structure of the Company in combination with the design and implementation of a new investment policy, resulted in the purchase of new plots of land

adjacent to the existing ones in Aspropyrgos, Attica, as well as the supply, installation and commissioning of new state-of-the-art mechanical equipment, with the aim of enhancing the automation of production using robotic systems, increasing productivity and creating new production lines for the construction of new product categories, aiming at the design and production of a wide range of product portfolio , with the ability to adapt to the requirements of end customers.

1.5 As a result of the above-mentioned investment moves, the Company managed to evolve from a family business into a model and rapidly growing industrial unit, one of the largest of its kind on a European scale, with the ability to deal with a wide variety of constructions of all kinds and direct responses to the changes in customer demand.

The result of the flexibility that distinguishes the productive capacity of the Company and the non-dependence on a specific product category is the provision of long-term and substantial business collaborations both domestically and abroad and the achievement of a continuous upward trend.

1.6 Today, the Company is located in privately owned facilities of approximately 13.8 hectares in the industrial zone of Aspropyrgos, Attica (Prari-Moustaki location), where it has approximately 25 thousand sq.m. covered industrial spaces and innovative mechanical equipment, which it constantly upgrades and renews on a systematic basis with emphasis on increasing and expanding the production capacity, creating standard industrial facilities, with special certifications and gaining greater productive flexibility.

II. Segments of operations and products

◇ Metallic Constructions

1. MEVACO is a leading industrial company in the field of metal products' production and is active in the field of sheet metal processing and metallic constructions.

With more than 50 years of experience, significant know-how and special production flexibility, it has innovative production capabilities in sheet metal processing and precision iron constructions.

Having rich and state-of-the-art mechanical equipment, special knowledge of metal processing and comfortable industrial spaces, it has as object the production and construction of the metal part of products of all kinds, according to the designs and the qualitative and quantitative requirements of each customer.

2. However, the noticeable difference of MEVACO consists that it does not produce a specific consumer product, but is a supplier, upon order, of other industries producing a variety of products. Its purpose is to supply other units, industrial construction and commercial, with complete metal products or with metal components and semi-finished products, which are used for integration into other products or converted, after interventions, into final products.

The Company mainly produces metal objects and products with basic raw material flat steel sheets, stainless steel sheets, aluminum sheets, copper, brass, acrylic sheets as well as medium weight metal constructions on behalf of customers.

3. The scope of the products produced is particularly wide, due to the multiple uses that the raw material under processing may have. The state-of-the-art mechanical equipment of the Company, which consists mainly of robotic systems for cutting, drilling sheet metal and metals, is adapted to the needs of each order, thus leading to a flexible production process and in particular to the manufacturing of products designed specifically to meet the requirements and specifications of each customer of the Company.

4. The flexibility and adaptability of the Company are mainly due to the computer programmable machines it has, its vertical production structure, its competent design department as well as its experienced human resources, elements that provide it with the possibility of immediate response, economically and qualitatively, in the quantities, small or large, desired by the customer.

5. The continuous renewal of the mechanical equipment, the specialized human resources and the continuous education, information and training of this, make MEVACO a pioneer industry in the field of industrial subcontracting.

◇ **Renewable Energy Resources (RES)**

1. In 2011 the Company expanded its activities in the field of renewable energy sources (RES) and especially in the field of production and exploitation of electricity through photovoltaic systems.

2. In the framework of this activity, which is complementary and ancillary to its main activity as above, MEVACO, inter alia, manufactures and provides fixed and rotating metal bases for photovoltaic parks.

To date, a variety of constructions have been delivered worldwide (i.e. Greece, United Kingdom, Latin America, Italy, Bulgaria, Romania, Cyprus, etc.), with various angles of inclination and layout, recording in the Company's assets installations of power over 1 GWp.

For the next at least two years, it seems that the bases of the Photovoltaic Parks will be the main product of the Company, which is constantly investing in this sector, already having in full operation eleven (11) production lines.

◇ **Variable Message Boards**

In 2014 the purpose of the Company was further expanded in the field of electronic and/or digital panels of variable messages, electronic and other equipment of sports venues, light signs, etc., in order to utilize the know-how and the relevant experience possessed by the Company.

◇ **Defense Systems**

The diverse productive capacity of the Company, the perfection of its production facilities and the flexibility of its business model, are proved in the most categorical way through its successful and multi-year cooperation with reputable companies (i.e. INTRACOM DEFENSE ELECTRONICS, NAVAL), with the aim of manufacture of high standard defense equipment.

The systematic undertaking and successful implementation of projects of such importance and complexity strengthens the domestic industry and contributes to the maintenance of jobs as well as to the support of the productive base of the country. Already, the defense Department of the Company has been manufacturing parts of defense systems' launchers for foreign countries for a number of years with great success.

◇ **Product Categories**

In order to demonstrate the broad productive capability of the Company and to enable the formation of an image for its activity, some of the product categories that it manufactures are listed below, as an indication, namely:

1. Metal welded constructions

It concerns welders of medium weight constructions that consist mainly of thick plates, hollow beams - stranded, building iron etc. Examples of such applications are:

- HEB – HEA tunnel frames
- Flexible tunnel frames
- Photovoltaic Parks' Trackers

- Metal bridges
- Metal railings
- Special constructions
- Metal shelters

2. Sheet Metal Fabrications

Mevaco is a leading company in the field of sheet metal fabrication (cutting, drilling, forming, welding, and painting). The materials used are steel sheets, aluminum sheets, copper, brass, stainless steel sheets, synthetic materials such as acrylic and polycarbonate etc.

The products manufactured are entirely customer orders and have an unlimited range of applications, among which the most important are:

- Support systems for photovoltaic parks (see and point 6)
- Components for professional refrigeration appliances (soft drink refrigerators, freezers, etc.)
- Electrical - electronic material (board boxes, racks, transformer components, cable trays, lightning rods)
- Armored doors for home use
- Heating (covers - boiler panels, steel boiler fittings, radiator brackets, etc.)
- Accessories for solar water heaters (boiler caps, collector bases and frames, etc.)
- Advertising constructions (illuminated signs, product advertising stands, light signs, store shelves)
- Elevator accessories
- Stainless steel constructions for the pharmaceutical industry.

3. Electronic boards of announcements, information and results

Among the manufactured products are included:

- Electronic systems (hardware - software) timing and match results (swimming - water polo - basketball - volleyball, football, athletics etc.)
- Electronic passenger information systems (arrivals - departures), boards / monitors for airports, train stations, stops, ports, etc.
- Electronic traffic management boards for highways, tunnels, bridges, tolls
- Electronic information boards for municipalities, squares, hospitals, etc.
- Electronic destination tables for vehicles, buses, trolleybuses, trams, trains

4. Composite electromechanical constructions

In the respective category are included the followings:

- Photovoltaic Park shelters
- Toll booths
- Sound attenuators for industrial applications (sound absorbing panels, silencers, mining reactive splitters etc.)
- Automatic selling machines (gas stations, ticket issuing)
- Equipment for shops
- Railway equipment (electrical and electronic)
- Building cladding both for internal and outdoor cladding with aluminum

5. Architectural cladding for buildings

6. Support bases for photovoltaic parks, stable and rotating (trackers)

III. Principles, philosophy and strategy

1. The main aim of MEVACO is to develop into a reliable, customer-centric partner, who is able to provide added value to its customer-base through specially designed solutions, which stand out for their innovation and sophisticated qualities.

The objective of the Company is the continuous and absolute satisfaction of its customers' needs, no matter how complex they are, and the conclusion of long-term cooperation relationships.

To achieve this it focuses on:

- ✓ continuous and open communication with the customer,
- ✓ monitoring the market and the emerging trends,
- ✓ Improving and continuously upgrading the products and solutions it offers, focusing on innovation and constantly investing in research and development,
- ✓ upgrading not only the units of the Company but also the production process itself by applying innovative technologies and supply of modern equipment.

2. MEVACO's mission and vision is to manufacture high quality metal products that create the maximum possible added value for its customers and at the same time increase its share in the market in which it operates.

This mission is supported by its advanced technology, continuous investment in research and development, as well as the support and commitment of its human resources.

3. MEVACO's approach however is not just customer-centric. Recognizing the maximum contribution of the human factor in the achievement of its business goals, it continuously takes care of its human resources, in order to create and ensure the best working conditions, the preservation of the health, safety and physical integrity of the employees (fact that is confirmed by the absence of accidents at work), fair remuneration, respect for human rights, recognition of diversity and the provision of equal opportunities for all workers. It invests effectively and systematically in its people, emphasizing their education and development, respects their personality and takes care of maintaining jobs, contributing to the strengthening of the domestic economy.

4. MEVACO's business strategy is inextricably linked to the principles of sustainable development and value creation for all stakeholders, employees, local community and shareholders. The Company, in compliance with national legislation and international standards, aims at a balanced economic development, carries out its activities in a way that secures the protection of the environment, adopts and implements an Environmental Management System in accordance with the principles of Standard 14001 and ensures the consolidation of the ecological sensitivity concept in all the traders with it (employees, suppliers, customers).

5. In conclusion, the vision of the Company's Management is its continuous and responsible development, the strengthening of its position in the market in which it operates, the strengthening of its export orientation and the creation of long-term value for employees, customers, shareholders and the Greek economy.

SECTION J'**Other information**

1. There are no other significant events, which took place after the end of the fiscal year 2022 (01.01.2022-31.12.2022) until the date of preparation and approval of this Report, which need special reference in this Report or have a significant impact on the Financial Statements of the Company.
2. The Company does not have shares or units of par. 1e of article 26 of law 4308/2014.
3. Regarding the foreseen development of the Company, a relevant analysis is presented in Section H of this Report.
4. The Company has a Research and Development (R&D) Department, staffed with highly trained scientific personnel, through which it constantly monitors the developments in the sector in which it operates and researches in a methodical and systematic way both the domestic and especially the international market, in order to search for new profitable collaborations and the strengthening of the products manufactured by it. Through the above Research and Development Department, the activities in the field of new product development and the further evolution of the existing ones are promoted, with the aim of their more complete adaptation to the evolving market needs and the modern requirements of the customers.

SECTION K'**Corporate Governance Statement**

This Corporate Governance Statement (hereinafter referred to as "**CGS**" or "**Statement**") is prepared in accordance with article 152 of Law 4548/2018 and is part of the Company's Annual Management Report of the Board of Directors)

CONTENTS**INTRODUCTION****1. CORPORATE GOVERNANCE****1.1 Concept****1.2 Regulatory framework for corporate governance****2. HELLENIC CORPORATE GOVERNANCE CODE****2.1 Disclosure of voluntary compliance of the Company with the Corporate Governance Code****2.2 Deviations from the Corporate Governance Code and their justification. Special provisions of the Code that the Company does not apply and explanation of the reasons for non-application****2.3 Corporate governance practices applied by the Company in addition to the provisions of the law****PART A' - BOARD OF DIRECTORS****I. Role and responsibilities of the Board of Directors****II. Size and composition of the Board of Directors****III. Functioning of the Board of Directors****IV. Information on the existing Board of Directors****PART B' - COMMITTEES****I. Audit Committee****II. Nomination and Remuneration Committee****PART C' – GENERAL MEETING OF SHAREHOLDERS**

PART D' - INTERNAL CONTROL AND RISK MANAGEMENT SYSTEM**I. Internal control****II. Risk management****PART E' - ADDITIONAL INFORMATION****PART F' - SPECIAL STATEMENTS****PART G' - SUSTAINABLE DEVELOPMENT POLICY****INTRODUCTION****1. CORPORATE GOVERNANCE****1.1 Concept**

According to the Corporate Governance Principles of the Organization for Economic Cooperation and Development (OECD), corporate governance means the system of relationships established among the Company's Management, shareholders, employees and any other interested party. Corporate governance aims to create growth and viability of strong, healthy and competitive businesses.

As a set of principles, corporate governance is in fact a matter of self-regulation, i.e. it is not limited to the application of mandatory, by-laws, regulations and legislations, but it is based on the voluntary acceptance and application of rules which are being understood as specific practices.

Based on these rules, the management of a company or business is being exercised, monitored, organized and controlled, the corporate functions are performed, the relations with the shareholders and the external parties (shareholders, suppliers, customers, public administration, etc.) that are interconnected with the Company are formulated. Also by this manner, a company achieves the various objectives that have been set, along with the identification or management of real or potential risks.

The promotion of the principles of corporate governance aims to increase the credibility of the Greek capital market to international and domestic investors, to enhance transparency, improve the competitiveness of Greek companies and strengthen their internal operating structures. In addition, a framework of proper and adequate corporate governance practices can solidify trust in the business environment and bring together, in an effective and beneficial way, the interests of businesses, citizens as well as of the society.

1.2 Regulatory framework for corporate governance

In our country, the corporate governance framework for societate anonime companies, whose securities are listed on a regulated market, consists on the one hand of the adoption of mandatory law, and on the other hand of the application of corporate governance principles, as well as of the adoption of best practices and self-regulation.

Specifically, this framework includes among others:

(a) The provisions of Law 4706/2020 (Government Gazette A' 136/17.07.2020) by which the legislative framework for corporate governance is substantially reformed and updated, taking into account the changes in the legislative and regulatory framework governing the action of listed companies at the European Union level, during the intermediate period since the introduction of Law 3016/2002 (original legislation on corporate governance) until today, as well as current trends in the field of corporate governance.

In particular, the new regulations seek to substantially upgrade the required organizational structures and corporate governance procedures of *societe anonyme* companies, so that they, on the one hand, meet the increased demands of the modern capital market, and on the other hand, not to affect the functional and decisive autonomy of the business entity. The aim of the new legislation is to consolidate fine and effective governance practices and consequently to strengthen the confidence of shareholders or their prospective shareholders towards the organization and operation of the business entity.

(b) the decisions, circulars and recommendations of the Hellenic Capital Market Commission issued under the authority of the above law;

(c) certain provisions of Law 4548/2018, and

(d) the principles, best practices and recommendations of self-regulation, incorporated into the new Greek Code of Corporate Governance (GCCC), which was drafted by the Hellenic Corporate Governance Council (HCGC) in June 2021 and replaced the Code in force since October 2013.

2. GREEK CODE OF CORPORATE GOVERNANCE

2.1 Notification of voluntary compliance of the Company with the new Corporate Governance Code

The Company, in full compliance and harmonization with the provisions of article 17, paragraph 1 of Law 4706/2020, proceeded pursuant to the relevant decision of its Board of Directors dated 09.07.2021 to adopt and implement the new Greek Code of Corporate Governance (available at <https://www.esed.org.gr>), to which (Code) the Company states that it is subject to the following detailed deviations and exceptions.

2.2 Deviations from the Corporate Governance Code and their justification.

Special Practices of the Code not applied by the Company and explanation of the reasons for non-application

The key objective of the current Greek Corporate Governance Code (hereinafter referred to as "**Code**" or "**CGC**") is the creation of an accessible and comprehensible reference guide, which sets in a codified way and in a single text, high (i.e. higher than mandatory) corporate governance standards and practices.

In particular, the Code does not address issues that constitute mandatory legal provisions (laws and regulations); on the contrary, it establishes principles beyond the mandatory framework of corporate governance legislation and addresses those issues which are either: a) non-regulated, b) are regulated, but the current framework allows selection or derogation, or (c) are regulated to their minimum content.

In these cases, the Code either complements the mandatory provisions, or introduces stricter principles, drawing on experience from European and international best corporate governance practices, always guided by the characteristics of the Greek business environment as well as the domestic stock market.

The Code is being implemented according to the "**Comply or Explain**" Principle. This principle requires companies that apply the Code to either comply with all of its provisions, or to justify the reasons for their non-compliance with its specific practices. The explanation of the reasons for non-compliance should not be limited to a simple reference to the practice with which the company does not comply, but should be justified in a specific, definite, comprehensible, substantive and convincing manner.

The Company first confirms with this Statement that it faithfully and strictly applies the current provisions of Greek legislation regarding corporate governance, as they are in force today (Law 4706/2020, Law 4548/2018 and Law 4449/2017).

However, in relation to the specific practices and principles established by the Code, there are some deviations (including the case of non-application). In reference to these deviations, there is a relevant following analysis and explanation of the reasons that justify the respective deviations.

In particular, the existing deviations in relation to the specific practices and principles established by the Code are the following (for the sake of completeness, accuracy and transparency, some discrepancies that existed until the end of fiscal year 2022 are highlighted, but have now been removed):

- **The Board of Directors had not adopted Rules of Procedure, which would at least describe the manner by which the Board meets, makes decisions follows relevant procedures.**

In order to remove this deviation, the Company proceeded to draw up the Operating Regulation of the Board of Directors, which was approved by virtue of the relevant decision of the above corporate body from 12.01.2023 and consequently the relevant deviation no longer occurs.

- **The Chairman is not elected by the independent non-executive members. The Chairman is elected by the executive members; no independent non-executive member is appointed either as Vice Chairman or as a Senior Independent Director.**

This discrepancy is justified by the desire of the Company's Management not to further burden the independent non-executive members of the Board of Directors with additional duties and responsibilities, due to the important role they are called to play in the special Committees in which they participate (such as Audit Committee and Nomination & Remuneration Committee). The appointment of an independent non-executive member as Vice-Chairman would make it necessary for this individual to provide daily and substantial assistance to the Chairman of the Board, especially during the process of organization and operation of the Board, which may be a deterrent factor when it comes to the need and the obligation for the independent non-executive member to devote sufficient and necessary time in the performance of other duties. It is noted, the compliance of the Company with the provision of article 8, paragraph 2 of Law 4706/2020, since the Vice Chairman of the Board of Directors is a non-executive member.

- **The Company did not have in place a succession plan of the CEO.**

The Company, in the context of adopting the best corporate governance practices, proceeded to the preparation and adoption of a Succession Policy and Procedure for the Board of Directors and its CEO, which was approved by virtue of the Board of Directors' decision of 12.01.2023 and therefore the above deviation has now ceased to occur.

- **The contracts of the executive members of the Board of Directors do not provide that the Board of Directors may demand the return of all or part of the bonus awarded, due to breach of contract terms or inaccurate financial statements of previous years or generally based on incorrect financial data used for calculation and determination of this bonus.**

This discrepancy is justified by the fact that non-payment of variable remuneration (bonus) to the executive members of the Board of Directors, i.e. remuneration which is related to the achievement of performance goals of both the executive members of the Management and the Company itself. In any case, the Financial Administration of the Company takes all the necessary measures, in order for any bonus rights to mature and to be granted only after the audit and final approval of the annual financial statements. By this manner the Company is able to avoid any cases of bonus payment based on incorrect or inaccurate financial statements.

However, and for the purpose of compliance with the above requirement of the HCCG, the Company's Management is considering the possibility of introducing into the existing contracts of the executive members of the Board of Directors a relevant additional provision regarding the right of the Board of Directors to

demand the return of all or part of any bonus which has been awarded due to breach of contractual terms or inaccurate financial statements or incorrect financial data.

- **The Board of Directors, under the guidance of the Nomination Committee, does not evaluate on an annual basis the performance of the Chief Executive Officer.**

This discrepancy is justified by the existence of the Nomination & Remuneration Committee, which is a more specific Committee of the Board of Directors. The main tasks and responsibilities of this Committee include evaluating, inter alia, the performance of the existing Board of Directors and the compliance of its members with more specific criteria of individual and collective suitability in accordance with the Suitability Policy which has been established and applied by the Company. Taking into consideration that the Chief Executive Officer (CEO) of the Company -traditionally and according to established practice- comes from the members of the Board of Directors, it becomes obvious that the proper fulfillment of the CEO's duties and responsibilities, the implementation of the corporate strategy and the execution of the decisions of the Board of Directors and therefore the evaluation of the CEO's performance and effectiveness, in order to ensure the business continuity of the Company and its viability, are constantly monitored and evaluated. The performance of each of the members of the Board of Directors, and even more so of the Chief Executive Officer, does not escape the attention of the Nomination & Remuneration Committee, which ensures methodically, systematically and uninterruptedly the staffing of the Board of Directors with the most capable and efficient (fit and proper) members.

- **The Board of Directors does not include in the Corporate Governance Statement a brief description of the process of individual and collective evaluation of the Board and its Committees, as well as a summary of any findings and corrective actions.**

This discrepancy is also a consequence of the above-mentioned deviation regarding the non-existence of an explicitly established procedure for evaluating the performance and effectiveness of the Board of Directors and its Committees.

It is self-evident that after the preparation of the relevant policy, a description of the process and a brief report of any findings as well as of the necessary and required corrective actions will take place in the Corporate Governance Statement.

- **The Board of Directors does not describe in the Annual Report how the interests of key stakeholders have been taken into account in its discussions and decision-making.**

This discrepancy is due to the recent enactment and implementation of the new Corporate Governance Code, while the Company's Management is considering the possibility of assigning to an external consultant the mandate for the preparation of a relevant Report. The Report on the one hand will identify the important stakeholders for the Company and describe their interests, and on the other hand, will analyze the way in which their interests were taken into account during the decision-making process by the Board of Directors.

- **Publications on the Company's management and performance in sustainable development (ESG) issues are not available to shareholders and stakeholders.**

This discrepancy is also due to the short period of application of the new Corporate Governance Code and the examination by the Management of the Company of the possible assignment, as mentioned in the immediately preceding deviation, to an external consultant of the mandate for preparation of a relevant Report, which will depict with accuracy, objectivity and impartiality the Company's performance in matters of environment, society and corporate governance (Environment, Social, Governance) and will reflect the Company's ability to create value and formulate effective strategies with a long-term horizon. Furthermore through the online

publication of this Report, the relevant information will be immediately made available to all stakeholders, shareholders and the investor community in general.

The above, mentioned individually, deviations from the special practices established by the new Corporate Governance Code cannot be considered as subject to any strict time limit requirements, taking into account the

fact that the respective Code came into force on 17.07.2021, i.e. on the date of entry into force of articles 1 to 24 of Law 4706/2020.

The Company examines with due care and diligence and with the help and assistance of its advisers the above existing deviations from the special practices established by Corporate Governance Code and investigates the gradual and smooth compliance with the relevant provisions to the extent that compliance does not conflict with the principles, culture, organization and the values of the Company as well as the need to ensure the effective operation and promotion of the Company's long-term success.

2.3 Corporate governance practices applied by the Company in addition to the provisions of the law

The Company faithfully applies the provisions of the current legislative framework regarding corporate governance, while at the present time, given the size of the Company on the one hand and the non-existence of affiliated companies on the other, there are no applicable practices in addition to the provisions of the law, as the main purpose and priority of the Company's Management at the present time is the complete and substantial assimilation and implementation of the provisions introduced with the newly created regulatory framework (Law 4706/2020 and related decisions of the Capital Market Commission).

PART A' - BOARD OF DIRECTORS

I. Role and responsibilities of the Board of Directors, obligations of its members

1.1 The Company is governed by the Board of Directors, which is responsible for deciding on any action concerning the management of the Company, the management of its assets, its judicial and extrajudicial representation and the general pursuit of its business objective.

1.2 The Board of Directors of the Company is responsible for:

- the pursuit of maximizing the long-term value of the Company,
- defending the corporate interest and the interests of shareholders,
- ensuring the compliance of the Company with the current regulatory and legislative framework,
- the fulfillment of transparency and corporate values across all operations and activities of the Company,
- monitoring and resolving any cases of conflict of interest between the members of the Board of Directors, executives and shareholders with the interests of the Company.

1.3 The Board of Directors has the power, in general, to delegate the management and representation powers of the Company, except those that require collective action, to one or more persons, members or not, determining at the same time the scope of this delegation. In any case, the responsibilities of the Board of Directors are subject to articles 19 and 99-100 of Law 4548/2018, as in force.

1.4 Obligations of the members of the Board of Directors

1.4.1 General

The members of the Board of Directors must, along the period of exercise of their duties and responsibilities, observe the law, the Articles of Association and the legal decisions of the General Meeting. They have to make every possible effort to carry out their duties, to manage corporate affairs in order to promote corporate interests, to supervise the execution of the decisions of the Board of Directors and the General Meeting of Shareholders and to inform the other members about the various corporate affairs. The diligence is judged on

the basis of the status of each member and the duties assigned to this member by law, the Articles of Association or by decision of the competent corporate bodies.

1.4.2 Obligation of faith - Conflicts of interest

The members of the Board of Directors have an obligation of commitment and faith towards the Company. They are obliged in particular:

- (a)** Not to pursue own interests that are not aligned with the interests of the Company.
- (b)** To disclose in a timely and adequate manner to the other members of the Board of Directors their own interests, which may arise from transactions with the Company, which fall within their duties, as well as any conflict of their interests with those of the Company or related to any affiliated companies within the meaning of article 32 of Law 4308/2014, which arises during the exercise of their duties. They must also reveal any conflict between the interests of the Company and the interests of the persons of paragraph 2 of article 99 of Law 4548/2018, if they are related to these persons. A sufficient disclosure is one that includes a description of both the transaction and the corresponding interests.
- (c)** To maintain strict confidentiality about the Company's corporate affairs and secrets, which became known to them due to their capacity as members of the Board of Directors.
- (d)** The member of the Board of Directors is not entitled to vote on issues in which there is a conflict of interest with the Company itself or between the Company and persons with whom this member is associated via a relationship subject to paragraph 2 of article 99 of Law 4548/2018. In these cases the decisions are taken by the other members of the Board of Directors, and in case the impossibility of voting concerns so many members, resulting into the rest members not forming a quorum, then the other members of the Board of Directors, regardless of their number, must proceed to convening a General Meeting of Shareholders with the sole purpose of taking this decision.

The Company has adopted a series of policies, measures and procedures that must be followed by the members of the Board of Directors in order to prevent and manage cases of conflict of interests.

In particular, the members of the Board of Directors must:

- (a)** notify the Chairman without delay of any conflict of interest or potential conflict of interest that may arise during their term of office;
- (b)** the same or affiliated natural or legal persons declare their intention to carry out a transaction related to the Company or its main customer or supplier;
- (c)** to disclose any participation in Boards of Directors or corporate bodies of legal entities of any kind in the public or private sector, any relationship and / or activity that may be in conflict with the interests of the Company;
- (d)** the candidate members of the Board of Directors are obliged to disclose the relevant information before their election to the corporate body about whether they have assumed duties of any form of professional commitment to other companies, but also to non-profit entities.

The notification or disclosure must include an accurate, sufficient and detailed description of the situation leading to the conflict of interest, information on whether the conflict is direct or indirect, and identification of any related parties. The description of such a case should contain as much detail as possible on the subject and the basic terms of the transaction, including, where possible, the price or an economic approach to it.

The Board of Directors, immediately after being informed by its Chairman about the existence of any (direct or indirect) conflict of interest, informs accordingly the member who is involved in the particular case about his/her obligation to abstain from the meetings of the Board of Directors and from the consequent decision-making process concerning the transaction in question, and the relevant decision is taken by the other members of the Board.

In case the conflict of interest and the inability to vote concerns a significant number of members of the Board, so that the rest do not form an adequate quorum, the other members of the Board of Directors, regardless of their number, must convene a General Meeting of Shareholders with the sole purpose of taking this particular decision.

1.4.3 Prohibition of competition

It is prohibited for the members of the Board of Directors who participate by any manner in the management of the Company, as well as for its directors, to perform, without the permission of the General Meeting of Shareholders or without being in line with a relevant provision of the Articles of Association, on their own account or on behalf of third parties, actions related to the purposes of the Company, as well as to participate as general partners or as sole shareholders or partners in companies that pursue similar purposes.

In case of culpable violation of the prohibition of the previous paragraph, the Company is entitled to claim compensation. However, instead of compensation, it may require that for transactions performed on behalf of the member of the BoD or the manager, these transactions be performed on behalf of the Company, and that for transactions performed on behalf of a third party, the Company receives the fee for the intermediation or collects the relevant claim.

These claims expire after one (1) year from the time when the above transactions were announced at a meeting of the Board of Directors or notified to the Company. The lapse of the case, however, occurs five (5) years after the entry into force of the particular prohibited action.

II. Size and Composition of the Board of Directors

2.1 Composition of the Board of Directors

2.1.1 According to article 20, paragraph 1 of the current Articles of Association of the Company, the Board of Directors consists of five (5) up to eleven (11) members, who are elected by the General Meeting of Shareholders with an absolute majority of votes represented in Meeting.

2.1.2 The members of the Board of Directors may be shareholders of the Company or not. A member of the Board of Directors can be also a legal entity. In this case, the legal entity is obliged to appoint a natural person to exercise the powers of the legal entity as member of the Board of Directors. The natural person is fully co-responsible with the legal entity for the corporate administration.

2.1.3 The members of the Board of Directors are always re-elected and freely revoked by the General Meeting of Shareholders, regardless of the expiration date of their term.

2.1.4 The General Meeting of Shareholders may also elect alternate members, equal to the regular members. Alternate members may be used only to replace members of the Board of Directors who have resigned, passed away or lost their status in any other manner.

2.2 Term of the Board of Directors

The term of office of the members of the Board of Directors is five years, extended until the expiration of the deadline within which the next Ordinary General Meeting of Shareholders must convene and until the relevant decision is taken, but in no case may it exceed six years.

2.3 Participation in the meetings of the Board of Directors

2.3.1 Each BoD member must participate continuously in the meetings of the Board of Directors and dedicate the time required for the effective and efficient fulfillment of his/her duties.

2.3.2 In the event of an unexcused absence of an independent member in at least two (2) consecutive meetings of the Board of Directors, this member shall be deemed to have resigned. This resignation is established by a decision of the Board of Directors, which replaces the member, in accordance with the procedure of par. 4 of article 9 of Law 4706/2020.

2.4 Replacement of members of the Board of Directors

2.4.1 Without prejudice to the provisions of Law 4706/2020 on corporate governance, in the event of resignation, death or any other loss of membership or members of the Board of Directors, the latter may elect members to replace the missing members. This election is allowed if the replacement is not possible by alternate members, who may have been elected by the General Meeting of Shareholders. The election by the Board of Directors is made by decision of the remaining members, provided that there are at least three remaining members, and is valid for the remainder of the term of the replaced member.

The decision of the election is submitted to the publicity of article 13 of Law 4548/2018 and is announced by the Board of Directors at the next General Meeting of Shareholders, which can replace the elected, even if no relevant item is on the agenda.

2.4.2 In case of resignation, death or in any other way loss of membership or members of the Board of Directors, the remaining members may continue the management and representation of the Company without replacing the missing members in accordance with the previous paragraph, provided that their number exceeds half of the members, as they had before the occurrence of the above events. In any case, these members may not be less than three (3).

2.4.3 In any case, the remaining members of the Board of Directors, regardless of their number, may convene a General Shareholders Meeting with the sole purpose of electing a new Board of Directors.

2.5 Distinction between executive and non-executive members of the Board of Directors

2.5.1 The executive members of the Board of Directors are in charge of the management of issues related to the daily operation of the Company as well as for the implementation of the strategy determined by the Board of Directors. The executive members regularly consult with the non-executive members of the Board of Directors on the appropriateness of the strategy implemented.

In cases of crises or risks, as well as when the circumstances require that the measures taken are reasonably expected to significantly affect the Company, such as when decisions are to be made regarding the development of the business, and the associated risks are expected to affect the financial position of the Company, the executive members inform the Board of Directors in writing without delay, either jointly or separately, by submitting a relevant report with their views and proposals.

2.5.2 The non-executive members of the Board of Directors, including the independent non-executive members, are responsible for the promotion of the corporate goals and issues, as well as for the safeguarding of the interests of the Company and have, in particular, the following obligations:

- (a) monitor and review the Company's strategy and implementation, as well as the achievement of objectives;
- (b) ensure effective oversight of executive members, including the monitoring and control of their performance;
- (c) consider and express views on proposals submitted by executive members, on the basis of existing information;
- (d) contribute, through constructive criticism, to the development of strategy proposals for all of the Company's affairs.

2.5.3 The Board of Directors of the Company, in terms of its independent non-executive members, takes all the necessary measures to ensure compliance with the independence criteria set by the applicable regulatory

framework. With the assistance and support of the Nomination & Remuneration Committee, the Board of Directors reviews the fulfilment by independent non-executive members of the independence criteria at least on an annual basis per financial year and in any case before the publication of the annual Financial Report, which includes relevant finding and statement.

Within this framework, each independent non-executive member completes and submits annually to the Board of Directors a relevant solemn declaration statement regarding the fulfilment of independence criteria.

Following the above, the Board of Directors of the Company after a thorough examination of the independent non-executive members as they are defined by the provisions of article 9, paragraph 1 and 2 of law 4706/2020 presenting the conditions of independence, ascertains, declares and confirms expressly and unconditionally that during the closed financial year 2022 (01.01.2022-31.12.2022), as well as on the date of preparation and approval of this Financial Report, **its independent non-executive members, and in particular Messrs. Georgios Vangelas, Ioulia Karvouni and Maria Gratsia, continue to meet entirely the conditions of independence set by the current regulatory framework.**

III. Functioning of the Board of Directors

3.1 Composition of the Board of Directors into a body

The Board of Directors immediately after its election by the Shareholders' Meeting meets and is formed into a body, electing the Chairman and one, or more than one, Vice-Chairman. The Board of Directors may elect one or more Chief Executive Officers or Executive Directors from among its members only, defining at the same time their responsibilities. The Chairman of the Board of Directors presides over the meetings. The Chairman when he/she is absent or hindered is replaced in the full extent of his/her responsibilities by the Vice Chairman and when the latter is also hindered, by a Member appointed after a relevant decision of the Board of Directors.

3.2 Meetings of the Board of Directors

3.2.1 The Board of Directors meets whenever required by law, the Articles of Association or the needs of the Company, at its headquarters or in the region of another Municipality within the prefecture of the headquarters. The Board of Directors meets validly outside its headquarters in another place, either at home or abroad, provided that all its members are present or represented at this particular meeting and provided that no member objects to the convocation of the meeting and the decision-making process.

3.2.2 The Board of Directors may meet by teleconference with respect to some or all of its members. In this case, the invitation to the members of the Board of Directors includes the necessary information and technical instructions for their participation in the teleconference.

3.2.3 During the closing year 2022 (01.01.2022-31.12.2022) twenty seven **(27) meetings of the Board of Directors** took place.

The participation of the members of the Board of Directors in its meetings is presented in detail in the table below.

It is noted for the sake of completeness that the table below includes both the members of the current Board of Directors, which was elected by the Annual Ordinary General Meeting of Shareholders on 23.06.2022, as well as the members of the previous Board of Directors of the Company.

Composition of the Board of Directors	Capacity	Participation in the Meetings of the Board of Directors
Dimitrios Kostopoulos	Chairman of BoD, Executive Member	27/27
Vasiliki Kostopoulou	Vice-Chairman of BoD, Non-Executive Member	27/27
Spyridon Delendas	Chief Executive Officer, Executive Member	27/27
Antonios Roussos	Executive Member	27/27
Ioannis Broutzos ¹	Non-Executive Member	12/12
Panagiotis Troumbounis ¹	Non-Executive Member	12/12
Georgios Vangelas ¹	Independent Non-Executive Member	10/12
Ioulia Karvouni ¹	Independent Non-Executive Member	11/12
Maria Gratsia ¹	Independent Non-Executive Member	10/12
Emmanuel Broutzos ²	Non-Executive Member	15/15
Konstantinos Mitropoulos ²	Independent Non-Executive Member	11/15
Emmanuel Baritantonakis ²	Independent Non-Executive Member	11/15

¹ Beginning of term: 23.06.2022

² Expiration of term: 23.06.2022

3.3 Convening of the Board of Directors

3.3.1 The Board of Directors is convened by its Chairman or the Chairman's deputy with an invitation that is notified to its members, in which the items of the agenda must be clearly stated, otherwise decisions are allowed only if all members of the Board of Directors are present or represented and no one objects to the decision-making.

3.3.2 The convening of the Board of Directors may be asked as well by at least by two (2) of its members, with their request to the Chairman or his/her deputy in accordance with the provisions of article 91, paragraph 3 of Law 4548/2018, as in force.

3.4 Quorum - Decision making of the Board of Directors

3.4.1 The Board of Directors is in quorum and meets validly, when more than one half (1/2) of its directors is present or represented, but the number of present or represented Directors can never be less than three (3). In order to find the required quorum number, any resulting fraction is omitted.

3.4.2 Decisions of the Board of Directors are validly taken by an absolute majority of the members present or represented. In case of a tie, the vote of the Chairman of the Board of Directors shall not prevail. Each Member has one (1) vote. Each Member can validly represent only one member. Representation may not be assigned to persons who are not members of the Board of Directors. The voting in the Board of Directors is performed as an open process, unless its decision stipulates that a secret ballot will be held on a specific issue, in which case the voting is conducted with a ballot paper.

3.5 Minutes of the Board of Directors

3.5.1 The discussions and decisions of the Board of Directors are recorded briefly in a special book, which can also be kept electronically. At the request of a member of the Board of Directors, the Chairman is obliged to include in the minutes an accurate summary of this member's opinion. This book also includes a list of members present or represented at the meeting of the Board of Directors. Copies and excerpts of the minutes

of the Board of Directors are certified by the Chairman or the Vice-Chairman or by the General Manager of the Company.

3.5.2 Copies of minutes of the meetings of the Board of Directors, for which there is an obligation to register these minutes to the General Electronic Commercial Registry (GEMI) according to the article 12 of Law 4548/2018 or other provisions, are submitted to the competent Service of GEMI within twenty (20) days from the meeting of the Board of Directors.

3.5.3 The preparation and signing of minutes by all members of the Board of Directors or their representatives is equivalent to a decision of the Board of Directors, even if no previous meeting has taken place. This arrangement also applies if all members or their representatives agree to have their majority decision recorded in minutes without a meeting. The relevant minutes are signed by all members.

3.5.4 The signatures of the members or their representatives may be replaced by the exchange of messages by e-mail or other electronic means.

IV. Information on the existing Board of Directors and the Committees of the Company

4.1 In the context of the full, essential and effective compliance and adaptation of the Company to the requirements and regulations of the new Law 4706/2020 (Government Gazette A' 136/17.07.2020) on corporate governance, the Annual General Meeting of Shareholders on June 23, 2022 unanimously elected a new nine-member (9-member) Board of Directors with a five-year term, i.e. until June 23, 2022, extended until the expiration of the deadline within which the next Ordinary General Meeting of Shareholders must convene and until a relevant decision is taken, constituted by the following members:

- 1) Dimitrios Kostopoulos, of Alexios,
- 2) Vasiliki Kostopoulou, of Dimitrios,
- 3) Spyridon Delendas, of Nikolaos,
- 4) Antonios Roussos, of Antonios,
- 5) Ionannis Broutzos, of Emmanuel,
- 6) Panagiotis Troumbounis, of Konstantinos,
- 7) Georgios Vangelas, of Konstantinos,
- 8) Ioulia Karvouni of Serafeim and
- 9) Maria Gratsia of Nikolaos

4.2 Simultaneously with the same unanimous decision, the above Annual Ordinary General Meeting of Shareholders appointed Messrs.: 1) Georgios Vangelas, of Konstantinos and 2) Ioulia Karvouni, of Serafeim, and

3) Maria Gratsia of Nikolaos as independent members of the Board of Directors of the Company who fully meet the conditions and criteria of independence set by the current legislative and regulatory framework (article 9, paragraph 1 and 2 of Law 4706/2020), namely:

(a) they do not hold directly or indirectly a percentage of voting rights greater than 0.5% of the Company's share capital; and

(b) they are free from any dependent relationship with the Company or persons affiliated with the Company and do not maintain any financial, business, family or other relationship, which may affect their decisions and their independent, objective and impartial judgment.

4.3 The above-elected Board of Directors at the meeting of June 24, 2022 was constituted into a body as follows:

- 1) Dimitrios Kostopoulos, of Alexios, Chairman of BoD (Executive Member)
- 2) Vasiliki Kostopoulou, of Dimitrios, Vice-Chairman of BoD (Non-Executive Member)
- 3) Spyridon Delendas, of Nikolaos, CEO (Executive Member)
- 4) Antonios Roussos, of Antonios, Member of the BoD (Executive Member)
- 5) Ionannis Broutzos, of Emmanuel, Member of the BoD (Non-Executive Member)
- 6) Panagiotis Troumbounis, of Konstantinos, Member of the BoD (Non-Executive Member)
- 7) Georgios Vangelas, of Konstantinos, Member of the BoD (Independent, Non-Executive Member)
- 8) Ioulia Karvouni of Serafeim Member of the BoD (Independent, Non-Executive Member)
- 9) Maria Gratsia of Nikolaos Member of the BoD (Independent, Non-Executive Member)

The composition of the new Board of Directors of the Company covers in full the appropriate and effective exercise of its duties and responsibilities, reflects the size, organization and mode of operation of the Company that requires speed and flexibility, due to the strong export orientation and the extrovert strategy. The above composition also facilitates the adequate staffing of existing Committees that have been set up to strengthen the Supervisory role of the Board of Directors, and at the same time it is distinguished for the diversity of knowledge, skills, qualifications and experience, elements that can contribute decisively and substantially to the efficient promotion and achievement of the business purposes and plans of the Company.

In particular and in accordance with the above, the Board of Directors of the Company consists of:

- 5/9 (55.56%) non-executive members;
- 3/9 (33.33%) independent non-executive members;
- 3/9 (33.33%) women.

4.4 The minutes as of 23.06.2022 of the Annual Ordinary General Meeting of Shareholders regarding the election of a new Board of Directors as well as the minutes as of 24.06.2022 of the Board of Directors concerning its formation into a body and the granting of the relevant commitment and representation rights of the Company were registered in the General Electronic Commercial Registry (GEMI) on 13.07.2022 with Registration Code Numbers 2911826 and 2911827 respectively, under protocol number 2660339/13.07.2022 of the relevant announcement of the Ministry of Development and Investment (General Secretariat of Commerce, General Directorate of Market & Consumer Protection, Companies Administration, Department of Listed Companies Societe Anonymes).

4.5 As of 31 December 2022 as well as at the date of publication of this Report, the composition of the Board of Directors is as follows:

Full Name	Capacity	Date of 1 st Election and of any re- election	End of Term
Dimitrios Kostopoulos	Chairman, Executive Member	23.06.2022	23.06.2027
Vasiliki Kostopoulou	Vice-Chairman, Non-Executive Member	23.06.2022	23.06.2027
Spyridon Delendas	Chief Executive Officer, Executive Member	23.06.2022	23.06.2027
Antonios Roussos	Executive Member	23.06.2022	23.06.2027
Ioannis Broutzos	Non-Executive Member	23.06.2022	23.06.2027
Panagiotis Troumbounis	Non-Executive Member	23.06.2022	23.06.2027
Georgios Vangelas	Independent Non-Executive Member	23.06.2022	23.06.2027
Ioulia Karvouni	Independent Non-Executive Member	23.06.2022	23.06.2027
Maria Gratsia	Independent Non-Executive Member	23.06.2022	23.06.2027

4.6 With regard to the proper functioning of the Board of Directors and the day-to-day management and control of the Company's activities, there is a clear separation of responsibilities at the management level. The duties of the Chairman of the Board of Directors and those of the Chief Executive Officer are exercised by different persons, while in full compliance with the provision of paragraph 2 of article 8 of Law 4706/2020 and taking into account the fact that the Chairman of the Board of Directors is executive member, the Vice Chairman of the above corporate body comes from its non-executive members. In particular and in accordance with the provisions of the applicable Internal Rules of Operation of the Company:

4.6.1 Chairman of the Board of Directors

The Chairman of the Board of Directors of the Company, who is an executive member, coordinates the operation of the Board of Directors and convenes its meetings, determining the items on the agenda.

The duties of the Chairman of the Board of Directors include ensuring the proper organization of the BoD and the efficient conduct of its meetings, as well as the timely and correct briefing of the other members of the Board of Directors, in order to legally, fairly and equitably serve the interests of all shareholders; and of course to pursue and achieve the optimal promotion and defense of the corporate interests. In case of absence or impediment, the Chairman is replaced in terms of all of his executive duties and responsibilities by the Chief Executive Officer of the Company.

4.6.2 Chief Executive Officer (CEO)

The Chief Executive Officer of the Company exercises managerial duties and takes care of the fulfilment of the corporate objective, in accordance with the current Greek and European legislation.

The main responsibilities of the Chief Executive Officer include the following:

- the training, communication and implementation of the Company's vision, mission and business strategy;
 - the direction, guidance and evaluation of the work of the other executive members of the Board of Directors.
- During the process of guiding the members of the Board of Directors, the CEO ensures that the strategic

direction that has been chosen, can be implemented by the personnel of the Company and its available resources.

- monitoring the full operation of the Company in accordance with the direction set out in its strategic plans. The implementation of this responsibility includes the information of the Chief Executive Officer through reports and analysis prepared by the Finance Department of the Company.
- the continuous evaluation of both the external and the internal competitive landscape, the strategic expansion opportunities and the new industrial developments and standards along with the examination of potential business movements that will further enhance the value of the Company,
- the representation of the Company and its interests vis-à-vis the public authorities, the business community, the professional associations and other associations and branches, in order to ensure the protection and promotion of the interests as well as of the public image of the Company.

4.6.3 Vice Chairman of the Board of Directors

The Vice Chairman of the Board of Directors (non-executive member of the Board of Directors) provides the Chairman with the necessary assistance and support in the exercise of his/her duties (convening meetings,

drawing up an agenda, etc.) and ensures the strengthening of corporate transparency, the proper communication with the stakeholders and the adoption of the best corporate governance practices.

4.6.4 Corporate Secretary

According to the Greek Corporate Governance Code, the Corporate Secretary provides support to the Board of Directors, while the Secretary is appointed and revoked by the Board. The Corporate Secretary supports the Chairman and other members of the Board of Directors to comply with internal procedures and policies, the relevant laws and regulations and to operate effectively and efficiently. The corporate secretary is responsible, in consultation with the Chairman, for ensuring the immediate, clear and complete information of the Board of Directors, the inclusion of new members, the organization of General Meetings, the facilitation of communication between shareholders and the Board of Directors and the facilitation of communication of the Board of Directors with the senior managers.

4.7 Curriculum vitae of members of the Board of Directors and senior management

4.7.1 The concise biographies of the Members of the Board of Directors are as follows:

1) Dimitrios Kostopoulos of Alexios

Chairman of the Board of Directors (Executive Member)

Mr. Dimitrios Kostopoulos is the Chairman of the Board of Directors. He was born in Diakopto, Achaia, in 1935. He is a Mechanical Engineer and the founder of the Company. Prior to the establishment of the company, he was a high-ranking technical executive in the company for the production of LPG cylinders BIOFAL.

2) Vasiliki Kostopoulou of Dimitrios

Vice-Chairman of the Board of Directors (Non-Executive Member)

Mrs. Vasiliki Kostopoulou is Vice-Chairman and Non-Executive Member of the Board of Directors. She was born in Athens in 1965 and she is a graduate of the Department of Business Administration and Management of the Athens University of Economics and Business [School of Economics and Business (ASOEE)]. She has excellent knowledge of using computers in Windows and Mac environment and speaks English, Italian and Spanish. As a result of her long-term employment in the Financial Services Division, she has knowledge in matters related to the preparation of financial statements, the general financial information procedures as well as proper compliance with the applicable regulatory framework.

3) Spyridon Delendas of Nikolaos**Chief Executive Officer (Executive Member)**

Mr. Spyridon Delendas is the Chief Executive Officer of the Company and Executive Member of the Board of Directors. He was born in Athens in 1944 and has a degree in Mechanical - Electrical Engineering from the National Technical University of Athens and is a member of Technical Chamber of Greece. He has been employed in various managerial positions in large greek corporations. Since 1993 he has been the Chief Executive Officer of the Company.

4) Antonios Roussos of Antonios**Member of the Board of Directors (Executive Member)**

Mr. Antonios Roussos has been an Executive Member of the Company's Board of Directors since 1995. He was born in Ermoupolis, Syros in 1963 and he is a graduate of the Department of Business Administration and Management of the Athens University of Economics and Business [Higher School of Economics and Business (ASOEE)]. He attended with absolute success and performance the long-term training program of executives of

companies and organizations "Forotechniko/St" of the Hellenic Productivity Center (EL.KE.PA.) He is a member of the Economic Chamber and holds the license to practice Accounting - Tax Officer A' Class. He has been working in the financial and accounting-tax sector since 1988 while since 1994 he has been the Director of Financial Services of the Company.

5) Ioannis Broutzos of Emmanuel**Member of the Board of Directors (Non-Executive Member)**

Mr. Ioannis Brutzos is a Non-Executive Member of the Company's Board of Directors. He was born in Athens in 1981 and is a graduate of the Industrial Product Design Department of the Athenian Artistic and Technological Group (AKTO). It is noted that AKTO is one of the largest private educational institutions in the field of Applied Fine Arts and Design in Greece. He is the Company's Sales Director. He possesses knowledge of programming CNC LASER machines. He speaks English fluently and he has an excellent command of the Italian language.

6) Panagiotis Troumbounis of Konstantinos**Member of the Board of Directors (Non-Executive Member)**

Mr. Panagiotis Troumbounis is a Non-Executive Member of the Company's Board of Directors. He was born in Mytilini, Lesbos in the year 1957 and is a permanent resident of Athens. He is a graduate Architect and Engineer and co-founder - co-owner of the advertising company PANRAL Ltd since 1990.

7) Georgios Vangelas of Konstantinos**Member of the Board of Directors (Independent, Non-Executive Member)**

Mr. Georgios Vangelas is an Independent Non-Executive Member of the Company's Board of Directors. He is an Associate Professor at the School of Management Sciences of the University of the Aegean. He has also taught at the University of West Attica and ALBA Graduate Business School. He has been a management consultant of a listed company and a member of an Independent Authority. He has also worked as an economist business consultant having prepared numerous studies on the sustainability of investments, the formation of business strategy, industry analyses, market studies, etc. He holds a PhD from the School of Management Sciences of the University of the Aegean.

8) Ioulia Karvouni of Serafeim**Member of the Board of Directors (Independent, Non-Executive Member)**

Ms. Iulia Karvouni is an Independent Non-Executive Member of the Company's Board of Directors. She is a graduate of the Department of Business Administration of the Athens University of Economics and Business. She has worked in various companies as a Financial Reporting and budget manager as well as a Service Certification manager. She has excellent knowledge of the use of computers and speaks English (fluent level) and German (medium level). She is an executive of the certification body COSMOCERT S.A., a member of the Hellenic Association of Accredited Inspection Bodies and the Chamber of Commerce.

9) Maria Gratsia of Nikolaos**Member of the Board of Directors (Independent, Non-Executive Member)**

Ms. Maria Gratsia is an Independent Non-Executive Member of the Company's Board of Directors. She is a graduate of the Department of Economics of the Athens University of Economics and Business (ASOEE) and holds a master's degree from the London School of Economics (MSc in Urban and Regional Planning). She has many years of work experience as a consultant in companies and organizations of the private and wider public sector, with an emphasis on administration, coordination and management of projects and programs co-financed by the European Union.

4.7.2 The brief biographies of the senior executives of the Company can be found on the Company's website at <http://www.mevaco.gr>.

4.8 Professional commitments of the members of the Board of Directors

According to the statements of the members of the Board of Directors, the following other professional commitments have been notified to the Company, including significant non-executive commitments to companies and non-profit organizations:

Member of Board of Directors	Professional Commitment
Dimitrios Kostopoulos	• Member of the Board of Directors of the "INDUSTRIAL PARK (VIPA) ASPROPYRGOS SOUTH SECTION SOCIETE ANONYME"
Vasiliki Kostopoulou	-
Spyridon Delendas	-
Antonios Roussos	• Independent Non-Executive Member of the Board of Directors of "PROFILE COMMERCIAL AND INDUSTRIAL COMPANY OF INFORMATION TECHNOLOGY SOCIETE ANONYME". • Member of the Audit Committee of "PROFILE COMMERCIAL AND INDUSTRIAL COMPANY OF INFORMATION TECHNOLOGY SOCIETE ANONYME"
Ioannis Broutzos	-
Panagiotis Troumbounis	Managing partner in the company PANRAL Ltd and limited partner in the companies TAMIOLAKIS & SIA EE, URBAN EE

	and NOVA GEA EE
Georgios Vangelas	University Professor - University of the Aegean
Ioulia Karvouni	-
Maria Gratsia	-

It is noted that none of the members of the Board of Directors of the Company participates in the Boards of Directors of more than five (5) listed companies.

4.9 Suitability Policy of the Board of Directors

4.9.1 As the Board of Directors is the highest governing body of the Company, which is responsible for formulating the strategy, orientation and business plan of the Company, safeguarding the general corporate interest and enhancing long-term economic value, it is absolutely necessary that its composition reflects the knowledge, skills and experience required to exercise its responsibilities and duties in accordance with the business model and strategy of the Company, its size, structure, activities and operating environment, the complexity of its functions and its special institutional role and character.

4.9.2 The Annual Ordinary General Meeting of Shareholders of June 29, 2021 approved the Suitability Policy drawn up by the Management, which aims to ensure quality and proper staffing, proper operation and effective fulfilment of the role of the Board of Directors, as a collective body of the Company, for the purpose of promoting the corporate purpose and safeguarding the corporate interest.

The Suitability Policy is clearly defined and includes both the principles governing the selection, replacement and / or renewal of the members of the Board of Directors, and the criteria for assessing their suitability / eligibility, including the criteria which satisfactorily ensure the diversity of the composition of the Board of Directors, in accordance with applicable law. At the same time, all the above are harmonized with the operational organization of the Company and in particular the highly extroverted nature of both the Company in broader terms, taking into account that business activities extend in the international markets, apart from the European ones, in which the Company has achieved a significant degree of penetration and has created a competitive position.

4.9.3 In accordance with the approved and currently effective Suitability Policy, both in the election of new members of the Board of Directors, and in case of replacement or renewal of the term of existing members, the Nomination & Remuneration Committee takes into consideration the criteria related to the individual and collective suitability policy, always in the light of the corporate values, strategy and the overall business model adopted and implemented by the Company.

I. Criteria of individual suitability

In particular, individual suitability is assessed on the basis of the following criteria:

(a) Adequacy of knowledge and skills

The members of the Board of Directors, in order to be able to perform their duties, must have on the one hand a satisfactory background of academic education and training, and on the other hand previous relevant professional experience. More specifically, the following are taken into account:

- ✓ the individual responsibilities and duties entailed as a member of the Board of Directors,
- ✓ the skills necessary for the proper fulfilment of duties,
- ✓ the acquired knowledge at academic and theoretical level in general,
- ✓ skills related to membership,
- ✓ adequate knowledge and understanding of the corporate activities and the business model adopted and implemented by the Company,
- ✓ previous professional experience, which especially for the executive members of the Board of Directors comes either from holding a position of responsibility, or from conducting a business activity for a sufficient period of time,
- ✓ adequate knowledge and understanding of the legal and regulatory framework as well as the Corporate Governance Code applied by the Company.

(b) Guarantees of ethics and reputation

The members of the Board of Directors must possess proven reputation and ethics which is determined in particular by their honesty and integrity.

More specifically, the following are taken into account:

- ✓ the non-existence of objective and proven reasons which indicate a lack of honesty and good reputation such as, for example, a final administrative and judicial decisions, especially for offenses related to the status of a member of the Board of Directors, non-compliance with the law or commission of financial crimes in general.

- ✓ the relevance of any offenses to the role of the member of the Board of Directors,
- ✓ the degree of seriousness of the offense,
- ✓ the general circumstances of the offense including any mitigating factors and the role of the person involved,
- ✓ the sentence imposed and any remedial measures,
- ✓ the time elapsed since the commission of the offense,
- ✓ the existence of a decision by any competent authority to exclude the member from the exercise of duties as member of the Board of Directors,
- ✓ the behavior of the person after the commission of the offense.

(c) Conflict of interest

The members of the Board of Directors follow and implement the Conflict of Interest Policy established by the Company in accordance with the specific provisions of the Rules of Procedure.

Therefore, in order for a person to acquire or retain the status of a member of the Board of Directors, this member must meet the criteria and conditions of the above Policy.

(d) Independent Judgment

The members of the Board of Directors must act with an independent judgment, which is not only ensured by the absence of conflict of interest and the fulfilment of the conditions of independence in accordance with current legislation, but it also requires the members' active participation in the meetings of the Board and the performance of objective judgments. More specifically, the following must be ensured:

- ✓ the release from conditions that prevent the member of the Board of Directors from exercising his/her duties in a non-discriminatory manner,
- ✓ the absence of any kind of compromise during the exercise of the duties by the members of the Board of Directors,

- ✓ the ability to express a personal opinion and to avoid adoption without judgment of positions that may be expressed by other members (group thinking),
- ✓ the use of behavioral skills for the purpose of effective evaluation and of having critical approach towards the proposals and views of the other members of the Board of Directors.

(e) Allocation of sufficient time

The members of the Board of Directors must have the necessary time for the fulfilment and effective exercise of the duties related to this capacity. More specifically, for the determination of the required time, the following are taken into account:

- ✓ the capacity and the assigned responsibilities and duties of the member of the Board of Directors,
- ✓ the member's participation in individual committees of the Board of Directors,
- ✓ holding a position in the Boards of Directors of other entities,
- ✓ other professional commitments and obligations,
- ✓ the age,
- ✓ the special personal commitments and conditions of the member.

The Company provides the candidate members of the Board of Directors with information regarding the time required for the efficient and effective execution of their duties, which are related to the meetings of the Board of Directors and the meetings of the individual committees, if applicable.

II. Criteria of collective suitability

The Board of Directors in the context of its operation as a collective body must be able to:

- (a)** make appropriate decisions taking into account factors such as the business planning and strategy, market conditions affecting the business that is being conducted and also the risks assumed by the Company, and
- (b)** accurately follow the decisions of the top management of the Company, exercising the required criticism in a constructive manner in order to promote the corporate interest.

In the context of the above dual mission and operation, the Board of Directors must consist of the sufficient and appropriate number of members who have the proper knowledge and experience in all areas related to collective responsibility, in order for the Company's leadership team to exercise effective management and supervision of corporate operations.

Areas of collective responsibility include the following:

- ✓ the business activity according to the Company's objective,
- ✓ the main risks encountered by the Company and in particular the ability to recognize and effectively manage such risks,
- ✓ strategic planning,
- ✓ the applicable financial information and reporting framework,
- ✓ understanding of corporate governance issues and practices,
- ✓ the compliance with the legislative and in general with the regulatory framework which governs the operation of the Company as a whole.

III. Diversity criteria

The Suitability Policy, which has been adopted and implemented by the Company in the context of promoting an effective corporate governance model, promotes certain diversity criteria during the selection process of the members of the Board of Directors, so that the corporate body consists of a multi-member team based on a sufficient degree of differentiation.

The adoption of diversity criteria and the evaluation of the specific qualifications and experiences of each member is in particular related to the promotion of different views within the corporate body in order for the

latter to function more effectively along the decision-making process. In particular, the basic criteria of diversity are as follows:

- ✓ the minimum percentage (25% of the total members) in terms of representation by gender,
- ✓ the prohibition of exclusion of a candidate or active member of the Board of Directors due to different gender, race, color, ethnic or social origin, religion or belief, capacity, birth, disability, age or sexual orientation.

The members of the current Board of Directors cover a wide range in terms of age (i.e. between 42 and 88 years), combine strong dynamics and experience, are distinguished for their ethics, reputation, reliability and integrity of character, have worked in high positions and have worked as senior executives in important companies and organizations. As a result they have especially rich experience in the business field and are able to actively and substantially contribute to the development of the Company in all geographical areas of its activity.

The current composition of the Board of Directors increases the pool of skills, experience and vision that the Company has, at the level of senior executives, thus contributing to the further enhancement of its productivity, competitiveness and innovation.

4.9.4 It is noted that the full text of the Suitability Policy of the members of the Board of Directors is available on the Company's website <https://www.mevaco.gr>.

4.10 Remuneration of Members of the Board of Directors

4.10.1 An essential condition for the long-term development and for the purpose of ensuring the stable presence of the Company in the marketplace, in which they activate, has to do with the harmonization and alignment of the fees of the members of Board of Directors with profitability, capital adequacy, competitiveness and the sustainable development of the Company.

In this context, the Company has established, maintains and applies basic principles and rules regarding the remuneration of the members of the Board of Directors (hereinafter "Remuneration Policy") that contribute to maintaining the Company's competitiveness and avoiding excessive risks due to excessive remuneration, which would not be in line with the prevailing economic conditions and the wider financial environment.

The purpose of the Remuneration Policy is the following:

- (a) the harmonization and compliance of the Company with the existing legislative and regulatory framework in general;
- (b) the determination of the specific framework and the basic principles followed by the Company during the process of setting the levels of fees, compensations and other benefits paid to the members of the Board of Directors;
- (c) ensuring that the remuneration is commensurate with the duties, the level of employment, the responsibilities and the performance of the persons to whom it applies;
- (d) to avoid exposing the Company to excessive risks, due to the payment of very high fees, which are not in line with the prevailing financial conditions and the wider financial environment in which the Company operates. The aim of the Remuneration Policy is to keep pace with market practices, but also to serve the strategic vision of the Company, the shareholders and of all the stakeholders in broader terms.

4.10.2 In particular, the Remuneration Policy:

- (a) promotes the business strategy, goals, values and interests of the Company;
- (b) enhances the internal transparency, serves sound and effective risk management policies, and also prevents conflicts of interest;
- (c) contributes to ensuring the capital adequacy, liquidity and viability of the Company;
- (d) aligns the objectives of the Company with the objectives of the parties concerned; and

(e) provides incentives for attracting and retaining members of the Board of Directors with high theoretical training, long-term professional experience, valuable skills and effectiveness in the performance of their duties.

4.10.3 The current Remuneration Policy of the Company was approved, in accordance with the provisions of article 110 of Law 4548/2018, by the Annual Ordinary General Meeting of Shareholders of August 4, 2020, was registered in the General Electronic Commercial Registry (GEMI) on 28.08.2020 and **the validity of its duration has been set at four (4) years**, unless the General Meeting within this period decides to amend it accordingly.

The Remuneration Policy applies to all members of the Board of Directors (executive and non-executive, with the necessary variations), including the Chief Executive Officer (one or more, if any) and the Deputy CEO if applicable. The Remuneration Policy does not apply to senior executives of the Company (e.g. General Manager or Deputy CEO).

The full text of the Remuneration Policy of the members of the Board of Directors and the other persons that fall within its scope is available on the Company's website <https://www.mevaco.gr>.

4.10.4 In accordance with the specific provisions of the current Remuneration Policy of the Company, the executive members of the Board of Directors of the Company receive:

- (a) fixed salaries; and
- (b) variable remuneration.

4.10.4.1 The fixed salaries of the executive members of the Board of Directors include the following:

- (a) the remuneration paid to the members of the Board of Directors as a result of a contract of employment (fixed-term or indefinite term) or a service contract or a paid contract (annual fixed salary);
- (b) compensation for participation in the meetings of the Board of Directors;
- (c) benefits in kind (indicative use of corporate vehicle / mobile phone / laptop / corporate credit or debit card / fuel card, provision of private health and / or life insurance, expenses for entertainment, travel, accommodation and food expenses in order to facilitate the fulfilment of duties of the members of Board of Directors.

Fixed salaries are paid through the Personnel Department (Payroll Department) of the Company.

The Company has not currently established and therefore does not apply to the executive members of the Board of Directors:

- (a) pension benefit plans, other than the coverage of statutory social security contributions;
- (b) early retirement or supplementary pension schemes;
- (c) stock option plans; and
- (d) other incentive plans.

4.10.4.2 Variable remuneration is considered the remuneration which is related to the achievement of the objectives of both the Executive Member of the Board of Directors and the Company, and are a key component of the Company's performance-oriented policy.

The variable remuneration is paid in cash.

Variable remuneration may also consist of participation in the Company's earnings. In no case, however, the amount of variable remuneration can exceed the amount of fifty thousand Euros (50,000.00 €), per executive member of the Board of Directors.

Variable remuneration fees are recorded as a percentage of annual fixed remuneration. However, in no case may the amount of the variable percentages exceed 100% of the annual fixed remuneration of each of the executive members of the Board of Directors.

The stated objectives are defined and reviewed for each corporate year in accordance with the annual budget and in line with the business plan of the Company. At the end of the financial year, the non-executive members of the Board of Directors evaluate the performance of the executive members and examine the achievement of the predetermined objectives, always taking into account the current economic environment and market conditions.

The payment of the variable remuneration along with the corresponding level is decided and approved by the Board of Directors of the Company in a special meeting, based on the above evaluation.

The Company is not entitled to request a refund of any variable remuneration that has been already paid.

4.10.5 The remuneration of the non-executive members of the Board of Directors is approved by a special decision of the Ordinary General Meeting.

The remuneration of the non-executive members of the Board of Directors is paid in cash and is subject to the deductions provided by the current tax and social security legislation. The non-executive members of the Board of Directors receive compensation for their participation in the meetings of the Board of Directors and / or for their participation in special Committees and also for the work they provide along the exercise of all their duties.

The Ordinary General Meeting of Shareholders may decide on the payment of other fees to the non-executive members of the Board of Directors such as for expenses of representation, travel, accommodation and meals related to the proper fulfilment of their duties.

For the payment of remuneration to the non-executive members of the Board the following are taken into consideration: the complexity - scope of their work, the degree of experience and special knowledge they possess, the work time required for the promotion of the various corporate issues, as well as the participation in special Committees of the Board of Directors (e.g. Audit Committee), the number of meetings in which they participate, etc.

Non-executive members are not eligible for any pensions, bonuses or long-term incentives and are not entitled to any additional bonuses, stock options or performance-based compensation.

4.10.6 During the closing year 2022 (01.01.2022-31.12.2022) the members of the Board of Directors were paid the following mentioned fees:

Name– Position of the member in the BoD	Year	Fixed Remuneration			Variable Remunerati on	Corporate Contribution to the pension schemes	Total Remuner ation
		Annual Compens ation	Fees for the participation in Committees	Allowanc es			
Dimitrios Kostopoulos Chairman, Executive Member of the BoD	2022	-	-	4,150	-	-	4,150
Vasiliki Kostopoulou Vice-Chairman, Non-Executive Member of the BoD	2022	-	3,500	5,711	600	-	9,811
Spyridon Delendas, CEO, Executive Member of the BoD	2022	-	-	4.152	-	-	4,152
Antonios Roussos,	2022	53.672	-	2.316	-	-	55,988

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Executive Member of the BoD							
Ioannis Broutzos ¹ , Non-Executive Member of the BoD	2022	40.460	-	-	-	-	40,460
Panagiotis Troumbounis ¹ , Non Executive Member of the BoD	2022	-	-	-	-	-	-
Georgios Vangelas ¹ , Independent Non Executive Member of the BoD	2022	-	1,500	-	550	-	2,050
Ioulia Karvouni ¹ , Independent Non Executive Member of the BoD	2022	-	1,500	-	500	-	2.000
Maria Gratsia ¹ , Independent Non Executive Member of the BoD	2022	-	1,500	-	450	-	1,950
Emmanuel Broutzos ² , Non Executive Member of the BoD	2022	-	-	-	-	-	-
Konstantinos Mitropoulos ² , Independent Non Executive Member of the BoD	2022	-	-	-	-	-	-
Emmanuel Mparitantonakis ² , Independent Non Executive Member	2022	-	-	-	-	-	-

¹ Beginning of term: 23.06.2022

² Expiration of term: 23.06.2022

Note 1: the Annual Ordinary General Meeting of shareholders of 23 June 2022 approved for the corporate year 2022 (01.01.2022-31.12.2022), for the personal work and services of the members of the Company's Board of Directors, which (work) is provided on the basis of approved, by the competent bodies, contracts (work/project/service provision/salaried mandate), as well as for the compensation due for their participation in the meetings of the Board of Directors and its special Committees, the following sums of money and in particular:

1. Dimitrios Kostopoulos	Up to the amount of 15,000.00 euro annually
2. Vasiliki Kostopoulou	Up to the amount of 12,000.00 euro annually
3. Spyridon Delendas	Up to the amount of 15,000.00 euro annually
4. Antonios Roussos	Up to the amount of 12,000.00 euro annually, in addition to his salary which will not exceed the amount of 6,000.00 euro monthly
5. Ioannis Broutzos	Up to the amount of 3,000.00 euro annually, in addition to his salary which will not exceed the amount of 4,000.00 euro monthly
6. Panagiotis Troumbounis	Up to the amount of 3,000.00 euro annually
7. Georgios Vangelas	Up to the amount of 2,000.00 euro annually
8. Ioulia Karvouni	Up to the amount of 1,500.00 euro annually
9. Maria Gratsia	Up to the amount of 1,500.00 euro annually

The above-mentioned amounts, on the one hand, are in alignment and compliance with the regulations and provisions of the approved and applicable Remuneration Policy, and on the other hand, they are related to the upgraded role of the Board of Directors in the context of the new law on corporate governance.

Note 2: regarding Mr. Theodoros Papailiou, third person, non-member of the Board of Directors, Chairman of the Audit Committee, an annual gross fee of a maximum of 5,000.00 Euros was approved.

Note 3: the Remuneration Report of the members of the Board of Directors for the closing fiscal year 2022 (01.01.2022-31.12.2022) is to be posted on the Company's website (<https://www.mevaco.gr>), immediately after its submission for discussion at the Annual Ordinary General Meeting of shareholders.

4.10.7 Number of shares of members of the Board of Directors and senior management on 31.12.2022

In accordance with the provisions of article 18, paragraph 3 of Law 4706/2020, the following table presents the number of shares held by members of the Board of Directors and the key members of the Company's management.

Name	Position in the BoD / Profession	Number of shares
Dimitrios Kostopoulos	Chairman of the BoD	300,000
Spyridon Delendas	CEO	310,979
Antonios Roussos	Executive Member	14,004
Vasiiki Kostopoulou	Chairman of the BoD	1,560,000
Ioannis Broutzos ¹	Non Executive Member	251,000
Panagiotis Troumbounis ¹	Non Executive Member	1,768,000
Georgios Vangelas ¹	Independent Non Executive Member	-
Ioulia Karvouni ¹	Independent Non Executive Member	-
Maria Gratsia ¹	Independent Non Executive Member	-
Emmanuel Broutzos ²	Non Executive Member	312,585
Konstantinos Mitropoulos ²	Independent Non Executive Member	-
Emmanuel Mparitantonakis ²	Independent Non Executive Member	-
Dimitrios Antoniou	Deputy General Director	150,000
Giorgios Gionakis	Procurement Director	509,559
Nikolaos Politopoulos	Technical Director	3,000

¹ Beginning of members' term: 23.06.2022

² Expiration of members' term: 23.06.2022

PART B' - COMMITTEES

I. Audit Committee

1.1 Election and term of office of the Audit Committee

The Annual Ordinary General Meeting of Shareholders of 23rd June 2022 decided the election of a new three-member Audit Committee, in accordance with the provisions of article 44 of Law 4449/2017, as in force after its amendment by article 74 of Law 4706/2020 which constitutes an Independent Joint Committee and consists of two (2) independent non-executive members of the Company's Board of Directors and one (1) third person – i.e. a non-member also independent, while its term of office was set at five years, ending on 23rd of June 2027, and may be extended until the expiration of the deadline within which the next Ordinary General Meeting of Shareholders must be held and until a relevant decision is taken, in no case, however, may it exceed five years.

1.2 Members of the Audit Committee

1.2.1 In particular, the following persons were elected as members of the Audit Committee:

- 1) Theodoros Papailiou, son of Nikolaos, retired Certified Auditor-Accountant, third person - Non-Member of the Board of Directors,
- 2) Georgios Vangelas, of Konstantinos, Independent Non-Executive Member of the Board of Directors,
- 3) Ioulia Karvouni, of Serafeim, Independent Non-Executive member of the Board of Directors.

Subsequently, the Audit Committee, at its meeting of June 28, 2022, elected Mr. Theodoros Papailiou, of Nikolaos as its Chairman from among its members.

1.2.2 For the purposes of a complete, adequate and appropriate information towards the shareholders and the investor community in general, the condensed biography of Mr. **Theodoros Papailiou**, Chairman of the Audit Committee, who is a third person – Non-Member of the Board of Directors, is presented below.

Papailiou Theodoros of Nikolaos

Chairman of the Audit Committee

He was born in the county of Arcadia, Greece in 1957 and is a graduate of the University of Economics – former Industrial School of Piraeus, Department of Business Administration and Management. He is a retired Certified Public Accountant, possesses excellent computer skills and speaks the English language. As a result of his long-term involvement with Auditing and Taxation, he possesses strong knowledge in matters related to both the preparation of financial statements and the financial reporting procedures in general.

The members of the Audit Committee meet all the criteria and conditions set by the provisions of the current legislative and regulatory framework, namely:

(a) are entirely independent of the audited entity, in accordance with the provisions of paragraphs 1 and 2 of article 9 of Law 4706/2020 and in particular:

(i) do not hold directly or indirectly a percentage of voting rights greater than 0.5% of the Company's share capital; and

(ii) are free from any dependency relationship, such as this (dependency relationship) specified in par. 2 of article 9 of Law 4706/2020, with the Company or persons connected to it and none financial, business, family or other relationship they maintain which may affect their decisions and their independent, objective and impartial judgment;

(b) they all have sufficient knowledge of the sector in which the entity operates and

(c) at least one member of the Committee who is independent from the audited entity, has sufficient knowledge and experience in auditing or accounting and must attend the meetings of the Committee regarding the approval of the financial statements.

1.3 Functioning of the Audit Committee

1.3.1 The Audit Committee has Rules of Procedure, which, after its second revision-amendment, was approved by the Board of Directors of the Company at its meeting of October 20, 2020.

The document of Rules of Procedure presents, among other things, the responsibilities, duties and obligations of the members of the Committee and is posted on the Company's website (<https://www.mevaco.gr>), in accordance with the legislative requirement of article 10, paragraph 4 of Law 4706/2020.

1.3.2 In accordance with the current Rules of Procedure of the Audit Committee and taking into consideration the size, business model and scope of activities of the Company, the Audit Committee meets at regular intervals and also extraordinarily whenever necessary.

In any case, the Audit Committee meets at least four (4) times a year, while at least two (2) times a year the Committee meets with the statutory Auditor of the Company without the presence of the members of the Management.

1.3.3 The Audit Committee is convened by its Chairman by invitation which is communicated in any appropriate manner to the other members, at least two (2) days before the meeting. The invitation must clearly include at least the date, time and items on the agenda, otherwise decisions can only be taken if all the members of the Committee are present and no one is opposed to holding the meeting and taking decisions.

1.3.4 All its members participate in the meetings of the Audit Committee in person. The Audit Committee may also meet by teleconference, utilizing any relevant electronic or digital platform or facility.

1.3.5 The Audit Committee has the discretion to invite, whenever deemed appropriate or necessary, key executives involved in the Company's governance functions, including the Chief Executive Officer (CEO), the Chief Financial Officer (CFO) and the Head of Internal Control to attend specific meetings or specific items on the daily agenda in order to provide any necessary clarifications or explanations. It may also ask both the Risk Officer and the Compliance Officer of the Company to provide clarifications.

1.3.6 The decisions of the Audit Committee are taken validly by an absolute majority of its members. In the event of a tie, the vote of its Chairman shall prevail.

1.3.7 The discussions and the decisions of the Audit Committee are recorded in minutes, which are signed by the present members, in accordance with article 93 of Law 4548/2018. The minutes are being made available to all members of the Audit Committee and the Board of Directors.

1.3.8 The Committee may elect a Secretary for the observance of the minutes of its meetings and for the broader assistance in its work.

1.4 Responsibilities of the Audit Committee

According to the provisions of article 44 of Law 4449/2017, as applicable, the responsibilities of the Audit Committee include the following:

- (a)** informs the Board of Directors of the audited entity for the audit outcome of the statutory audit and explain how the statutory audit contributed to the integrity of the financial information and which was its role in that process;
- (b)** monitors the financial reporting process, at all of its stages and make recommendations or proposals to ensure its integrity;
- (c)** monitors the effectiveness of the entity's internal control, quality assurance and risk management systems and, where appropriate, its Internal Control Department with regard to the audited entity's financial information, without interfering in the entity's independence;
- (d)** monitors the statutory audit of the annual financial statements and any consolidated financial statements and in particular its performance;
- (e)** oversees and monitors the independence of the certified accountants or audit firms in accordance with Articles 21, 22, 23, 26 and 27, and Article 6 of Regulation (EU) No. 537/2014 and in particular the suitability of the provision of non-audit services to the Company, in accordance with article 5 of Regulation (EU) no. 537/2014;
- (f)** is responsible for the selection process of Certified Public Accountants or audit firms and nominates the Certified Public Accountants or audit firms to be appointed;

(g) submits an annual report of the proceedings to the Annual Ordinary General Meeting of the Company's shareholders.

1.5 Number of Audit Committee meetings

1.5.1 During the closing year 2022 (01.01.2022-31.12.2022), the Audit Committee met sixteen (16) times.

All the above meetings were conducted with the participation of all its members and all its decisions were taken unanimously.

During each meeting, the examination of all items on the agenda was performed, after the required information notes and the relevant proposals had been distributed, and the competent executives, the Certified Auditors-Accountants and other persons were invited to participate, on per case basis, in order to provide any necessary clarifications and / or explanations.

1.5.2 It is clarified that the Regular Auditor of the Company, who performs the statutory audit of the annual and semi-annual (interim) financial statements, does not provide any other non-audit services to the Company nor is it related in any other way with the Company, in order to abide by the provisions of Law 4449/2017 and to ensure by this way its objectivity, impartiality and independence, explicitly excluding the assurance services related to the conduct of the special tax audit required in accordance with the provisions of article 65A of Law 4172/2013, as a result of which the "Annual Tax Certificate" is being issued.

1.6 Proceedings of the Audit Committee

The issues that were dealt by the Audit Committee both and in particular during the closing year 2022 (01.01.2022-31.12.2022) as well as in the beginning of the current year until the preparation of the present were the following:

Date	Description
07.01.2022	Preparation of the annual action plan 2022 of the Audit Committee.
10.01.2022	Update on the annual audit plan of the internal control unit for the year 2022 and its approval.
14.03.2022	Discussion with executives for the preparation of the annual financial statements for the year 2021.
18.03.2022	Discussion regarding the mandatory audit of the 2021 annual financial statements with the Company's Statutory Auditors
07.04.2022	Monitoring the financial information process, overview of the annual Financial Report and the annual Financial Statements for the year 2021.
26.04.2022	Annual Report – Statement of the Audit Committee's proceedings to the members of the Board of Directors of the Company for the year 2021. Report towards to the Board of Directors concerning the preparation and audit of the annual financial statements of 31.12.2021 and with regard to the comments of the Certified Auditor.
28.05.2022	Monitoring of the internal control system of the Company, preparation of the annual report for the year 2021 and formulation of relevant comments-conclusions.
31.05.2022	Examination and evaluation of the quarterly internal audit report for the period 01.01.2022 - 31.03.2022 and proposals on it and preparation of a relevant report for the BoD.
07.06.2022	Recommendation - proposal of the Audit Committee regarding the selection of an Audit Company for the audit of the annual and semi-annual financial statements for the year 2022.

28.06.2022	Election - appointment of the Chairman of the Audit Committee in accordance with the provisions of article 44 of Law 4449/2017 and its formation in a body.
22.09.2022	Report towards the BoD concerning the development of the preparation and review by the Certified Auditor of the semi-annual financial statements of 30.06.2022 (period 01.01.2022-30.06.2022) and with regard to the comments of the Certified Auditor on it.
30.09.2022	Evaluation of the internal audit report for the period 01.01.2021- 30.06.2021 and the proposals of the audit committee on it, and preparation of a relevant report for the BoD.
22.11.2022	Evaluation of the Internal Control Unit
13.12.2022	Assignment to provide information in relation to the obligation to submit the annual Financial Statements in XHTML format
19.12.2022	Discussion with statutory auditor regarding the audit of the annual financial statements for the year 2022.
29.12.2022	Examination and evaluation of the internal audit report for the period 01.01.2022- 30.09.2022 and the proposals on it by the Audit Committee, and preparation of a relevant report towards the BoD.

The actions of the Audit Committee in comparison with the responsibilities defined by the current legal provisions are described in detail below.

DUTIES & RESPONSIBILITIES	ACTIONS
General Duties	
Draws up an Operating Regulation posted on the audited entity's website	The Audit Committee has revised its Operating Regulation in order to keep it up to date and be in comply and harmonization with the existing legislation. In addition, the Operating Regulation of the Audit Committee has been posted on the Company's website: www.mevaco.gr / Investor Information / Policies / Audit Committee Regulation.
Annual Financial Statements & External Audit	
Monitoring of the financial information process and submission of recommendations or suggestions to ensure its integrity.	The Audit Committee audited the Annual Financial Statements for the year 2022 before their publication. The audit concerned the accounting principles applied as well as the estimates of the Management (where required or applicable) for the presentation of key financial items of the financial statements such as fixed assets, receivables from customers, loan liabilities and provisions for future liabilities.
Monitoring of the process of mandatory audit of the	The Audit Committee monitored the planning of the external audit and its progress, and evaluated the adequacy and effectiveness during a meeting with the Certified Auditors.

Company's financial statements and briefed of the BoD on its contribution to the accuracy, correctness, sufficiency and completeness of the financial information.	The Audit Committee also discussed the Important Audit Issues with the External Audit team and the Statutory Auditor. The Audit Committee received knowledge of the Supplementary Report submitted by the Certified Auditor. Conclusion: There was no issue worth reporting to the Board.
Evaluation of the supplementary report submitted by the Certified Auditor and which includes the results of the external audit and everything else that is worth reporting to the Board of Directors (article 44 paragraph 3a of Law 4449/2017).	
Financial Information	
Monitoring the process of compiling the financial information by the organizational units of the Company as well as the correct disclosure of this information to the investor community (announcements on Athens Exchange, press releases, article 44, paragraph 3b and 3d of Law 4449/2017).	The Audit Committee is regularly informed about the process of compiling the financial information by the Chief Financial Officer of the Company. He also noted the accurate and timely disclosure of information to the investor community and on the Company's website.
Company's policies and procedures	
Monitoring the adequacy and effectiveness of all the policies, procedures and "safety nets" of the Company, the proper operation, the independence, objectivity, impartiality and the unlimited scope of work of the Internal Control Unit (article 44, paragraph 3c of Law 4449/2017).	The Audit Committee requested and received from the company a recent organization chart as well as the Internal Operating Regulation of the Company. From the review of the above, in combination with the findings of the internal audits of the Company, the appropriateness and adequacy of the Company's procedures, policies and internal regulation were certified. The internal control unit constitutes independent organizing unit within the Company. The Chairman of the Internal Control Unit is of full-time and exclusive employment employee, personal and operational independent and objective at the execution of his/her duties and possesses the appropriate knowledge and relevant professional experience. He/she organizationally reports to the Chief Executive Officer (CEO) of the Company and operationally is supervised by the

	Audit Committee.
External Audit - Statutory Auditor	
Audit of the independence, objectivity and impartiality of Certified Auditors (period of cooperation, any incompatible non-audit services, level of remuneration). It is noted that the Certified Auditor submits an annual declaration statement of independence and discusses with the members of the Audit Committee about any risks to the Company's necessary safeguards. (article 44, paragraph 3e of Law 4449/2017).	During the year 2022, responsible for the audit of the financial statements (annual and semi-annual) was the Auditing Company with the corporate name "Grant Thornton SA COMPANY OF CERTIFIED AUDITORS AND BUSINESS ADVISORS" (AM SOEL 127). At the same time, the nature and extent of the other non-audit services were examined in conjunction with the amount of fees paid and it was found that there were no indications that place in question the independence, objectivity and impartiality of the Certified Auditor. The Audit Committee received knowledge of the above auditing company, which includes the confirmation regarding the independence of the Certified Auditors.
Department of Internal Control	
Monitoring of the operation, efficiency and sufficiency of the Internal Control Department (Unit) of the Company	The Audit Committee approved the quarterly audit plans of the Company's internal auditor and confirmed their implementation. The Audit Committee received the reports from the internal auditor of the Company, which detail all the findings as well as the proposed corrective actions in relation to each finding. The Audit Committee encourages fruitful and constructive cooperation between the Company's internal and external audit teams.
Appointment of a Certified Auditor	
The selection process of Certified Auditors must be based on a relevant market research with at least two alternative proposals and in a completely justified final selection of the statutory auditor (article 44, paragraph 3f of Law 4449/2017)	For the audit of the year 2022, the financial services of the Company registered in the Public Registry of Article 14 of Law 4449/2017 auditing company with the corporate name "Grant Thornton SA COMPANY OF CERTIFIED AUDITORS AND BUSINESS ADVISORS" (AM SOEL 127). The Audit Committee accepted the above

	proposal, as the level of the fees is considered as fair corresponding to the current economic conditions, possesses a proved experience, expertise and work-experience in auditing entities of a similar size, while the services provided by it correspond to the size and complexity of the Company's activities.
Sustainable development policy	The Audit Committee contributed to the enhancement of Sustainable Development Policy's principles of the Company. In this light, the Audit Committee during the year 2022 monitored and had an active and essential role on the issues of the sustainable development, ensuring that the Company exercises its activities in a way that ensures the protection of the environment and the health and safety of its employees as well as the local community and the general public. The Company adopts an Environmental Management System in accordance with the principles of Standard 14001.
Reports of Audit Committee	
Written reports kept by the Audit Committee	Records of the proceedings are being kept at each meeting of the Audit Committee, and are ratified by all its members present. At the end of each financial year and before the Annual Ordinary General Meeting of Shareholders, the Audit Committee submits to the Board of Directors for approval the Annual Report of Proceedings concerning its activities. The Chairman of the Audit Committee is present at the Annual Ordinary General Meeting of Shareholders in order to answer (if required) to any question that may arise regarding the actions of the Audit Committee during the closing financial year as well as regarding the evaluation of the work of the internal and external auditors of the Company.

	Finally, it should be noted that in carrying out its work, the Audit Committee had unhindered and full access to all information, files, data in general of the individual Units, Departments, Directorates of the Company for the purpose of the efficient and effective performance of its duties.
Risk management procedures	
Regarding the risk management procedures, the Audit Committee was engaged in:	- The evaluation and selection of the Company's Risk Officer. - The monitoring of security valves regarding the internal control system. - The findings and conclusions of the Company's Risk Officer as well as the response procedures and effective handling and management of these by the Company's Management.
Regulatory Compliance Issues	
Regarding Regulatory Compliance issues, the Audit Committee was engaged by:	- The evaluation and selection of the Compliance Officer of the Company. -The evaluation of the Annual Plan of Regulatory Compliance actions - The results of the reports of the Compliance Officer of the Company.

II. Nomination & Remuneration Committee

2.1 Establishment and members of the Nomination & Remuneration Committee

2.1.1 The Board of Directors of the Company, which was elected by the Annual Ordinary General Meeting of the shareholders on 23rd of June 2022, after its formation into body and the determination of its Independent Non-Executive Members at its meeting of 1 July 2022 proceeded to the appointment, in accordance with the provisions of the current legislative framework and of its Operating Regulation, of the new members of a single Nomination & Remuneration Committee of the Company, which, since its establishment (16.07.2021), exercises the duties and responsibilities provided for in articles 11 and 12 of Law 4706/2020, which consist in providing the necessary assistance and support to the Board of Directors, on the one hand in the process of identifying and nominating the most capable and suitable candidate members (fit and proper) for the Board of Directors, based on the existing Suitability Policy, and on the other hand in the process of preparation, evaluation and review of the Remuneration Policy, with the aim of attracting and retaining competent executives.

2.1.2 The following persons have been appointed as members of the Nomination & Remuneration Committee:

- 1) Maria Gratsia, of Nikolaos, Independent Non-Executive Member of the Board of Directors.
- 2) Georgios Vangelas, of Konstantinos, Independent Non-Executive Member of the Board of Directors.

3) Vasiliki Kostopoulou, of Demetrios, Non-Executive Member of the Board of Directors.

The Nomination & Remuneration Committee during its meeting of July 1, 2022 elected, among its members, Mrs Maria Gratsia, of Nikolaos, as its Chairman.

2.1.3 The term of office of the Nomination & Remuneration Committee coincides with the term of the Board of Directors of the Company, which was elected by the Annual Ordinary General Meeting of the shareholders on 23rd of June 2022, namely it is a five-year term, ending on 23 June 2027, extended until the deadline within which the next Ordinary General Meeting of the Company's shareholders must convene and until the assumption of the relevant decision.

2.2 Functioning of the Nomination & Remuneration Committee

2.2.1. The Nomination & Remuneration Committee (NRC) has an Operating Regulation, which was approved by the Board of Directors of the Company at its meeting of June 23, 2021. This Regulation deals with the organization and operation of the Nomination & Remuneration Committee, regulates the duties, responsibilities and obligations of both the committee and its members and is posted on the Company's website (<http://www.mevaco.gr>), in accordance with the explicit regulatory provision of article 10, paragraph 4 of Law 4706/2020.

2.2.2 In accordance with the Operating Regulation, the Nomination & Remuneration Committee meets regularly at least two (2) times a year and extraordinarily, when required by the needs of the Company or by its members.

2.2.3 All members of the Committee participate in its meetings in person. The Committee has the discretion to invite, whenever deemed appropriate or necessary, executives involved in the Company's governance, including the Chief Executive Officer (CEO) and Chief Financial Officer (CFO), or other members of the Board of Directors to attend specific meetings or specific items on the agenda and provide any necessary clarifications or explanations on these matters.

2.2.4 The meeting is convened at the invitation of the Chairman of the Committee and the invitation is notified in any appropriate manner to the other members at least two (2) days before the meeting. The agenda must also clearly state the items of the agenda. Otherwise the decision-making is only allowed if all members of the Committee are present at the meeting and none of them objects to its occurrence and decision-making. The Nomination & Remuneration Committee may also meet by teleconference.

2.2.5 The Nomination and Remuneration Committee is in quorum and meets validly, when more than half of its members are present or represented, but the number of present or represented members can never be less than three (3). In order to find the quorum number, any resulting fraction is omitted. Decisions of the Committee shall be taken by an absolute majority of its members. In case of a tie, the vote of its Chairman shall prevail.

2.2.6 The discussions and decisions of the Committee shall be recorded in the minutes and signed by the members present. At the request of a member of the Nomination and Remuneration Committee, the Chairman is obliged to record in the minutes a summary of the opinion of this member. In case of refusal of signature by a member, a relevant note is added in the minutes.

2.2.7 It is also noted that the Committee may use any resources it deems appropriate to fulfill its purposes, including the option to request services from external consultants. In case of hiring an external consultant, the Nomination & Remuneration Committee is responsible for monitoring the corresponding work.

2.3 Responsibilities of the Nomination & Remuneration Committee

2.3.1 In the context of compliance with the provisions of article 11 of Law 4706/2020, the Nomination & Remuneration Committee:

- (a) formulates proposals to the Board of Directors regarding the Remuneration Policy submitted for approval to the General Meeting of Shareholders, in accordance with paragraph 2 of article 110 of Law 4548/2018,
- (b) formulates proposals to the Board of Directors on the remuneration of persons falling within the scope of the Remuneration Policy, in accordance with article 110 of Law 4548/2018, and on the remuneration of the Company's executives, in particular the Head of the Internal Control Unit,
- (c) reviews on an annual basis the level of remuneration (fixed and variable) and other benefits in general granted to the members of the Board of Directors, ensures that the remuneration paid is commensurate with the duties, the degree of employment, the responsibilities and the performance of these members and the broader financial environment, and proposes, if necessary, appropriate changes and modifications to the level of remuneration and benefits in general,
- (d) formulates and proposes certain performance targets regarding any variable remuneration granted to the members of the Board,
- (e) examines the information included in the final draft of the annual Remuneration Report and provides an opinion to the Board of Directors, before submitting the above Report to the General Meeting of Shareholders, in accordance with article 112 of Law 4548/2018,
- (f) monitors the implementation and enforcement of the current Remuneration Policy as approved by the Ordinary General Meeting of Shareholders,
- (g) makes suggestions towards the Board of Directors on the need to amend, revise and / or update the current Remuneration Policy, including the submission for this purpose of relevant proposals for improvement or diversification of the Policy and provides the necessary assistance to the Board during the process of drafting and / or reviewing this Policy,
- (h) ensures that the current Remuneration Policy is in line with the corporate strategy, objectives, business model, corporate principles and values, and also the long-term interests of the Company.

2.3.2 In the context of compliance with the provisions of article 12 of Law 4706/2020, the Nomination & Remuneration Committee:

- (a) formulates, updates and revises the selection criteria of the candidate members of the Board of Directors, and submits the relevant proposals for their modification in order to update the profile of the Board in accordance with the regulations and the desired qualifications of the members of the Board of Directors,
- (b) formulates and regularly reviews the Suitability Policy and makes suggestions - proposals for any necessary and appropriate changes, taking into account the developments regarding the intended activities, strategic planning, risks and the applicable legal and regulatory framework,
- (c) evaluates the structure, composition and size of the Board of Directors and makes proposals for appropriate changes,
- (d) monitors the observance and application of the principles of the applicable Suitability Policy and ensures that the candidates to be elected meet the conditions and criteria set out therein, and that the relevant procedures are properly implemented;
- (e) coordinates the selection process of the candidate members of the Board of Directors in accordance with the Articles of Association, the Corporate Governance Code, the Suitability Policy and the provisions of this Regulation,
- (f) periodically monitors and evaluates the individual and collective performance and effectiveness of the Board of Directors,
- (g) coordinates the periodic self-evaluation process of the Board of Directors,

- (h) examines the fulfilment of the criteria and conditions of independence in each of the person of the independent non-executive members of the Board of Directors in accordance with applicable laws and regulations,
- (i) proposes the re-election or not of the existing members of the Board of Directors at the end of their term of office,
- (j) identifies and proposes candidates to fill the vacancies of the members of the Board of Directors of the Company and its individual Committees in accordance with the nomination procedure provided in this Regulation,
- (k) submits proposals for the planning and implementation of programs for continuous training and development of the members of the Board of Directors,
- (l) formulates a succession plan for the members of the Board of Directors, the Committees and the senior executives, always aiming at the long-term enhancement of the economic value of the Company,
- (m) prepares and supervises the implementation of the introductory information program of the new members of the Board of Directors on the scope of their duties, responsibilities and obligations, as well as the program of periodic training and updating of the information for the existing members of the Board in the context of fulfilment of their duties and in accordance with the needs of the Board at the time, as well as the requirements of the regulatory framework,
- (n) carries out with the support of the corporate secretary the posting and maintenance on the Company's website of the updated CVs of the members of the Board of Directors throughout their term of office,
- (o) assigns and supervises the work of external consultants if deemed necessary.

2.4 Number of meetings of the Nomination & Remuneration Committee

During the closing financial year 2022 (01.01.2022-31.12.2022) the Nomination & Remuneration Committee met five (5) times, with the participation of all its members and all its decisions were taken unanimously.

2.5 Proceedings of the Nomination & Remuneration Committee

During the closing year 2022 (01.01.2022-31.12.2022), the Nomination & Remuneration Committee of the Company (both under the previous and under this new composition):

- (a) provided the necessary assistance for the preparation of the Remuneration Report of the members of the Board of Directors and the other persons who fall within the scope of the Remuneration Policy for the year 2021, in order for its content to fully comply with the provisions of article 112 of Law 4548 /2018 as well as with the European Commission's Guidelines from 01.03.2019 regarding the standardized presentation of the Remuneration Report in accordance with Directive 2007/36/EC, as amended by Directive (EU) 2017/828 on shareholders' rights,
- (b) prepared a recommendation-proposal regarding the candidates for election as members of the new Board of Directors and the Company's Audit Committee, in accordance with the provisions of article 12 of Law 4706/2020, its Operating Regulation and the applicable Company Suitability Policy,
- (c) convened a meeting immediately after the appointment of its members by the Board of Directors, elected its Chairman and was formed into a body,
- (d) examined and evaluated from the beginning the suitability and effectiveness of its Operating Regulation with the aim of ascertaining any appropriate, necessary, suitable and mandatory revisions or modifications to ensure its orderly and smooth operation
- (e) examined and evaluated in terms of adequacy, proportionality and suitability, the level of remuneration of all the members of the Board of Directors for closing year 2022 (01.01.2022-31.12.2022), in order to determine whether the remuneration was proportional to the duties, the degree of employment, the scope of responsibilities and the performance of the above persons as well as that they are in line with the prevailing financial conditions and the wider financial environment in which the Company develops its operation and

activity, in order to avoid cases of payment of excessive remuneration that would results into the Company's exposure to significant risks

and

(f) drafted a Procedure – Succession Plan for the members of the Board of Directors and the CEO of the Company and drew up the annual schedule of its meetings.

PART C' - GENERAL MEETING OF SHAREHOLDERS

I. The General Meeting of Shareholders

1.1 Introduction

The General Meeting of Shareholders is the supreme body of the Company and is entitled to decide on each and any corporate case. Its decisions also legally bind the absent or dissenting shareholders.

1.2 Exclusive Competence of the General Meeting of Shareholders

1.2.1 According to article 10, paragraph 2 of the current Articles of Association of the Company, the General Meeting of Shareholders is exclusively competent to decide on the following:

- (a) amendments to the Articles of Association (amendments are considered the increases, regular or extraordinary, and reductions of capital);
- (b) the election of Board of Directors' members and Auditors;
- (c) the approval of the overall management according to article 108 of Law 4548/2018 and the discharge of the Auditors;
- (d) the approval of the annual and any consolidated financial statements;
- (e) the distribution of annual earnings;
- (f) the approval of remuneration or advance payment of remuneration according to article 109 of Law 4548/2018,
- (g) the approval of the remuneration policy of article 110 and the remuneration report of article 112 of Law 4548/2018,
- (h) the merger, division, conversion, revival, extension or termination of the Company; and
- (i) the appointment of liquidators.

1.2.2 The provisions of the previous paragraph do not include:

- (a) capital increases or capital adjustment corporate actions expressly assigned by law to the Board of Directors, as well as capital increases imposed by provisions of other laws,
- (b) the amendment or adaptation of provisions of the Articles of Association by the Board of Directors in the cases expressly provided by law,
- (c) the appointment of the first Board of Directors according to the Articles of Association,
- (d) the election in accordance with the Articles of Association of members of the Board to replace those who have resigned, died or lost their status in any other way,
- (e) the absorption under Articles 35 and 36 of Law 4601/2019 of a societ e anonyme company by another societ e anonyme company that holds one hundred percent (100%) or ninety percent (90%) or more of its shares,
- (f) the capability of distributing interim dividend according to paragraphs 1 and 2 of article 162 of Law 4548/2018 and
- (g) the capability of distribution -according to paragraph 3 of article 162 of Law 4548/2018- of earnings or optional reserves in the current corporate year by decision of the Board of Directors, subject to public announcement.

1.3 Convocation of General Meeting

1.3.1 The General Meeting of Shareholders is convened by the Board of Directors and meets compulsorily at the registered office of the Company or in the region of another Municipality within the prefecture of the registered office, at least once every financial year the latest until the tenth (10th) calendar day of the ninth (9th) month after the end of the financial year under consideration. The General Meeting may also meet in the region of the Municipality where the headquarters of the Athens Exchange are located.

1.3.2 The General Meeting of Shareholders meets extraordinarily whenever the Board of Directors deems it appropriate or if requested by shareholders representing the percentage required by law and the Company's Articles of Association.

1.3.3 The procedures and rules of convening, participation and decision-making by the General Meeting of Shareholders are regulated in detail by the provisions of Law 4548/2018 and the Articles of Association of the Company.

1.3.4 From the procedures, provisions of law and general arrangements mentioned below, it is clear that the Company's corporate governance system includes adequate and effective mechanisms of communication with the shareholders, in order to facilitate the exercise of their rights and the active dialogue with them (shareholder engagement).

1.3.5 The Board of Directors ensures that the preparation and convocation of the General Meeting facilitates the effective exercise of the rights of the shareholders, who are informed about all issues related during their participation in the General Meeting, including the issues of the agenda and their rights at the General Meeting. In particular, according to the provisions of Law 4548/2018, the Company posts on its website at least twenty (20) days before the General Meeting of Shareholders:

- ✓ the invitation to convene the General Meeting,
- ✓ the total number of shares and voting rights that the shares incorporate at the date of the invitation,
- ✓ the forms and documents to be used for voting by proxy or representative or, where applicable, for electronic voting,
- ✓ the documents to be submitted to the General Meeting,
- ✓ a draft decision on each item on the proposed agenda or, if no decision has been proposed for approval, a comment from the Board of Directors, and
- ✓ the draft decisions proposed by the shareholders, in accordance with the paragraph 3 of article 141 of Law 4548/2018, immediately after their collection by the Company.

1.4 Participation in the General Meeting of Shareholders

1.4.1 The person who possesses the shareholder status at the beginning of the fifth (5th) day before the date of the General Meeting ("record date") is entitled to participate and vote in the General Meeting. Each share provides the right to cast one (1) vote.

1.4.2 The following individuals are considered to be shareholders of the Company entitled to participate in the General Meeting and exercise the right to vote: the person who is registered as shareholder at the record date in the Dematerialized Securities Depository System of the Societe Anonyme under the name "CENTRAL SECURITIES DEPOSITORY" or the person who is identified as shareholder on that date through the registered intermediaries or other intermediaries in accordance with the provisions of legislation (Law 4548/2018, Law 4569/2018, Law 4706/2020 and Regulation (EU) 2018/1212) as well as according to the Operating Regulation of the Central Securities Depository (Government Gazette B' 1007/16.03.2021).

1.4.3 The proof of shareholder status is demonstrated by any legal means and in any case is based on information received by the Company from the Central Securities Depository until right before the start of the

General Meeting or through the participating and registered intermediaries in the Central Securities Depository in any other case.

1.4.4 It is noted that the exercise of these rights (participation and voting) does not presuppose the commitment of the beneficiary's shares or the observance of another similar procedure, which limits the possibility of selling and transferring them during the period between the record date and on the date of the General Meeting.

1.4.5 The record date is also valid in case of postponement or in case of a repeated meeting, provided that the postponed or repeated meeting does not occur more than thirty (30) days after the record date. If the latter does not occur or if in the case of a repeated General Meeting a new invitation is being released (in accordance with the provisions of article 130 of Law 4548/2018), then the person who has the shareholder status at the beginning of the third (3rd) day before the day of the postponed or repeated General Meeting, is entitled to participate in that meeting.

1.4.6 Article 14, paragraph 1 of the Company's Articles of Association provides for the possibility of participation of shareholders in the General Meeting from a distance in real-time by audio-visual or other electronic means, without the physical presence of shareholders at the venue where the meeting is being held. The shareholders who participate in the General Meeting through real-time teleconference, are also taken into account for the formation of the quorum and the majority, and therefore they can effectively exercise their rights during the General Meeting of Shareholders. Thus the shareholders have the capability:

- (a) to monitor by electronic or audio-visual means the occurrence of the General Meeting;
- (b) to speak and address the General Meeting verbally during its convocation;
- (c) to vote in real time during the General Meeting on the items on the daily agenda; and
- (d) to receive information on the registration of their vote.

1.5 Representation in the General Meeting

1.5.1 The shareholder participates in the General Meeting and votes either in person or through representatives. Legal entities participate in the General Meeting by appointing their representatives. Each shareholder can appoint up to three (3) representatives. However, if the shareholder holds shares of the Company, which appear in more than one securities account, this restriction does not prevent that shareholder from appointing different representatives for the shares appearing in each securities account in relation to the General Meeting. A representative acting for more than one shareholder may vote differently for each shareholder.

1.5.2 The shareholder representative is obliged to notify the Company, before the beginning of the General Meeting, of any specific event that may be useful to the shareholders in assessing the risk of the representative being inclined to serve interests other than the interests of the represented shareholder. For the purposes of this paragraph, a conflict of interest may arise in particular when the representative:

- (a) is a shareholder exercising control of the Company or another legal person or entity controlled by that shareholder;
- (b) is a member of the Board of Directors or in general of the management of the Company or a shareholder exercising control on the Company or of another legal person or entity controlled by a shareholder exercising control on the Company;
- (c) is an employee or Auditor of the Company or a shareholder exercising control on the Company or another legal person or entity controlled by a shareholder exercising control on the Company;
- (d) is a spouse or first-degree relative of one of the natural persons referred to in the above cases (a) to (c).

1.5.3 The appointment and the revocation or replacement of the proxy or representative of the shareholder are made in writing or via electronic means and are submitted to the Company at least forty eight (48) hours before the scheduled date of the General Meeting.

1.6 Quorum and majority of the General Meeting of Shareholders

1.6.1 In accordance with the Law and the Articles of Association of the Company, the General Meeting is in quorum and meets validly on the items of the agenda, when shareholders who are present or represented, account for at least one fifth (1/5) of the paid-up share capital.

1.6.2 If this particular quorum is not reached, the General Meeting convenes again within twenty (20) days from the date of the cancelled meeting, with the relevant invitation being announced at least ten (10) full days prior to the new date of the meeting. At this repeated meeting, the General Meeting is in quorum and meets validly on the issues of the initial daily agenda, regardless of the part of the paid-up share capital that is represented during the meeting. A newer invitation is not required if the original invitation had already specified the place and time of the repeated meeting, provided that there is time period of at least five (5) days between the cancelled meeting and the repeated meeting.

1.6.3 The decisions of the General Meeting of Shareholders are being taken by an absolute majority of the votes represented in the meeting.

1.6.4 Exceptionally for decisions concerning:

- (a) the change of the Company's nationality;
- (b) the change of the Company's business objective;
- (c) the increase of shareholders' liabilities;
- (d) the regular increase of share capital, unless it is required by law or performed by capitalization of reserves;
- (e) the reduction of the capital, unless it is performed in accordance with paragraph 5 of article 21 or paragraph 6 of article 49 of Law 4548/2018, as in force,
- (f) change of the way by which the earnings are being distributed;
- (g) the merger, division, conversion, extension or dissolution of the Company;
- (h) the provision or renewal of authority towards the Board of Directors to increase the share capital, in accordance with paragraph 1 of article 24 of Law 4548/2018, as in force, as well as
- (i) any other case for which according to the law the General Meeting decides with an increased quorum and majority,

the General Meeting of Shareholders is in quorum and meets validly on the issues of the agenda when shareholders accounting for half (1/2) of the paid-up share capital are present or being represented at the meeting.

1.6.5 If this particular quorum is not reached, the General Meeting convenes again within twenty (20) days from the date of the cancelled meeting, with the relevant invitation being announced at least ten (10) full days prior to the new date of the meeting. At this repeated meeting, the General Meeting is in quorum and meets validly on the issues of the initial daily agenda, when shareholders accounting for half (1/5) of the paid-up share capital are present or being represented at the meeting. A newer invitation is not required if the original invitation had already specified the place and time of the repeated meeting, provided that there is time period of at least five (5) days between the cancelled meeting and the repeated meeting.

1.6.6 The decisions of the General Meeting, in the cases of paragraph 1.6.4 are taken by a majority of two thirds (2/3) of the votes represented in the Meeting.

1.7 Minority rights

The shareholders of the Company have, among other things, the rights provided in paragraphs 1, 2, 3, 5, 6 and 7 of article 141 of Law 4548/2018: In particular:

(a) At the request of shareholders, representing one twentieth (1/20) of the paid-up share capital, the Board of Directors is obliged to convene an Extraordinary General Meeting of shareholders, setting a day of its meeting, which should not be more than forty-five (45) days from the date of service of the application to the Chairman of the Board of Directors. The application contains the subject of the daily agenda. If a General Meeting is not convened by the Board of Directors within twenty (20) days from the submission of the relevant application, the convening is carried out by the requesting shareholders at the expense of the Company, by a court decision issued during the proceedings for injunction measures. This decision defines the place and time of the meeting, as well as the daily agenda. The decision is not challenged by legal means.

(b) At the request of shareholders, representing one twentieth (1/20) of the paid-up share capital, the Board of Directors is obliged to include in the agenda of the General Meeting, which has already been convened, additional items, if the relevant application reaches the Board of Directors at least fifteen (15) days before the General Meeting. The additional items must be published or announced, under the responsibility of the Board of Directors, according to article 122 of Law 4548/2018, at least seven (7) days before the General Meeting.

The request for inclusion of additional items on the agenda is accompanied by a justification or a draft decision for approval at the General Meeting and the revised agenda is announced in the same way as the previous agenda, thirteen (13) days before the date of the General Meeting, and at the same time the revised agenda is made available to the shareholders on the Company's website, along with the justification or the draft decision submitted by the shareholders according to the provisions of paragraph 4 of article 123 of Law 4548/2018.

(c) Shareholders representing one twentieth (1/20) of the paid-up share capital have the right to submit draft decisions on items included in the initial or any revised agenda of the General Meeting. The relevant application must be submitted to the Board of Directors at least seven (7) days before the date of the General Meeting, and the draft decisions are made available to the shareholders as defined in paragraph 3 of article 123 of Law 4548/2018, at least six (6) days before the date of the General Meeting. The Board of Directors is not obliged to register items on the agenda or to publish or disclose them along with justification and draft decisions submitted by shareholders, in accordance with paragraphs 2 and 3 of article 141 of Law 4548/2018, if their content is evidently contrary to law or good ethics.

(d) At the request of a shareholder or shareholders representing one twentieth (1/20) of the paid-up share capital, the Chairman of the General Meeting is obliged to postpone only once the decision-making process of the General Meeting, Ordinary or Extraordinary, on all or certain items of the agenda, setting as the day of continuation of the meeting, the one defined in the request of the shareholders, which, however, may not be more than twenty (20) days away from the date of postponement. The new General Meeting is a continuation of the previous postponed one and there is no need to repeat the formalities of publishing the shareholders' invitation. New shareholders can also participate in this General Meeting, observing the relevant participation formalities. In this case, the provisions of paragraph 6 of article 124 of Law 4548/2018 apply.

(e) At the request of any shareholder submitted to the Company at least five (5) full days before the General Meeting, the Board of Directors is obliged to provide the General Meeting of Shareholders with the requested specific information about the Company's affairs, to the extent that these are relevant with the items of the daily agenda. There is no obligation to provide information when the relevant information is already available on the Company's website, in particular in the form of questions and answers. Also, at the request of shareholders, representing one twentieth (1/20) of the paid-up capital, the Board of Directors is obliged to announce to the General Meeting, if it is an Ordinary one, the amounts that, during the last two years, were paid to each member of the Board of Directors or the managers of the Company, as well as any benefit to these persons for any reason or contract of the Company with them. In all cases above, the Board of Directors may

refuse to provide the information for a substantial reason, which is recorded in the minutes. Such a reason may be, in the circumstances, the representation of the applicant shareholders in the Board of Directors, according to articles 79 or 80 of law 4548/2018. In the cases of this paragraph, the Board of Directors may respond uniformly to shareholders' requests with the same content.

(f) At the request of shareholders representing one tenth (1/10) of the paid-up share capital, which is submitted to the Company within at least five (5) full days before the General Meeting, the Board of Directors is obliged to provide the General Meeting with information on the progress of the corporate affairs and the assets of the Company. The Board of Directors may refuse to provide the information for a substantial reason, which is recorded in the minutes. Such a reason may be, in the circumstances, the representation of the requesting shareholders in the Board of Directors, according to articles 79 or 80 of Law 4548/2018, provided that the respective members of the Board of Directors have received the relevant information in a sufficient manner.

(g) At the request of shareholders representing one twentieth (1/20) of the paid-up share capital, voting on an item or items on the daily agenda shall be made by open vote.

1.8 Other Shareholders' Rights

In addition to the right to participate and vote in the General Meeting, the shareholders of the Company have, in accordance with the current Articles of Association and the provisions of Law 4548/218, the following rights:

(a) right to receive a dividend

The minimum dividend is set at thirty-five percent (35%) of the net profit, after accounting for the deduction for the formation of a regular reserve and the other credit items of the income statement, which do not arise from realized earnings. With a decision of the General Meeting taken via an increased quorum and majority, the above percentage can be reduced, but not less than ten percent (10%). Non-distribution of the minimum dividend is allowed only by decision of the General Meeting, taken with the increased quorum of paragraphs 3 and 4 of article 130 of Law 4548/2018 and a majority of eighty percent (80%) of the share capital represented in the General Meeting. The amount to be distributed is paid to the shareholders within two (2) months from the decision of the Ordinary General Meeting that approved the annual financial statements and the corresponding dividend distribution. The date and process of the dividend payment is announced through relevant announcements on the Company's website and on the Athens Exchange. According to Greek law, dividends that are not being collected for a period of five (5) years from the date on which they became due are being lapsed and the relevant amounts are permanently transferred to the Greek State.

(b) right to information

Ten (10) days before the Ordinary General Meeting of Shareholders, the Company is obliged to post on its website its annual Financial Statements, as well as the relevant Reports of the Board of Directors and the Auditors.

(c) pre-emptive right

In case of a share capital increase that is not made by a contribution in kind or the issuance of bonds with the right to convert them into shares, a pre-emptive right is granted corresponding to the entire new capital or bond loan, in favor of the shareholders recorded as such at the time of issue, proportionally to their participation in the existing share capital.

(d) the right to participate in the proceeds of the liquidation

II. Shareholder Service Department

The Company, with its shares being listed on a regulated market, operates, in accordance with the provisions of article 19 of law 4706/2020 a Department of Corporate Announcements, which has the responsibility of the maintenance and update of the Company's share register and is charged with the direct, accurate and equal

information of the shareholders and their support regarding the exercise of their rights, based on the applicable legislation and the Company's Articles of Association. The publication of the relevant information is done in a way that ensures the rapid and equal access of the shareholders and the investing public in general to all the information, financial and non-financial.

The Shareholder Services Department mainly takes care of the following:

- (a) the distribution of dividends and free shares, the issuance of new shares with cash payment, the exchange of shares, the time period for the exercise of the relevant pre-emptive rights or the changes in the initial time frames, such as the extension of the time for the exercise of the rights,
- (b) the provision of information regarding Regular or Extraordinary General Meetings and the decisions taken at them;
- (c) the acquisition of treasury shares and their disposal and cancellation, as well as the share distribution programs or free distribution of shares to members of the Board of Directors and to the Company's staff,
- (d) the communication and exchange of data and information with central securities depositories and intermediaries, in the context of shareholder identification,
- (e) wider communication with shareholders,
- (f) informing shareholders, in accordance with the provisions of article 17 of Law 3556/2007, for the provision of facilities and information by securities issuers,
- (g) the monitoring of the exercise of shareholder rights, in particular with regard to the percentages of shareholder participation, and the exercise of the right to vote at General Meetings.

III. Department of Corporate Announcements

The Company, as having shares listed on a regulated market, has, in accordance with the provisions of Article 20 of Law 4706/2020, a Corporate Announcements Department, which makes the necessary announcements regarding regulated information, in accordance with the provisions of Law 3556/2007 (A' 91), as well as corporate events in accordance with the provisions of Law 4548/2018, with the aim of informing the shareholders and is responsible for the Company's compliance with the obligations provided for in Article 17 of Regulation (EU) 596 /2014, regarding the disclosure of privileged information, and the other applicable provisions.

PART D' - INTERNAL CONTROL AND RISK MANAGEMENT SYSTEM

I. Internal control

1.1 Internal Control System (ICS) means all internal control mechanisms and procedures, including risk management, internal control and regulatory compliance, which constantly covers every activity of the Company and contributes to its safe and effective operation.

Competent for the systematic monitoring, control and periodic evaluation of the Internal Control System (ICS) in particular regarding the adequacy and correctness of the provided financial and non-financial information, risk management, regulatory compliance and the Corporate Governance Code adopted and applied by the Company is the Internal Control Unit (ICU), which constitutes an independent organizational unit within the Company.

1.2 The responsibilities of the Internal Control Unit (ICU) are the following:

1.2.1 The continuous review and evaluation of the Internal Control System:

- By department
- By function
- By transaction
- On a short-term basis
- In the medium term (semi-annually, annually)

1.2.2 Monitoring the application of the rules and operating principles of the Company and identifying any deviations from the respective provisions.

- Knowledge of the content of the Internal Operating Regulation.
- Knowledge of commercial, tax, stock exchange legislation as well as capital market legislation and related circulars, regulations etc.
- Detection and recording of any deviations, violations, etc.
- Drafting instructions for proper application of rules and operating principles
- Knowledge and monitoring of compliance with the Company's Articles of Association

1.2.3 Checking the accuracy and validity of the information generated.

- Checking the accuracy and validity of financial information (balances, balance sheets, ratios, income - expenses statements - budgets - accounts).
- Control of relationships and transactions with related with the Company parties.

1.2.4 Periodic control of the proper safekeeping of the Company's assets.

- Checking the execution of agreements of other books and physical counting
- Control of compliance with appropriate procedures in the physical verification (counting) of assets.
- Participation in the preparation and conduct of physical verifications
- Checking the correctness of procedures and actions related to the prevention, deterrence or disclosure of weaknesses in the safekeeping of the assets owned by the Company or by third parties.

1.2.5 Informing the Management about the weaknesses and the potential improvements of the system.

Periodic notification (at least quarterly) but also occasionally when this is required by the circumstances, of the identified weaknesses in the operation of the system.

1.2.6 Report to the Board of Directors in cases of conflict of private interests and remuneration.

- Report to the Board of Directors of the Company of conflict cases between the private interests of the members of the Board of Directors or the Company's Executives with the interests of the Company, which the Internal Control Unit identifies during the exercise of its duties.
- Monitoring of transactions of the members of the Board of Directors of the executives and the other persons.
- Checking the legality of the remuneration and all kinds of benefits granted to the members of the Management regarding the decisions of the competent bodies of the Company.

1.2.7 Written information provided to the supervisory authorities

The head of the Internal Control Unit (ICU) provides in writing, after the approval of the Board of Directors of the Company, any information requested by the supervisory authorities, cooperates with them and facilitates in every possible way the task of monitoring, controlling and supervising the Company's bodies.

1.3 The head of the Internal Control Unit (ICU):

- (a) is appointed by the Board of Directors of the Company, following a proposal of the Audit Committee,
- (b) is a full-time and exclusive employee, personally and functionally independent and unbiased along the performance of duties,
- (c) has the appropriate knowledge and relevant professional experience,
- (d) reports administratively to the Chief Executive Officer and operationally to the Audit Committee.
- (e) may not be a member of the Board of Directors or a member with voting rights in Standing Committees of the Company and is not allowed to possess any close ties with anyone who holds one of the above capacities in the Company.

1.4 The executives of the Internal Control Unit (ICU) must comply with:

- (a) the International Professional Practices Framework;
- (b) the International Standards for the Professional Internal Auditing (IIA Standards);
- (c) the Code of Ethics (IIA Code of Ethics);
- (d) the applicable legislative and regulatory framework in general;
- (e) the Internal Rules of Operation of the Company.

1.5 The executives of the Internal Control Unit (ICU) in the performance of their duties must apply the following principles:

- (a) **integrity** (demonstration of honesty, diligence, consistency and responsibility in the performance of their duties, compliance with the legal and regulatory framework and internal procedures of the Company),
- (b) **objectivity** (demonstration of the greatest possible impartiality in the collection, evaluation and communication of information related to the audits carried out, non-acceptance of gifts that may affect their professional judgment, immediate disclosure of any event that could be considered contrary to the independence of the members of the Internal Control Unit),
- (c) **confidentiality** (respect and management of the information obtained along the performance of their duties with due diligence, avoidance of the use of such information for personal interests or in a manner harmful to the Company, taking appropriate measures to protect this information),
- (d) **adequacy of skills** (possession of knowledge, skills and experience required to provide internal control services, continuous improvement of the adequacy, efficiency and effectiveness of their services, exercise of appropriate professional judgment).

1.6 The Internal Control Unit (ICU) has an Operating Regulation in place, which was updated, approved and entered into force under the decision of 05.07.2021 of the Board of Directors of the Company following a proposal of the Audit Committee, in order to fully comply with the provisions of article 16 of Law 4706/2020 (Government Gazette A' 136/17.07.2020).

The above Regulation defines the principles and the basic operating framework of the Internal Control Unit, defines the fundamental principles and rules that the Internal Auditors must follow in the performance of their duties, describes the responsibilities, duties and obligations of the Unit and regulates its relations with all stakeholders (Board of Directors, Audit Committee, Chief Executive Officer and Statutory Auditors).

II. Risk Management

2.1 The Company implements risk management procedure, which aims at the timely and effective handling of risks that may have a negative impact on the achievement of its business objectives. This is a systematic procedure that aims at the timely and effective identification, analysis, control, management and monitoring of any type of risk involved in the operation of the Company. This procedure includes the following stages:

2.1.1 Overview and prioritization of business risks

The Internal Control Unit (ICU) applies an acceptable methodology of risk assessment in order to identify and prioritize the inherent business risks that the Company encounters. The hierarchy is based on "importance" and "probability of occurrence".

- ✓ The "importance" relates to the impact that a risk has on the Company's operations in the event where such a risk occurs.
- ✓ The "probability of occurrence" is related to how likely this risk is to occur (within a predetermined period of time).

2.1.2 Scheduling of audits

The main factors that influence the planning and scheduling of audits are the following:

- ✓ the areas / functions of high inherent business risk,
- ✓ the priorities of the Management for specific areas where new operating parameters are applied (policies, computer systems, methods, etc.),
- ✓ the requirements of the legal and regulatory framework that governs the operation of the Company,
- ✓ the possible need to repeat audits during which significant weaknesses were identified, which in turn affect the overall operation of the Company.

2.1.3 Performance of audits**2.1.4 Preparation of audit reports**

After the completion of the audit work, a report is prepared which contains the findings of the audit. The audit report is based on facts, is clear, accurate, objective and in a neutral style. The audit report shall state the findings and conclusions drawn as well as the Auditor's suggestions for remedial or corrective action. The findings of the audit must be based on facts that have been verified and fully substantiated. Findings relating to insignificant issues may be communicated verbally to interested parties.

2.1.5 Distribution of the audit report

Copies of the report are sent to the Audit Committee, the head of each audited Directorate / Department / Unit and the Board of Directors. The head of the Internal Control Unit (ICU) sets a 15-day period deadline from the presentation of the findings to the audited Unit / Department / Directorate for the latter's response.

2.1.6 Monitoring compliance with internal control guidelines

The head of the Internal Control Unit (ICU) formulates the monitoring plan for the implementation of the respective guidelines based on:

- the importance of the findings,
- the degree of exposure of the audited Unit / Department / Directorate to the any risk factors during the implementation of the guidelines,
- the degree of difficulty in implementing the instructions,
- the importance of the speed of implementation of the relevant corrective actions.

2.2 Management of the Company's risks in relation to the process of preparation of financial statements

The preparation of financial statements is carried out by the Finance Department on the basis of International Financial Reporting Standards (IFRS). In this context, the Company's Internal Control and Risk Management System in relation to the process of preparation of financial statements includes certain assurances and control mechanisms at various levels as described below:

Risk identification, assessment, measurement and management:

The identification and evaluation of risks is performed mainly during the preparation phase of the strategic planning and the annual business plan. The issues examined vary depending on market conditions and include developments and trends in the industry in which the Company operates. The Board of Directors conducts an annual review of the corporate strategy, the main business risks and the Internal Control System (ICS).

Planning and monitoring / Budget:

The progress of the Company is being monitored through a detailed budget planning. The evolution of the financial figures of the Company depends to a large extent on external factors such as the prices of raw materials and the market demand. For this reason, the implementation of the budget is monitored and

adjusted only in case of emergencies, in order to take into account the possible significant changes of the above-mentioned factors. The Management monitors the evolution of the financial figures of the Company through regular reports, comparisons with the budget as well as meetings among the management team members.

Safeguards for the process of preparing financial statements and financial reports:

The Company has established the appropriate policies and procedures in order to manage all the risks that may arise during the process of preparation of the financial statements. As part of the procedures for preparing the Company's financial statements, specific safeguards exist and being placed in operation, which include the use of tools and methodologies commonly accepted in accordance with international practices. The main areas where the Company makes sure there are safeguards related to the preparation of the Company's financial statements are the following:

Organization - Allocation of Responsibilities:

(i) The allocation of responsibilities and duties related to control, review and preparation of financial statements and financial reports is performed in such a way as to ensure the involvement of both the Company's senior management and its middle and junior executives, and with the aim to enhance efficiency of the safeguards, while preserving the required separation of responsibilities.

(ii) Financial services are appropriately staffed with individuals who have the required technical knowledge and experience for the responsibilities assigned to them.

Procedures for accounting and preparation of financial statements:

(i) The Company trains and informs the personnel in charge of preparation of the Financial Statements.

(ii) Automatic audits and verifications are performed between the various information systems.

(iii) Management's judgments and estimates required for the preparation of the financial statements are reviewed at each financial reporting period, in relation to the risks identified.

Furthermore, the Company has invested significant amounts of capital in the development, upgrade and maintenance of an advanced computer infrastructure that ensures via a series of information technology processes, the safeguards and security levels, the correct and accurate depiction of the financial information and data and at the same time the timely and consistent storage of the above information.

The security of information systems is ensured by the existence of procedures for restoration, backup of security files, protection against viruses, external interventions and malicious actions along with assurance of access to e-mail.

In order to avoid the risk of financial fraud, the Company implements a strict framework of procedures, which govern all its operations and especially those that are characterized as high risk operations, such as, for example, procurement, payment, cash and trade credit management procedures. Corresponding safeguards are applied in order to prevent corruption and bribery, while frequent internal audits ensure the accuracy, consistency and completeness of all types of financial records along with the existence of a real commercial justification for making payments to third parties.

Through all the above procedures and security mechanisms, any risk related to the preparation of the Company's financial statements is minimized.

2.3 Evaluation of Internal Control System (ICS)

2.3.1 The Company has a specific Evaluation Procedure of the Internal Control System (ICS) by an objective, independent, certified and experienced Assessor, in accordance with the provisions of articles 9 and 14 of Law 4706/2020 as well as the number 1/891/30.9.2020 Decision of the Board of Directors of the Capital Market Commission.

2.3.2 According to the specifics of the decision of the Board of Directors of the Hellenic Capital Market Commission with number 1/891/30.09.2020 (Government Gazette B' 4556/2020), as in force after its amendment by number 2/917/17.06.2021 (Government Gazette B' 3040/2021) Decision of its Board of Directors, the first evaluation of the Internal Control System (ICS) must be completed by March 31, 2023 with a reference date of December 31, 2022 and with a reference period beginning from the entry into force of article 14 of Law 4706/2020, i.e. from July 17, 2021.

2.3.3 In continuation of the above and in full compliance with the above provisions as well as the Company's Internal Operating Regulation, the Board of Directors, following a relevant recommendation - proposal of the Audit Committee, assigned to the Audit Company with the name " ASSOCIATED CERTIFIED ACCOUNTANTS ANONYMOUS COMPANY OF CERTIFIED AUDITORS " (AM SOEL 125), which is based in Athens, on 3 Fokionos Negri street, the assessment of the adequacy and effectiveness of the Company's Internal Control System ("ICS") on December 31, 2022, in accordance with the provisions of paragraph j' of paragraph 3 and paragraph 4 of article 14 of Law 4706 /2020 and Decision 1/891/30.09.2020 of the Board of Directors of the Capital Market Commission, as applicable.

2.3.4 The evaluation of the Internal Control System (ICS), was carried out by Ms. Konstantina Yiannopoulou, Certified Auditor-Accountant (AM SOEL 36881), Member of the aforementioned Auditing Company, and was conducted between June 2022 and March 2023, according to the schedule agreed with the Company.

2.3.5 After completing her work, the above-mentioned Assessor issued the Assessment Results Report dated 30.03.2023, the conclusion of which is that **"based on our work carried out, as well as the evidence obtained, regarding the assessment of the adequacy and effectiveness of the Company's ICS, with a reference date of December 31, 2022, nothing that could be considered as a material weakness of the Company's ICS, according to the Regulatory Framework, has come to our attention."**

2.3.6 The above conclusion is yet another confirmation that the Company is in permanent compliance with the applicable legislative and regulatory framework in general that governs the Internal Control System (ICS) and adopts the best practices and procedures, with the aim of legal and orderly operation of its Internal Control System (ICS).

PART E' - ADDITIONAL INFORMATION DATA

1.1 Introduction

Article 10 paragraph 1 of Directive 2004/25/EC of the European Parliament and of the Council of 21 April 2004 regarding public offerings provides the following for companies whose securities are traded on organized market according to the provisions of Law 4548/2018 EC:

«1. Member States shall ensure that the companies referred to in Article 1, paragraph 1 publish detailed information on:

(a) structure of their capital, including non-listed securities on a regulated market of a Member State and, where appropriate, an indication of the different classes of shares with the rights and obligations associated with each class of shares and the percentage of the total shareholding of capital they represent,

- (b) all the restrictions on the transfer of securities, such as restrictions on the holding of securities or the obligation to obtain approval by the company or other holders of securities, without prejudice to Article 46 of Directive 2001/34/EC,*
- (c) significant direct or indirect participations (including indirect participations through pyramid schemes or mutual participation) within the meaning of Article 85 of Directive 2001/34/EC,*
- (d) holders of any securities providing special control rights and a description of those rights,*
- (e) any control mechanism provided for in an employee participation scheme, provided that control rights are not exercised directly by employees,*
- (f) any restrictions on voting rights, such as restrictions on voting rights for holders of a given percentage or number of votes, deadlines for exercising voting rights, or systems in which, with the cooperation of the company, financial-credit rights deriving from securities are separated from the possession of the securities,*
- (g) agreements between shareholders which are known to the company and which may involve restrictions on the transfer of securities and/or voting rights within the meaning of Directive 2001/34/EC,*
- (h) the rules regarding the appointment and replacement of members of the board and the amendment of the Articles of Association;*
- (i) the authorities of the members of the Board of Directors, in particular with regard to the possibility of issuing or repurchasing shares;*
- (j) any significant agreement in which the Company participates and which enters into force, is amended or expires in the event of a change in control of the Company following a public offering and the results of this agreement, unless, by its nature, the disclosure would cause serious damage to the Company. This exception does not apply when the Company is expressly obliged to disclose similar information under other legal requirements,*
- (k) any agreement entered into by the Company with its members or staff, which provides for compensation in the event of resignation or dismissal without good cause or if their employment is terminated due to the public offering.*

1.2 Regarding the elements c, d, f, h, and i and of paragraph 1 of article 10, the Company declares the following:

- as to point c: the significant direct or indirect participations in the voting rights of the Company, within the meaning of the provisions of articles 9 to 11 of Law 3556/2007 are the following:
 - Athina Kostopoulou: 1,560,000 shares and voting rights (percentage 14.86%)
 - Vasiliki Kostopoulou: 1,560,000 shares and voting rights (percentage 14.86%)
 - Panagiotis Troumbounis: 1,768,000 shares and voting rights (percentage 16.84%)
 - Eleni Delenda: 704,000 shares and voting rights (percentage 6.70%).
 - as to point d: there are no securities (including shares) that provide special control rights.
 - as to point f: there are no known restrictions on voting rights (such as restrictions on voting rights for holders of a given percentage or number of votes, deadlines for exercising voting rights, or systems in which, with the cooperation of the Company, financial rights arising from securities are separated from titles' possession. Regarding the exercise of voting rights at the General Meeting of Shareholders, an extensive report is made in Section C' of this Corporate Governance Statement.
 - as to point h: Regarding the appointment and replacement of members of the Company's Board of Directors as well as those related to the amendment of the Company's Articles of Association, there are no rules that differ from those provided for in Law 4548/2018, as in force today. These rules are described in detail in Section A' of this Corporate Governance Statement.
 - as to point i: there are no special authorities of the Board of Directors' members or of certain members regarding the issuance or repurchase of shares.
- The remaining points e, g, j and k are not applicable.

PART F' - SPECIAL STATEMENTS

1.1 During the closing financial year 2022 (01.01.2022-31.12.2022), the Board of Directors carried out an annual review of the corporate strategy, the main business risks encountered by the Company in the sector in which it operates, as well as the internal control systems implemented by the Company and found the following:

- ✓ the corporate strategy is implemented properly and in accordance with the planning of the competent Directorates, in order for the Company to continue to stand out for the promotion of innovative products and services, the establishment of long-term relationships of trust and the creation of a sense of familiarity with its business partners, therefore further advancing its business model,
- ✓ the main business and financial risk areas of the Company as well as the issues that may have a significant impact on its financial statements, according to the size and complexity of its business activities are included and have been detailed and addressed in the relevant Section of the Management Report of the Board of Directors, and finally,
- ✓ the internal control is carried out in accordance with the effective legislative and regulatory framework and the principles of the Code of Ethics, and covers the main activities of the Company, in order to determine the adequacy of the management and organization systems of the audited entity, to identify any irregularities, errors, weaknesses and possible fraud that may result in mismanagement and / or loss of assets, and in order to verify the reliability of the measurement and presentation of the financial accounts that constitute essentially the image of the economic entity.

1.2 The Board of Directors of the Company declares and confirms hereby that the Audit Company, which is in charge of carrying out the mandatory audit of the annual and semi-annual Financial Statements as well as the issuance of the annual tax certificate and the tax compliance report, does not provide audit services of any other nature not permitted by the current regulatory framework to the Company and thus there is no direct or indirect impact on the objectivity, integrity, reliability and effectiveness of the statutory audit.

PART G' - SUSTAINABLE DEVELOPMENT POLICY

The Company is not obliged to draw up and adopt a sustainable development policy of article 151 of Law 4548/2018, as the provisions of the latter article (non-financial statements) are addressed to large companies that are entities of public interest, within the meaning of Annex A of Law 4308/2014 and which, on the closing date of their balance sheet, exceed the average number of five hundred (500) employees during the financial year, given that the Company does not meet this condition.

Despite this, the Company has drawn up a Sustainable Development Policy recognizing that care for the health and safety of employees, respect and protection of the environment, comprehensive coverage of customer needs and harmonious coexistence with the local communities in which it operates are the guarantees for its development.

The Sustainable Development Policy is in agreement and harmonization with the Company's values, responsibility, integrity, transparency, efficiency and innovation.

The Policy is determined by the Company's Management, which is committed to:

- ✓ the implementation of the Policy at all levels and areas of activity of the Company,
- ✓ the strict observance of the existing legislation and the full implementation of the standards, policies, internal instructions and relevant procedures applied by the Company, as well as other requirements arising from voluntary agreements, which the Company subscribes to and accepts,

- ✓ open, two-way communication with stakeholders, in order to recognize and record their needs and expectations,
- ✓ providing a healthy and safe working environment for its human resources, partners and every visitor,
- ✓ the protection of human rights and the provision of a working environment of equal opportunities, without any discrimination,
- ✓ the continuous effort to reduce the environmental footprint, through the implementation of responsible actions and prevention measures according to the best available techniques,
- ✓ the cooperation and support of the local community, in order for the Company to contribute to the sustainable development of the local areas where it operates,
- ✓ the constant pursuit of creating added value for stakeholders.

To fulfill the above commitments, the Company on a voluntary basis plans and implements relevant programs, while at the same time setting strategic priorities which focus on the following axes:

• **Economic Development and Corporate Governance**

The Company aims to achieve positive financial results, implements a good corporate governance system, evaluates and manages business risks in order to safeguard the interests of shareholders. It develops procedures and takes measures both to enhance transparency and to prevent and fight corruption.

• **Market**

The Company aims at optimal and comprehensive customer satisfaction and invests in research and development, with the aim of providing new products and solutions of high quality and added value, thus simultaneously improving its position in the constantly evolving business environment. Additionally, the Company expects responsible business behavior from its suppliers and partners

• **Human Resources - Health and Safety at Work**

The Company respects and supports internationally recognized human rights and implements policies of fair remuneration, meritocracy and equal opportunities for all its human resources, without any discrimination and with respect for diversity. Care for the provision of a healthy and safe working environment is of high importance for the Company.

• **Environment**

In the field of environmental management, the Company applies the principle of prevention and carries out systematic actions in order to minimize its environmental footprint. The Company operates respecting the principles of the circular economy and ensures the optimal management of natural resources, the promotion of metal recycling, the utilization of secondary raw materials and the adoption of waste disposal practices taking into account the "circularity" of management work.

• **Local community**

The Company is on the side of the local community and responds sensitively to issues that concern it, having developed a close relationship based on dialogue and cooperation. The Company plans and implements actions that respond to the basic needs of society, in matters of work, development, education, health, environment, and culture. It encourages volunteering and supports initiatives for the sustainable development of the local community.

Aspropyrgos, 25 April 2023

The Board of Directors

The Chairman of the Board of Directors

Dimitrios Kostopoulos

C. INDEPENDENT AUDITOR'S ACCOUNTANT**INDEPENDENT AUDITOR'S REPORT**

To the Shareholders of "MEVACO S.A."

Report on the Audit of the Financial Statements**Opinion**

We have audited the accompanying financial statements of "MEVACO S.A." (the Company), which comprise the statement of financial position as at 31 December 2022, the statement of comprehensive income, changes in equity and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the company "MEVACO S.A." as at 31 December 2022, its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRSs) as adopted by the European Union.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) as incorporated into the Greek Legislation. Our responsibilities under those standards are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our report. We are independent of the Company throughout our appointment in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), as incorporated into the Greek Legislation and the ethical requirements that are relevant to the audit of the financial statements in Greece, and we have fulfilled our other ethical responsibilities in accordance with the requirements of the current legislation and the above-mentioned IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the audited period. These matters and the related risks of material misstatement were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Fair value measurement of tangible non-current fixed assets

On December 31, 2022, the Company's financial statements reflect at fair values:

Own-utilized non-current tangible fixed assets worth €21,483,550, (2021: €19,295,712).

& Investments in real estate worth €3,785,077 (2021: €3,308,015).

To determine the above values, the Company's management used independent professional real estate appraisers.

Given the importance of these funds and the use of management's assumptions and estimates, we consider the measurement of the fair value of owned property, plant and equipment and investment properties to be one of the most important audit matters.

The Company's disclosures regarding its accounting policy, as well as the judgments and estimates used when measuring the fair value of real estate investments are included in notes 3.3.1, 4.4, 4.5, 7.1 and 7.4 of the financial statements.

The main audit procedures carried out included, among others:

-We included in the audit team, independent real estate appraisers, to evaluate the appropriateness of the assumptions and methodologies used by the Company.

-Evaluation of the independence and professional competence of the independent professional appraisers utilized by the management.

- Audit of the completeness and accuracy of the data entry in the valuation studies of the independent professional appraisers.

- Audit of the accounting entries to verify the correct entry of the fair value of each asset.

-Confirmation of the amounts presented in the financial statements with the fair values shown in the valuation studies of the independent professional appraisers and management.

-Evaluation of the adequacy and appropriateness of the disclosures in the notes to the financial statements.

Inventory valuation

As of December 31, 2022, the value of the Company's stocks amounts to €10,591,982 (2021: €2,595,029).

The Company values inventories at the lower between acquisition cost and net liquidable value.

In order to determine the net liquidable value, the Company's Management makes estimates based on the movement of inventory, especially slow-moving inventory, in each reporting period.

Given the importance of inventory value and the use of management's judgments and estimates in determining net liquidable value, we consider the assessment of inventory impairment to be an area of particular audit interest.

The Company's disclosures regarding the accounting policy followed, judgments and estimates used to audit the valuation of the inventory are included in notes 4.8 and 7.6 of the financial statements.

The key audit procedures we performed included, but were not limited to:-

-We attended the physical inventory-counting process in the main storage areas and carried out sample counts of the inventory.

-We performed a sample audit regarding the correct calculation of the merchandise valuation method.

-We evaluated Management's estimates regarding immovable and slow-moving inventory.

-We evaluated the reasonableness of the Management's assumptions and estimates applied for the valuation of the inventory.

-We assessed the adequacy of the disclosures in the accompanying financial statements, in relation to this matter in the notes to the financial statements

Recoverability of trade receivables

On 31.12.2022, the Company's trade receivables amount to €9,435,176, (2021: €5,680,801) which includes a related accumulated impairment amounting to €1,717,430 (2021: €1,559,512).

The company's disclosures regarding the trade receivables, the maturity of overdue receivables and the determination of impairment, are included in notes 3.3.3, 4.9, 4.11 and 7.7 of the financial statements.

Taking into account the specific characteristics of the transactions related to the account in question, the business risks of the sector, the amount of the respective assets, we assessed the valuation of the recoverability of trade receivables as one of the most important issues of the audit.

Our audit procedures related to this matter included, but were not limited to:

- Evaluation of management procedures regarding the monitoring of trade receivables and the assessment of their recoverability.
- Examination of the assumptions and methodology used by the Company to determine the recoverability of its trade receivables or their characterization as doubtful.
- Examination and evaluation of the maturity of the customers' balances based on the procedures, criteria and the general credit policy established by the Company, in order to identify possible bad debts. .
- Reviewing and evaluating solicitors' response letters for bad debts handled during the year to identify any issues indicating trade receivables balances that are not recoverable.
- Evaluation of the relevant disclosures in the company's financial statements.

Other matter

The Company's financial statements for the previous year ended 31/12/2021 were audited by another audit firm. For the year in question, the Certified Auditor-Accountant issued an audit report with an unqualified opinion on 27.04.2022.

Other information

Management is responsible for the other Information. The other Information comprises the information included in the Board of Directors' Report for which reference is made to the "Report on other Legal and Regulatory Requirements", to the Statements of the Members of the Board of Directors, but does not include the financial statements and the auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In relation with our audit of the financial statements, our responsibility is to read the other Information and, in doing so, consider whether the other Information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of management and those charged with governance on the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IFRSs, as adopted by the European Union, and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless Management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

The Audit Committee (art. 44 L. 4449/2017) of the Company has the supervisory responsibility the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs, as incorporated into the Greek Legislation, will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs as incorporated into the Greek Legislation, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the audited period and are therefore the key audit matters.

Report on other Legal and Regulatory Requirements

1. Board of Directors' Report

Taking into consideration that management is responsible for the preparation of the Board of Directors' Report and the Corporate Governance Statement included in this report, according to the provisions of paragraph 5 of article 2 of L. 4336/2015 (part B'), we note that:

- a) The Board of Directors' Report includes the Corporate Governance Statement that provides the data and information defined under article 152 of L. 4548/2018.
- b) In our opinion the Board of Directors' Report has been prepared in accordance with the applicable legal requirements of the article 150 and the paragraph 1 (cases c' and d') of the article 152 of L. 4548/2018 and its content corresponds with the accompanying financial statements for the year ended 31.12.2022.
- c) Based on the knowledge we obtained during our audit of the company "MEVACO S.A." and its environment, we have not identified any material misstatements in the Board of Directors' Report.

2. Additional Report to the Audit Committee

Our audit opinion on the accompanying financial statements is consistent with the Additional Report to the Company's Audit Committee referred to in Article 11 of European Union (EU) Regulation 537/2014.

3. Provision of Non-Audit Services

We have not provided to the Company the non-audit services that are prohibited in accordance with Article 5 of EU Regulation 537/2014. The permitted non-audit services we have provided to the Company, during the fiscal year ended December 31, 2022, are disclosed in Note 7.32 of the accompanying financial statements.

4. Auditor's Appointment

We were appointed for the first time as Certified Auditors Accountants of the Company by the dated 23/06/2022 decision of the annual ordinary general meeting of shareholders.

5. Operating Regulation

The Company has an Operating Regulation in accordance with the content provided by the provisions of article 14 of L. 4706/2020.

6. Assurance Report on the European Single Electronic Format

We examined the digital file of the company "MEVACO S.A." (hereinafter Company), which was prepared according to the European Single Electronic Format (ESEF) defined by the European Commission Delegated Regulation (EU) 2019/815, as amended by the Regulation (EU) 2020/1989 (hereinafter ESEF Regulation), and which comprises the financial statements of the Company for the year ended 31 December 2021, in XHTML format (213800JPYEWTO2FQ2M85-2022-12-31-el.xhtml).

Regulatory Framework

The digital file of the European Single Electronic Format is prepared in accordance with the ESEF Regulation and the European Commission Interpretative Communication 2020/C 379/01 of the 10th November 2020, as provided by L. 3556/2007 and the relevant announcements of the Hellenic Capital Market Commission and the Athens Stock Exchange (hereinafter "ESEF Regulatory Framework"). In brief, this Framework provides, among other, that all annual financial reports should be prepared in XHTML format.

The requirements set out in the applicable ESEF Regulatory Framework are appropriate criteria for expressing a conclusion that provides reasonable assurance.

Responsibilities of Management and Those Charged with Governance

Management is responsible for the preparation and presentation of the corporate financial statements of the Company, for the year ended 31 December 2022, in accordance with the requirements set out in the ESEF Regulatory Framework, and for such internal control as management determines is necessary to enable the preparation of digital file that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities

Our responsibility is to plan and carry out this assurance engagement, in accordance with the Decision No. 214/4/11-02-2022 of the BoD of the Hellenic Accounting and Auditing Standards Oversight Board (HAASOB) and the "Guidelines in relation to the Independent Auditor's work and assurance report on the European Single Electronic Format (ESEF) for issuers whose securities are admitted to trading on a regulated market in Greece", as issued by the Institute of Certified Public Accountants of Greece (SOEL) at 14/02/2022 (hereinafter "ESEF Guidelines"), in order to obtain reasonable assurance about whether the financial statements of the Company prepared by management in accordance with ESEF comply, in all material respects, with the ESEF Regulatory Framework in force.

Our work was carried out in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), as incorporated into the Greek Legislation and also we have fulfilled the ethical and independence requirements, in accordance with L. 4449/2017 and Regulation (EU) No. 537/2014.

The assurance engagement we performed is limited to the items included in the ESEF Guidelines and was performed in accordance with the International Standard on Assurance Engagements (ISAE) 3000, "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information". Reasonable assurance is a high level of assurance, but is not a guarantee that this engagement will always detect a material misstatement regarding non-compliance with the requirements of the ESEF Regulatory Framework.

Conclusion

Based on the work performed and the evidence obtained, we conclude that the financial statements of the Company, for the year ended 31 December 2022, in XHTML file format (213800JPYEWTO2FQ2M85-2022-12-31-el.xhtml), have been prepared, in all material respects, in accordance with the requirements of the ESEF Regulatory Framework.

Athens, 26 April 2023

Certified Auditor Accountant

Vasilis Xenidis

(SOEL) Reg. No. 36441



Grant Thornton

Ορκωτοί Ελεγκτές Σύμβουλοι Επιχειρήσεων
Λ. Κατεχάκη 58, 115 25 Αθήνα
Α.Μ. ΣΟΕΑ 127

Annual Financial Statements

Statement of Financial Position

<i>Amounts in € '</i>	<i>Note</i>	31/12/2022	31/12/2021
ASSETS			
Non current assets			
Property, plant and equipment	7.1	21,483,550	19,295,712
Intangible assets	7.2	213,172	227,554
Other investments	7.3	144,515	44,915
Investment property	7.4	3,785,077	3,308,015
Other long term receivables	7.5	11,628	11,513
Total		25,637,942	22,887,709
Current assets			
Inventories	7.6	10,591,982	2,595,029
Trade and other receivables	7.7	9,435,176	5,680,801
Other receivables	7.8	1,349,149	502,695
Other current assets	7.9	53,055	156,154
Financial assets at fair value through the income statement	7.10	247	194
Cash and cash equivalents	7.11	8,297,016	5,982,327
Total		29,726,625	14,917,200
Total assets		55,364,567	37,804,909
EQUITY AND LIABILITIES			
Equity			
Share capital	7.12	9,975,000	9,975,000
Share premium	7.12	2,295,475	3,033,915
Fair value reserves	7.12	7,612,905	5,642,285
Other reserves	7.12	3,227,069	3,080,770
Retained earnings	7.12	5,648,130	2,629,871
Total Equity		28,758,580	24,361,841
Non-Current liabilities			
Deferred tax liabilities	7.13	1,901,788	1,059,719
Provision for staff leaving indemnities	7.14	270,120	260,050
Government grants for property	7.15	525,224	635,935
Long term borrowings	7.16	3,900,000	1,560,000
Other non-current liabilities	7.1	-	1,676
Total		6,597,132	3,517,380
Current liabilities			
Trade and other payables	7.17	14,332,827	5,498,013
Current tax liabilities	7.18	669,360	74,583
Short term borrowings	7.16	1,056,060	1,747,009
Long term liabilities payable in the following year	7.16	1,456,664	765,744
Other current liabilities	7.19	2,493,945	1,840,339
Total		20,008,855	9,925,688
Total liabilities		26,605,987	13,443,068
Total equity and liabilities		55,364,567	37,804,909

The notes on pages from 100 until 149 constitute an integral part of the Annual Financial Statements.

Statement of Comprehensive Income

<i>Amounts in € ' </i>	<i>Note</i>	<i>1/1-31/12/2022</i>	<i>1/1-31/12/2021</i>
Sale of merchandises		38,811,347	23,284,649
Revenues from services		2,140,699	2,312,755
Sales	7.20	40,952,047	25,597,404
Cost of sales	7.21	(31,613,864)	(20,072,102)
Gross profit/(loss)		9,338,182	5,525,302
Administration expenses	7.21	(990,085)	(780,881)
Distribution expenses	7.21	(3,884,831)	(2,238,437)
Research & development expenses	7.21	(243,178)	(240,473)
Other operating expenses	7.22	(274,540)	(341,946)
Other operating income	7.22	285,062	777,150
Earnings Before Interest and Tax		4,230,611	2,700,716
Financial expenses	7.23	(208,297)	(268,326)
Financial income	7.23	6,735	2,980
Loss from other investments' valuation	7.3	(61,754)	(15,563)
Gain/(losses) from the valuation of own-used fixed assets	7.1	23,346	-
Gain/(losses) from the valuation of investment property	7.4	74,326	11,921
Gain/(losses) from impairment of financial assets	7.10	54	44
Earnings / (losses) before taxes		4,065,020	2,431,772
Income tax	7.24	(897,672)	(494,210)
Earnings / (losses) after taxes		3,167,348	1,937,561
Other comprehensive income			
Amounts that may be reclassified subsequently to the income statement :		-	-
Amounts that will not be reclassified subsequently to the Income statement :		-	-
Actuarial gain/(losses) presented directly to equity		(2,332)	(27,190)
Deferred taxation of actuarial gains/(losses) presented directly in equity		513	5,982
Revaluation of own-used assets at fair value		2,526,437	-
Deferred tax of revaluation of own-used fixed assets at fair value		(555,816)	-
Change in deferred taxation due to change in tax rates		-	55,217
		1,968,801	34,009
Other comprehensive income / (expense) after tax		1,968,801	34,009
Total Comprehensive income		5,136,149	1,971,571

The notes on pages from 100 until 149 constitute an integral part of the Annual Financial Statements.

<i>Amounts in € '</i>	Note	1/1-31/12/2022	1/1-31/12/2021
Earnings of year attributable to:			
Owners of the parent		3,167,348	1,937,561
Non controlling interests		-	-
		3,167,348	1,937,561

Comprehensive income attributable to:

Owners of the parent		5,136,149	1,971,571
Non controlling interests		-	-
		5,136,149	1,971,571

<i>Amounts in € '</i>	Note	1/1-31/12/2022	1/1-31/12/2021
Basic earnings / (losses) per share (€ / share)	7.27	0.3017	0.1845

<i>Amounts in € '</i>	1/1-31/12/2022	1/1-31/12/2021
Earnings / (losses) before interest, tax, depreciation and amortization	4,982,732	3,423,616
Earnings / (losses) before interest and tax	4,230,611	2,700,716
Earnings / (losses) before tax	4,065,020	2,431,772
Earnings / (losses) after tax	3,167,348	1,937,561

The notes on pages from 100 until 149 constitute an integral part of the Annual Financial Statements.

Statement of changes in Equity

Amounts in €	Note	Share capital	Share premium	Reserves of real estate at fair value	Other reserves	Retained earnings	Total Equity
Balance at 31/12/2020		9,975,000	3,036,149	5,588,934	3,079,532	710,656	22,390,270
Earnings / (losses) of year		-	-	-	-	1,937,561	1,937,561
Change in Equity of the year 2021							
Statutory Reserve Creation		-	-	-	-	-	-
Deferred taxation's effect from the change in tax rate	7.25	-	(2,234)	53,351	1,238	2,862	55,217
Actuarial (gain)/losses recorded directly in equity	7.25	-	-	-	-	(27,190)	(27,190)
Deferred taxation from actuarial (gains)/losses recorded directly in equity	7.25	-	-	-	-	5,982	5,982
Profit/(losses) directly recognized at equity		-	(2,234)	53,351	1,238	(18,346)	34,009
Total recognized profit/(losses) for the year		-	(2,234)	53,351	1,238	1,919,216	1,971,571
Balance on 31/12/2021		9,975,000	3,033,915	5,642,284.86	3,080,769.69	2,629,871	24,361,841

Amounts in €	Note	Share capital	Share premium	Reserves of real estate at fair value	Other reserves	Retained earnings	Total Equity
Balance at 31/12/2021		9,975,000	3,033,915	5,642,285	3,080,770	2,629,871	24,361,841
Earnings/(losses) of year		-	-	-	-	3,167,348	3,167,348
Change in Equity of the year 2022							
Statutory Reserve Creation	7.12	-	-	-	146,299	(146,299)	-
Share Capital Increase	7.12	735,000	(735,000)	-	-	-	-
Actuarial (gain)/losses recorded directly in equity	7.25	-	-	-	-	(2,332)	(2,332)
Deferred taxation from actuarial (gains)/losses recorded directly in equity	7.25	-	-	-	-	513	513
Share Capital Return		(735,000)	-	-	-	-	(735,000)
Revaluation of own-used property at fair value	7.12	-	-	2,526,437	-	-	2,526,437
Deferred taxation from revaluation of own-used property at fair value	7.12	-	-	(555,816)	-	-	(555,816)
Share capital increase expenses	7.12	-	(4,410)	-	-	-	(4,410)
Deferred taxation from the expenses of share capital increase	7.12	-	970	-	-	(970)	-
Profit/(losses) directly recognized at equity		-	(738,440)	1,970,621	146,299	(149,089)	1,229,391
Total recognized profit/(losses) for the year		-	(738,440)	1,970,621	146,299	3,018,259	4,396,739
Balance on 31/12/2022		9,975,000	2,295,475	7,612,905	3,227,069	5,648,130	28,758,580

The notes on pages from 100 until 149 constitute an integral part of the Annual Financial Statements.

Statement of Cash Flows

Amounts in € '	Note	1/1-31/12/2022	1/1-31/12/2021
Cash flows from operating activities			
Earnings / (losses) of year (before tax)		4,065,020	2,431,772
adjustments of earnings for:			
Depreciation of Property, plant and equipment	7.1	843,695	816,585
Amortization of intangible assets	7.2	19,137	21,348
Provisions-Impairment	7.7	157,918	117,266
Losses from other investments' valuation	7.3	61,754	15,563
(Gain) / losses from foreign exchange differences		22,410	(4,006)
(Gain) / losses from sale of tangible fixed assets		(706)	31,127
(Earnings) / losses of fair value of financial assets at fair value through the income statement		(54)	(44)
Change of employee termination benefits	7.14	7,738	23,284
Depreciation of government grants of property	7.15	(110,711)	(115,032)
(Gain) / losses from own-used property valuation		(23,346)	-
(Gain) / losses from valuation of investment property		(74,326)	(11,921)
interest income	7.23	(6,735)	(2,980)
Interest expense	7.23	208,297	268,326
Total		1,105,072	1,159,514
Changes in working capital			
(Increase) / decrease of inventories		(7,996,953)	(25,270)
(Increase) / decrease of trade receivables		(3,912,293)	(2,169,451)
(Increase) / decrease of other receivables		(849,531)	(72,541)
Increase / (decrease) of trade liabilities		8,783,478	2,876,866
Increase / (decrease) of liabilities from tax		10,664	48,630
Increase / (decrease) of other liabilities		653,669	862,695
		(3,310,966)	1,520,930
Cash flows from operating activities		1,859,126	5,112,216
minus: Income tax payments		(26,793)	(33,591)
minus : Interest paid		(208,297)	(268,326)
Net cash flows from operating activities		1,624,036	4,810,299
Cash flows from investing activities			
Purchases of property, plant and equipment	7.1	(447,061)	(593,633)
Purchases of investment property	7.4	(402,737)	-
Purchases of intangible assets	7.2	(4,755)	(34,220)
Sale of property, plant and equipment		14,000	48,500
Additions-Improvements of investment property		-	(24,095)
Inflows from government grants		106,062	-
Interest received		6,735	2,980
Increase of other investments	7.3	(161,354)	-
Net cash flows from investing activities		(889,111)	(600,468)
Cash flows from financing activities			
Proceeds from Borrowings		6,050,000	6,300,000
Payments of long-term borrowings		(1,469,080)	(422,956)
Payments of short-term borrowings		(2,240,949)	(7,034,923)
Expenses of share capital increase		(4,410)	-
Share capital return to the shareholders of the parent company		(733,388)	-
Net cash flows from financing activities		1,602,174	(1,157,879)
Net increase / (decrease) in cash and cash equivalents		2,337,099	3,051,951
Cash and cash equivalents at the beginning of year		5,982,327	2,931,113
Foreign exchange differences at cash and cash equivalents		(22,410)	(737)
Cash and cash equivalents at the end of year		8,297,016	5,982,327

The notes on pages from 100 until 149 constitute an integral part of the Annual Financial Statements.

Notes on the Annual Financial Statements**1. General Information**

"MEVACO SA", (hereinafter referred to as "MEVACO" or "Company"), with General Commerce Reg. No. (GEMI) 89232902000 was established in 1993 and came from the merger of the companies: (a) "VARIOUS METAL CONSTRUCTIONS LTD." with the distinctive title "MEVACO LTD", which was founded in 1971, (b) "D. KOSTOPOULOS - V. GIONAKIS & CO OE" with the distinctive title "MEKAT OE", which was founded in 1986.

MEVACO, in 1993 was transferred to privately owned premises in the Industrial Area of Aspropyrgos and it was equipped with modern mechanical equipment, which provided to it a significant impetus in the production of metal components and products with high requirements.

The annual financial statements of the year that ended on 31st December 2022 (1.1.2022-31.12.2022) were approved by the Board of Directors of the Company during its meeting on 25th April 2023.

The annual financial statements are presented in the Company's operating currency which is the Euro rounded without the existence of decimal data.

Any differences in the individual sums of the tables are due to the rounding.

2. Nature of activities

MEVACO is a pioneering Industrial Company in field of metal products' manufacturing, listed on the Athens Stock Exchange since 1999. With more than 50 years' experience, significant know-how and productive flexibility, MEVACO possesses innovative production capabilities in sheet metal processing and precision iron construction.

Having rich and state-of-the-art mechanical equipment, special knowledge of metal processing and comfortable industrial spaces, MEVACO has as object the production / manufacture of the metal part of products of all kinds, according to the designs and the qualitative and quantitative requirements of the customer

MEVACO's flexibility and adaptability is attributed, mainly, in the programmable through PC machines it has, in its vertical production structure, and the experienced human resources, elements that enable the immediate response, economically and qualitatively in any small or large quantities desired by the customer.

Since 2011 the Company has expanded its activities in the field of renewable energy sources and especially in the field of production and exploitation of electricity through photovoltaic systems. The Company has already developed activity in this field as well, which of course is completely complementary to its main activity as above.

Since 2014, its purpose has been further expanded in the field of electronic and / or digital panels of variable messages, electronic and other equipment of sports venues, illuminated signs, etc., in order to utilize the know-how and the relevant experience that the Company has.

Within this framework, the Company carefully considers every opportunity of expansion into corresponding complementary and / or ancillary activities of high added value.

3. Basis for the preparation of the annual financial statements

The Company's annual Financial Statements have been prepared in accordance with International Financial Reporting Standards (hereinafter IFRS) adopted by the European Union and are subject to the approval of the Ordinary General Meeting of shareholders which is expected to be held on June 21, 2023.

The annual Financial Statements have been prepared on the basis of the historical cost principle, except for real estate and certain financial instruments that are valued at their fair value (current values), the principle of going concern and

are in accordance with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB) and their interpretations as issued by the IASB Interpretation Committee (IFRIC).

For the preparation of the annual Financial Statements for the year 2022 (1.1.2022 - 31.12.2022) the same accounting policies used in the fiscal year 2021 have been observed.

3.1 New Standards, Interpretations, Revisions and Amendments to existing Standards that are effective and have been adopted by the European Union

The following new Standards, Interpretations and amendments of Standards that have been issued by the International Accounting Standards Board (IASB), are adopted by the European Union, and their application is mandatory from 01.01.2022 or subsequently.

- **Amendments in IFRS 3 "Business Combinations", in IAS 16 "Property, Plant and Equipment", in IAS 37 "Provisions, Contingent Liabilities and Contingent Assets" and in the "Annual Improvements 2018 – 2020" (applied for annual periods beginning on or after 01.01.2022)**

In May 2020, the IASB issued a series of amendments, including limited-purpose amendments to three Standards, as well as the Council's Annual Improvements. These amendments provide clarification regarding the wording of the Standards or correct minor consequences, omissions or inconsistencies between the requirements of the Standards. More specifically:

- **The amendments to IFRS 3 "Business Combinations"** update a reference to IFRS 3 to the Conceptual Framework of the Financial Reporting without amending the accounting requirements relating to business combinations.
- **Amendments to IAS 16 "Property, Plant and Equipment"** prohibit a company from deducting from the cost of fixed assets amounts received from the sale of items produced during the preparation of those fixed assets to be ready for use. Instead, the company recognizes these revenues in sales and the related costs in the Income Statement.
- **The amendments to IAS 37 "Provisions, Contingent Liabilities and Contingent Assets"** determine the costs that a company should include in assessing whether a contract is loss-making.

The Annual Improvements of IFRS - Cycle 2018-2020 make minor amendments to IFRS 1 "First-time Adoption of International Financial Reporting Standards", IFRS 9 "Financial Instruments", IAS 41 "Agriculture" and on the explanatory examples accompanying IFRS 16 "Leases". The amendments have no effect on the corporate Financial Statements.

3.2 New Standards, Interpretations, Revisions and Amendments to existing Standards which have not yet entered into force or have not been adopted by the European Union

The following new Standards, Interpretations and amendments to Standards have been issued by the International Accounting Standards Board (IASB), but either have not yet entered into force or have not been adopted by the European Union.

- **IFRS 17 "Insurance Contracts" (applied for annual periods beginning on or after 01/01/2023)**

In May 2017, the IASB issued a new Standard, IFRS 17, which replaces an intermediate Standard, IFRS 4. The purpose of the IASB project was to develop a single principle-based standard for accounting treatment of all types of insurance contracts, including reinsurance contracts held by an insurance company. A single principle-based Standard will enhance the comparability of financial reporting between economic entities, jurisdictions and capital markets. IFRS 17 sets out the requirements that an entity should apply to financial information related to the insurance contracts it issues and its reinsurance contracts it holds. In addition, in June 2020, the IASB issued amendments, which, however, do not affect the fundamental principles introduced when IFRS 17 was first issued. The amendments are designed to reduce costs by simplifying certain requirements of the Standard, to lead to an easier explained financial performance as well as to facilitate the transition by postponing the date of application of the Standard for 2023, while providing additional

assistance to reduce the effort required during the first application of the Standard. The Company will examine the impact of all the above on its Financial Statements, although it is not expected to have any effect. The above have been adopted by the European Union with a date of entry into force on 01/01/2023.

- **Amendment in IAS 1 “Presentation of the Financial Statements” (applied for annual periods starting on or after 01/01/2023)**

In February 2021, the IASB issued limited-purpose amendments relating to disclosures in accounting policies. The purpose of the amendments is to improve the disclosures of accounting policies in order to provide more useful information to investors and other users of the Financial Statements. More specifically, the amendments require the disclosure of important information relating to accounting policies, rather than the disclosure of significant accounting policies. The Company will examine the impact of all the above on its Financial Statements, although it is not expected to have any effect. The above have been adopted by the European Union with a date of entry into force on 01/01/2023.

- **Amendments in IAS 8 “Accounting Policies, Amendments in Accounting Estimates and Errors: Definition of Accounting Estimates” (applied on annual periods starting on or after 01/01/2023)**

In February 2021, the IASB issued limited-purpose amendments clarifying the difference between a change in accounting estimate and a change in accounting policy. This distinction is important, as the change in accounting estimate is applied without retroactive effect and only for future transactions and other future events, in contrast to the change in accounting policy that has retroactive effect and applies to transactions and other events of the past. The Company will examine the impact of all the above on its Financial Statements, although it is not expected to have any effect. The above have been adopted by the European Union with a date of entry into force on 01/01/2023.

- **Amendments in IAS 12 “Income Taxes: Deferred Tax Related to assets and liabilities arising from an Individual Transaction ” (applicable for annual periods beginning on or after 01/01/2023)**

In May 2021, the IASB issued targeted amendments to IAS 12 to specify how entities should treat deferred tax arising from transactions such as leases and release obligations – transactions for which entities recognize at the same time one asset and one liability. In certain cases, financial entities are exempted from recognizing deferred tax when they recognize asset or liabilities for the first time. The amendments clarify that this exemption does not apply and financial entities are required to recognize deferred tax on these transactions. The Company will examine the impact of all of the above on its Financial Statements, although they are not expected to have any impact. The above has been adopted by the European Union with an effective date of 01/01/2023.

- **Amendments to IFRS 17 "Insurance Contracts: First Application of IFRS 17 and IFRS 9 - Comparative Period Information" (effective for annual periods beginning on or after 01/01/2023)**

In December 2021, the IASB issued a limited-purpose amendment to the transition requirements to IFRS 17 to address a significant issue related to the temporary accounting mismatch between liabilities arising from insurance contracts and financial assets in the context of the comparative information of the first application of IFRS 17 "Insurance Contracts" and IFRS 9 "Financial Instruments". The amendment is intended to improve the usefulness of the financial information presented in the comparative period for the users of Financial Statements. The company will consider the impact of all of the above on its Financial Statements, although it is not expected to have any effect. The above have been adopted by the European Union with an effective date of 01/01/2023.

- **Amendments to IAS 1 “Classification of Liabilities as Current or Non-current” (effective for annual periods starting on or after 01.01.2024)**

In January 2020, the IASB issued amendments to IAS 1 that affect requirements for the presentation of liabilities. Specifically, the amendments clarify one of the classification criteria for a liability as non-current, the requirement for an entity to have the right to defer settlement of the liability for at least 12 months after the reporting period. The

amendments include: (a) specifying that an entity's right to defer settlement must exist at the reference period (b) clarifying that classification of the liability is unaffected by management's intentions or expectations about the exercise of its right to defer settlement; (c) clarifying how lending conditions affect classification; and (d) clarifying requirements for classifying liabilities of an entity that will or may settle by issuing its own equity instruments. In addition, in July 2020, the IASB issued an amendment to postpone by one year the effective date of the amendment originally issued in IAS 1, as a result of the spread of the Covid-19 pandemic. However, in October 2022, the IASB issued an additional amendment aimed at improving the information companies provide about long-term debt commitments. IAS 1 requires a company to classify a loan as non-current only if the company can avoid settling the loan within 12 months after the reporting date. However, a company's ability to do so often depends on compliance with its commitments. The amendments to IAS 1 specify that commitments to be met after the reporting date do not affect the classification of the loan as short-term or long-term at the reporting date. Instead, the amendments to the standard require a company to disclose information about these commitments in the notes to the financial statements. The amendments are effective for annual periods beginning on or after January 1, 2024, with early adoption permitted. The Company will examine the impact of all of the above on its Financial Statements, although they are not expected to have any impact. The above has been adopted by the European Union with an effective date of 01/01/2023.

- **Amendments to IFRS 16 "Leases: Lease Obligation on a Sale and Leaseback" (applicable for annual periods beginning on or after 01/01/2024)**

In September 2022, the IASB issued limited-purpose amendments to IFRS 16 "Leases" that add requirements for how a company accounts for a sale and leaseback after the date of the transaction. A sale and leaseback is a transaction in which, a company sells an asset and leases the same asset back for a period of time from the new owner. IFRS 16 includes requirements regarding the accounting treatment of a sale and leaseback at the date the transaction takes place. However, the Standard did not specify how to measure the transaction after that date. The issued amendments are added to the requirements of IFRS 16 regarding sale and leaseback, thus supporting the consistent application of the accounting standard. These amendments will not change the accounting treatment for leases other than those arising from a sale and leaseback transaction. The Company will examine the impact of all of the above on its Financial Statements, although they are not expected to have any impact. The above has been adopted by the European Union with an effective date of 01/01/2023.

3.3 Significant accounting judgments, estimates and assumptions

The preparation of financial statements in accordance with International Financial Reporting Standards (IFRS) requires management to form judgments, estimates and assumptions that affect the published assets and liabilities at the time of the financial statements' preparation. Estimates and judgments are based on past experience and other factors, including expectations for future events that are considered reasonable in the specific circumstances, while they are constantly re-evaluated using all available information. The main according to the above estimates and judgments made by the Company's Management that have the most significant impact on the amounts recognized in the financial statements are related to:

3.3.1 Fair value of own-used and investment property

The areas in which significant estimates are made by the management in order to implement the accounting policies include:

- (a) the fair values of the proprietary fixed assets, their useful lives and their residual values.
- (b) the fair values of the investment property

3.3.2 Income tax

Important estimates are required to determine income tax provisions. There are many transactions and calculations for which the exact determination of the tax is uncertain in the normal course of business. The Company recognizes liabilities for expected tax audit issues based on estimates of the amount of additional taxes that may be due. When the

final result of the taxes on these cases differs from the amount initially recognized in the financial statements, the differences affect the income tax for the period in which those amounts are finalized.

3.3.3 Provisions for impairment of receivables

Bad receivables are shown in the financial statements at the amounts that are likely to be recovered. The estimates for the amounts that are expected to be recovered result from an analysis as well as from the Company's experience regarding the possibility of customers' bad debts. Once it is known that a particular account is exposed to a higher risk of normal credit risk (i.e. low creditworthiness of the customer, dispute over the existence or amount of the claim, etc.), the account is analyzed and then recorded as bad debt if the circumstances indicate that the claim is uncollectible.

3.3.4 Contingencies

The Company is involved in legal claims and compensations during the normal course of its operations. Management believes that any arrangements would not significantly affect the Company's financial position as at 31 December 2022. However, the determination of contingent liabilities that are related to litigations and the claims is a complex process involving judgments about the possible consequences and interpretations of laws and regulations. Changes in judgments or interpretations are likely to result in an increase or decrease in the Company's contingent liabilities in the future.

4. Summary of accounting policies

4.1 General information

The significant accounting policies that have been used in the preparation of these Financial Statements are summarized below. It is worth noting as mentioned in more detail above that accounting estimates and assumptions are used in the preparation of financial statements. Although these estimates are based on management's best knowledge of current events and actions, the actual results are likely to differ from those estimated. The financial statements are presented in euro.

4.2 Consolidation

Subsidiaries: Are all the companies that are managed and controlled directly or indirectly from another company (parent), either through the possession of majority of company's shares into which the investment was conducted, or through its dependence on the know-how provided by the company. Namely, subsidiaries are the companies on which control is exercised by the parent. MEVACO acquires and exercises control through voting rights. The existence of any potential voting rights that may be exercised at the time of the annual financial statements' preparation is taken into account in order to establish whether the parent company exercises control over the subsidiaries. Subsidiaries are fully consolidated (full consolidation) using the acquisition method from the date on which control over them is acquired and cease to be consolidated from the date on which such control does not exist.

The acquisition of a subsidiary by the Group is accounted for using the purchase method. The acquisition cost of a subsidiary is the fair value of the assets given, the shares issued and the liabilities incurred at the date of the exchange, plus any costs directly attributable to the transaction. Individual assets, liabilities and contingent liabilities acquired in a business combination are measured at acquisition at fair value regardless of the percentage of participation. Purchase cost in addition to the fair value of the individual items acquired, is recognized as goodwill. If the total cost of the purchase is less than the fair value of the individual items acquired, the difference is recognized directly in profit or loss. Intercompany transactions, balances and unrealized gains on transactions between the company's companies are eliminated. Unrealized losses are also eliminated unless the transaction provides evidence of impairment of the transferred asset. The accounting principles of the subsidiaries have been modified to be uniform with those adopted by the Company.

4.3 Foreign currency translation

The data of the financial statements are measured based on the currency of the primary economic environment in which the Company operates (operating currency). The financial statements are presented in Euro, which is the operating currency and the presentation currency of the Company.

Foreign currency transactions are translated into the operating currency using the exchange rates prevailing at the dates of the transactions.

Foreign exchange gains and losses arising from the settlement of such transactions during the period and from the conversion of monetary items denominated in foreign currencies at the exchange rates effective at the balance sheet date are recognized in the results. Foreign exchange differences on non-monetary items that are measured at fair value are considered as part of fair value and are therefore recorded at fair value differences.

The company's activities outside Greece in foreign currencies (which are usually an integral part of its activities), are converted into the operating currency using the exchange rates valid at the date of transactions, while the assets and liabilities of activities abroad, including goodwill and fair value adjustments arising on consolidation, are translated into Euro at the exchange rates effective at the balance sheet date.

4.4 Property, plant and equipment

Property

The property that belong to fixed assets are presented at their fair value, minus accumulated depreciation and any impairment in their value.

Depreciation of property (excluding land that is not depreciated) is calculated using the straight-line method over their useful lives as follows:

Premises	30-65 years
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Other tangible assets

The remaining tangible assets are reflected in their acquisition values, less accumulated depreciation and any impairment of their value. The acquisition cost includes all directly attributable costs of obtaining the items.

Depreciation of other tangible assets is calculated using the straight-line method over their estimated useful lives, as follows:

Mechanical equipment	8-25 years
Transportation means	6-10 years
Other equipment	3-10 years

Regarding the Property, plant and equipment we note the following:

Subsequent expense is recorded in the carrying amount of the property, plant and equipment or as a separate asset only to the extent that it increases the future financial benefits expected to flow from the use of the asset and its cost can be measured reliably. The cost of repairs and maintenance is recorded in the results when they are made.

The residual values and useful lives of property, plant and equipment are subject to review at each balance sheet date. When the carrying amounts of property, plant and equipment exceed their recoverable amount, the difference (impairment) is recognized immediately as an expense in the income statement.

When selling property, plant and equipment, the differences between the price received and their carrying amount are recognized as gain or loss in the results. Repairs and maintenance are recorded at the expense of the period to which they relate.

Self-produced property, plant and equipment constitute an addition to the acquisition cost of property, plant and equipment in values that include the direct cost of personnel payroll involved in the construction (corresponding employer's contributions), cost of consumables and other general costs.

4.5 Investment property

Investments in property are investments that relate to all those properties that are owned (through purchase) by the company, either to obtain rents from their lease, or to increase their value (capital increase), or for both, and are not held for: (a) to be used in the production or supply of materials / services or for administrative purposes and (b) for sale in the ordinary course of business.

Investment property is initially valued at acquisition cost including transaction costs. They are subsequently recognized at fair value. Fair value is determined by independent appraisers, with sufficient experience in the location and nature of the property investment.

The carrying amount recognized in the Company's Financial Statements reflects market conditions at the reference date of the Statement of Financial Position. Gains or losses arising from changes in the fair value of investment property are a result and are recognized in results for the period in which they are incurred. Repairs and maintenance are recognized at the expense of the period in which they are carried out. Significant subsequent costs are capitalized when they increase the useful life of the properties and their production capacity or reduce their operating costs.

Transfers of real estate from the category of investment property are made only when there is a change in their use, which is evidenced by the beginning of the own use by the company or the beginning of the exploitation for the purpose of sale.

An investment property is derecognized (eliminated from the Statement of Financial Position) at the time of disposal or when the investment is permanently withdrawn from use and no future financial benefits are expected from its disposal. Gains or losses arising on the withdrawal or disposal of an investment property relate to the difference between the net proceeds of the sale and the carrying amount of the asset and are recognized in results during the period of withdrawal or disposal.

4.6 Intangible assets

Intangible assets include Internally Created Intangible Assets, software and goodwill.

Internally Created Intangible Assets: These are assets that arise from development (or from the development phase of an internal program) and are recorded when, and only when, a business can prove all of the following:

- (a) The technical possibility of completing the intangible asset so that it is available for use or sale.
- (b) Its intention to complete the intangible asset and to use or sell it.
- (c) Its ability to use or sell the intangible asset.
- (d) How the intangible asset will generate potential future financial benefits. Among other things, the company must prove the existence of a market for the intangible asset's product or for the intangible asset itself or, if it is to be used internally, the usefulness of the intangible asset.
- (e) The availability of appropriate techniques, financial and other resources to complete the development and use or sell the intangible asset.
- (f) Its ability to reliably assess attributable expenses on the intangible asset during its development.

The cost of an internally generated intangible asset includes all costs that can be directly attributed or allocated on a reasonable and consistent basis to the creation, production and preparation of the asset for its intended use. The cost includes, as appropriate:

- (a) Costs of materials and services used or incurred to generate the intangible asset.
- (b) The salaries, wages and other related costs of personnel directly employed for the creation of the asset.

(c) Any costs that are directly attributable to the creation of the asset, such as fees for securing a legal right and the amortization of patents and licenses used to create the asset.

(d) General costs that are necessary to generate the asset and that can be allocated to the asset on a reasonable and consistent basis (for example, a breakdown of the tangible assets' depreciation). Distributions of overhead costs are made on a basis similar to those used in the allocation of overhead costs to inventories (IAS 2 "Inventories"). The IAS 23 "Borrowing Costs", establishes criteria for recording interest as a component of the cost of an internally generated intangible asset. After initial recognition, an intangible asset should be stated at cost less any accumulated amortization and any accumulated impairment losses. Amortization is carried out on a straight-line basis over the estimated useful lives of the assets, based on the expected use of the asset and its audit period in accordance with the relevant contracts, is estimated by the Company's Management at 10 years.

Software: Software licenses are valued at acquisition cost less amortization. Amortization is charged on a straight-line basis over the estimated useful lives of the assets, which range from 2 to 6 years.

Know-how: Know-how rights are valued at acquisition cost less amortization. Amortization is charged on a straight-line basis over the term of the contract, which may not exceed 25 years.

4.7 Impairment of Assets

Assets that have an indefinite useful life are not amortized and are subject to an annual impairment test when certain facts indicate that the carrying amount may not be recoverable. Depreciated assets are subject to impairment testing when there is an indication that their carrying amount will not be recovered. Recoverable amount is the greater of the net selling price and the value in use. Impairment losses on assets are recognized by the company when the carrying amount of those assets (or Cash Flow Unit) is greater than their recoverable amount.

Net selling value is the amount of the sale of an asset in the context of a bilateral transaction in which the parties are fully aware and voluntarily accede after deducting any additional direct costs of disposing the asset, while the value in use is the present value of the estimated future cash flows expected to flow to the business from the use of an asset and its disposal at the end of its estimated useful life.

4.8 Inventory

At the balance sheet date, inventories are valued per kind at the lower price between acquisition cost and net realizable value. Net realizable value is the estimated selling price in the ordinary course of business less any related selling expenses. The cost of inventories does not include financial expenses. The stock valuation method used is the weighted average.

4.9 Trade receivables and receivables from clients

Trade and other receivables are initially recognized at fair value and subsequently measured at amortized cost less any impairment losses. Impairment losses are recognized when there is objective evidence that the Company is unable to recover all or part of the amounts due under the terms of the contract. The amount of the impairment is the difference between the carrying amount of the receivables and the present value of the estimated future cash flows. The amount of the provision is recorded as an expense in the income statement.

The Company applies the simplified approach of IFRS 9 for trade and other receivables, as well as for construction contract receivables and lease receivables, calculating the expected credit losses for the entire life of the above items. In this case, the expected credit losses represent the expected deficits in the conventional cash flows, taking into account the possibility of default at any point during the life of the financial instrument. In calculating the expected credit losses, the company uses a forecast table having grouped the above financial instruments based on the nature and maturity of the balances and taking into account available historical data in relation to the debtors, adjusted for future factors in relation to the debtors and the economic environment.

4.10 Cash and cash equivalents

Cash and cash equivalents include cash at the bank and at the cash register as well as short-term investments of high liquidity such as money market products and bank deposits. Money market products are financial assets that are measured at fair value through income statement.

4.11 Financial instruments

Initial recognition and subsequent measurement of financial assets

As of January 1, 2018 in accordance with IFRS 9, the following two criteria are used as the basis for classifying financial assets.

- (a) the concept of the entity's business model for the management of financial assets as defined by key management; and
- (b) the characteristics of the contractual cash flows of the financial asset.

Each financial asset is classified into one of three categories:

- (a) at amortized cost;
- (b) at fair value through other comprehensive income
- (c) at fair value through income statement.

Financial assets that are carried at amortized cost are subsequently valued using the effective interest method and are subject to impairment testing. Gains and losses are recognized in profit or loss when the asset ceases to be recognized, is modified or impaired.

The financial assets of the Company that are recorded at amortized cost include receivables from customers and other receivables.

Impairment of financial assets

The Company evaluates at each reporting date the data regarding whether the value of a financial asset or group of financial assets has been impaired as follows:

A loss provision is recognized against expected credit losses for all financial assets that are not measured at fair value through profit or loss. Expected credit losses are based on the difference between all contractual cash flows required under the contract and all cash flows that the Company expects to receive, discounted at approximately the original effective interest rate.

For receivables from customers and other receivables, the Company applies the simplified approach to the calculation of expected credit losses, ie at each reporting date, they measure the loss provision for a financial instrument in an amount equal to the expected credit losses throughout its life duration without monitoring changes in credit risk.

De-recognition of financial assets

A financial asset (or part of a financial asset or part of a group of similar financial assets) is derecognized when:

- cash flow rights have expired,
- The Company reserves the right to inflow cash flows from the specific asset but has at the same time undertaken to pay them to third parties in full without significant delay, in the form of a transfer agreement, or
- The Company has transferred the right to inflow cash flows from the specific asset while at the same time, either (a) it has transferred substantially all the risks and rewards from it or (b) it has not transferred substantially all the risks and rewards, but has transfer control of that item.

Initial recognition and subsequent measurement of financial liabilities

Financial liabilities can be classified into two categories:

(a) Financial liabilities measured at fair value through profit or loss, and

(b) Financial liabilities measured at amortized cost.

They are initially valued at their fair value less transaction costs, in the case of loans and payables.

The Financial Liabilities of the Company consist of bank loans, liabilities to suppliers and related liabilities and after initial recognition are valued at amortized cost using the effective interest method.

De-recognition of financial liabilities

A financial liability is written off when the commitment arising from the liability is canceled or expires. When an existing Financial Liability is replaced by another of the same lender but under substantially different terms, or the terms of an existing liability are substantially altered, that exchange or modification is treated as a de-recognition of the original liability and recognition of a new liability. The difference in the respective book values is recognized in the income statement.

Offsetting financial receivables and payables

The Financial receivables and liabilities are offset and the net amount is reflected in the statement of financial position only when the Company has this legal right and intends to offset them on a net basis or to claim the asset and settle the liability at the same time. The legal right must not depend on future events and must be enforceable in the ordinary course of business and in the event of default, insolvency or bankruptcy of the company or counterparty.

4.12 Share capital

Expenses incurred for the issue of shares appear after the deduction of the relevant income tax, in a reduction of the proceeds of the issue. Expenses related to the issue of shares for the acquisition of companies are included in the acquisition cost of the acquired business.

When acquiring treasury shares, the price paid, including related expenses, is presented abstractly of equity.

4.13 Income tax and deferred tax

The charge for the period with income taxes consists of current taxes and deferred taxes, namely taxes or tax breaks related to the financial benefits that arise in the period but have already been charged or will be charged by the tax authorities in different periods. Income tax is recognized in the income statement for the period, except for tax relating to transactions recorded directly in equity, in which case it is recognized directly in equity.

Current income taxes include short-term liabilities and / or receivables to the financial authorities related to payable taxes on the income for the period and any additional income taxes relating to prior years.

Current taxes are measured in accordance with the tax rates and tax laws applicable to the management periods to which they relate, based on the taxable profit for the year. All changes in short-term tax assets or liabilities are recognized as part of tax expense in the income statement.

Deferred income tax is determined using the liability method arising from temporary differences between the carrying amount and the tax base of the assets and liabilities. Deferred income tax is not counted if it arises from the initial recognition of an asset or liability in a transaction, other than a business combination, which at the time of the transaction did not affect either the accounting or the taxable profit or loss.

Deferred tax assets and liabilities are valued at the tax rates that are expected to be applied in the period in which the claim or liability is settled, taking into account the tax rates (and tax laws) that have entered into force or are in effect up to the date of the Balance Sheet. In case of inability to clearly determine the time of reversal of the temporary differences, the tax rate that is valid on the year following the balance sheet date is applied.

Deferred tax assets are recognized to the extent into which a future taxable profit will exist for the utilization of the temporary difference that creates the deferred tax asset.

Most changes in deferred tax assets or liabilities are recognized as part of tax expense in the income statement. Only these changes in assets or liabilities that affect temporary differences are recognized directly in the company's equity, such as the revaluation of real estate, resulting in the related change in deferred tax assets or liabilities being charged against the relevant account of equity.

4.14 Benefits to the personnel

Short-term benefits: Short-term employee benefits (termination benefits) in cash and in kind are recognized as an expense when they become accrued. The Company has not formally or unofficially activated any special benefit plan for its employees. The only plan that is valid and has been activated in the past is the contractual obligation (based on the current legislation defined by article 8 of Law 3198/1955, Law 2112/20 and its amendment by Law 4093/2012) for the provision of a lump sum. For the above amount the Company makes a provision based on an actuarial study, whenever deemed necessary.

4.15 Subsidies

The Company recognizes government grants that cumulatively meet the following criteria: a) There is reasonable assurance that the company has complied or is going to comply with the terms of the grant and b) it is probable that the amount of the grant will be collected. They are recorded at fair value and are recognized in a systematic way in revenue, based on the principle of correlation of grants with the respective costs which they grant.

Subsidies relating to assets are included in long-term liabilities as revenue for future years and are recognized systematically and rationally in revenue over the useful life of the asset.

4.16 Provisions

Provisions are recognized when the company has present legal or presumed liabilities as a result of past events, they are likely to be settled through outflows and the estimate of the exact amount of the liability can be made reliably. Provisions are reviewed at the balance sheet date and adjusted to reflect the present value of the expenditure that is expected to be required to settle the liability. Contingent liabilities are not recognized in the financial statements but are disclosed, unless the likelihood of an outflow of resources embodying financial benefits is minimal. Contingent assets are not recognized in the financial statements but are disclosed if an outflow of financial benefits is probable.

4.17 Revenues

In accordance with IFRS 15, a five- step model for determining revenue from contracts with customers:

1. Identification of the contract (s) with the customer.
2. Determination of enforcement obligations.
3. Determining the transaction price
4. Division of the transaction price in the obligations of contract's execution.
5. Recognition of income when (or as) the company meets the execution obligations.

Revenue is recognized in the amount that an entity expects to have in return for the transfer of goods or services to a counterparty. When awarding a contract, the accounting monitoring is defined of the additional expenses as well as the direct costs required for the completion of this contract.

Revenue is defined as the amount that an entity expects to be entitled to in return for goods or services transferred to a customer. If the promised consideration in a contract involves a variable amount, the entity estimates the amount of consideration it will be entitled to in return for the transfer of the promised goods or services to the customer. The amount of consideration may change due to discounts, price subsidies, refunds, credits, price reductions, incentives, additional performance benefits, penalties or other similar items. The promised consideration may also change if an

entity's right to consideration depends on the occurrence or non-occurrence of a future event. For example, an amount of consideration will be variable if the product has been sold with a refund or if a fixed amount has been promised as an additional return on a particular milestone.

The volatility associated with the exchange promised by a customer can be explicitly stated in the contract. The entity estimates the amount of the variable consideration using one of the following methods, whichever method it deems best predicts the amount of consideration to which it will be entitled:

a) Estimated value —the estimated value is equal to the sum of the probability-weighted amounts over a range of possible consideration amounts. Estimated value is an appropriate estimate of the amount of variable consideration if the entity has a large number of contracts with similar characteristics.

b) The most probable amount — the most probable amount is the only probable amount in a range of possible consideration amounts (i.e., the only probable outcome of the contract). The most probable amount is an appropriate estimate of the amount of the variable consideration if the contract has only two possible outcomes (for example, the entity provides an additional return on performance or not).

The Company recognizes revenue when it satisfies the execution of the contractual obligation, transferring the goods or services under this obligation. The acquisition of control by the customer takes place when he has the ability to direct the use and derive virtually all the financial benefits from this good or service. Control is transferred during a period or at a specific time. Proceeds from the sale of goods are recognized when control of the goods is transferred to the customer, usually upon delivery to him, and there is no obligation that could affect the acceptance of the goods by the customer.

Execution commitments that are fulfilled over time

The company recognizes revenue for an execution commitment that is fulfilled over time, only if it can reasonably measure its progress towards the full fulfillment of that commitment. The company is not able to reasonably measure progress towards the full fulfillment of an execution commitment when it does not have the reliable information required to implement the appropriate method of measuring progress. In some cases (ie during the initial stages of a contract), the entity may not be able to reasonably measure the result of an execution commitment, but it still expects to recover the costs incurred in carrying it out.

In such cases, the entity should recognize revenue only at the extent of the costs incurred, until it is able to reasonably measure the result of the execution commitment.

Revenue from the provision of services is recognized in the accounting period in which the services are provided and is measured according to the nature of the services to be provided. The receivable from the customer is recognized when there is an unconditional right of the entity to receive the price for the performed obligations of the contract to the customer.

The contractual asset is recognized when the Company has fulfilled its obligations to the counterparty, before it pays or before payment becomes due, for example when goods or services are transferred to the customer before the Company has the right to issue an invoice. The contractual obligation is recognized when the Company receives a price from the counterparty as an advance or when it retains the right to a price which is deferred before the performance of the obligations of the contract and the transfer of goods or services. The contractual obligation is recognized when the obligations of the contract are fulfilled and the revenue is recorded in the income statement.

Execution commitments that are fulfilled at a specific time

When an execution commitment is not fulfilled over time (as stated above), then the entity fulfills the execution commitment at a specific point in time. To determine when a customer acquires control of a promising asset and the entity fulfills an execution commitment, the entity examines the control requirements in accordance with IFRS 15.

The main categories of revenue recognized by execution commitments that are fulfilled over time are:

(i) Revenue from contracts with customers relating to construction activities

It relates to revenue from contracts with customers and arises from execution commitments that are fulfilled over time. Subsidiaries and joint ventures (not existing in the current or previous year) that undertake the execution of

constructions, recognize the income from the construction contracts in their tax books based on the invoices made to the customers, which result from relevant partial certifications of execution of works that are issued by the responsible engineers and correspond to the performed works up to the respective closing date. For the purposes of complying with IFRSs, construction revenue is accounted for in the accompanying financial statements in progress at the time of construction, based on input method in accordance with IFRS 15 "Revenue from contracts with customers".

Input method measures revenue based on the entity's efforts or inputs to meet an execution commitment (for example, resources consumed, hours worked, costs incurred, time spent or the hours of machines' operation consumed), in relation to the total expected inputs for the fulfillment of that execution commitment.

(ii) Sale of goods

Revenue from the sale of goods, after deducting turnover discounts, sales incentives and related VAT, is recognized when significant risks and rewards arising from the ownership of the goods are transferred to the purchaser.

(iii) Revenue from the sale of Electricity

Relates to revenue from customer contracts and arises from execution commitments that are fulfilled over time. Proceeds from the sale of Electricity are accounted for in the year to which they relate. At the time of preparation of the financial statements, non-invoiced revenues are accounted as receivable the revenues from electricity purchased by Manager of RES and origins' guarantee (ex LAGHE) or another customer that have not yet been invoiced. In addition, the expected receipts from energy production under energy sales contracts that contain, in accordance with IFRIC 4, lease elements are recognized in revenue proportionally during the contract to the extent that these receipts relate to the lease contract. An energy sale contract is deemed to contain lease terms when it relates to the total energy produced by a particular company facility and the unit price is neither fixed throughout the contract nor represents the market price at the date production.

(iv) Rental Income

Relates to revenue from customer contracts and arises from execution commitments that are fulfilled over time. Rental income (operating leases) is recognized on a straight-line basis over the terms of the lease.

(v) Dividends

Dividends are accounted for when the right of collection is finalized by the shareholders by decision of the Shareholders' General Assembly.

(vi) Interest

Interest income is recognized on an accrual basis.

4.18 Leases

Based on IFRS 16 it abolished for the lessee the classification of leases into operating leases and financial leases and all leases are recognized accounting wise as items of "Statement of Financial Position" through the recognition of a "right to use" assets and a "lease liability".

Leases in which the company is a lessee of tangible assets (right to use assets) are recognized as assets and liabilities at the time of the lease, at the present value of the unpaid rents.

Each lease is allocated to the liability and in the financial expense, so as to achieve a fixed interest rate on the outstanding liability. The obligation for the remaining payable rents net of the financial cost, is included in the liabilities. The right to use assets based on leases are amortized over the shorter period as determined by the useful life and the time of the lease.

4.19 Dividends' distribution

The distribution of dividends to the Company's shareholders is recognized as a liability in the financial statements on the date on which the distribution is approved by the Ordinary General Assembly of the Company's shareholders.

4.20 Discontinued Activity

As discontinued exploitations are considered assets of the company which have either been sold or classified as held for sale and:

- They are a distinct and important business or exploitation in a specific geographical area
- They are part of a defined and coordinated plan to sell a significant business exploitation or exploitation in a specific geographical area or
- It is a subsidiary acquired solely for the purpose of sale.

Finally, in case of recognition of discontinued operations, it is necessary to reform the relevant disclosures of the comparative information of all financial statements presented.

Also, in order to qualify an asset held for sale, the company must have initiated the procedures required for the sale, the sale must be considered highly probable and the price at which the asset is to be sold must be reasonable and directly related to its fair value.

5. Structure of the Company

During the present year and at the time of preparation of the annual Financial Statements, there is no corporation affiliated with the Company and consequently the Company does not prepare Consolidated Financial Statements.

6. Financial information per segment**6.1 Primary information segment - business segments**

The Company recognizes two business segments (metal constructions of all types and electricity generation (P/V) as its operational segments. The above operating sectors are those used by the Company's Management for internal purposes and the strategic decisions of the management are made based on the operational results of each presented segment, which are used to measure their efficiency.

Below is an analysis of these two (2) segments as follows:

Results per segment 31/12/2022	Metal constructions of all types	Electricity generation (photovoltaic park)	TOTAL
Sales			
Sales to external customers	40,630,083	321,964	40,952,047
Sales to other segments	-	-	-
Net sales per segment	40,630,083	321,964	40,952,047
Operating result			
Cost of raw materials	(25,339,875)	-	(25,339,875)
Benefits to personnel	(3,336,297)	(1,184)	(3,337,480)
Depreciation of tangible assets, amortization of intangible assets and impairment of non-financial assets	(777,813)	(85,019)	(862,832)
Other expenses/income	(7,164,983)	(16,264)	(7,181,248)
Operating result per segment	4,011,115	219,496	4,230,611

Results per segment 31/12/2021	Metal constructions of all types	Electricity generation (photovoltaic park)	TOTAL
Sales			
Sales to external customers	25,276,324	321,080	25,597,404
Sales to other segments	-	-	-
Net sales per segment	25,276,324	321,080	25,597,404
Operating result			
Cost of raw materials	(14,933,270)	-	(14,933,270)
Benefits to personnel	(3,067,095)	(569)	(3,067,664)
Depreciation of tangible assets, amortization of intangible assets and impairment of non-financial assets	(752,914)	(85,019)	(837,933)
Other expenses/income	(4,035,558)	(22,263)	(4,057,821)
Operating result per segment	2,487,487	213,229	2,700,716

Assets per segment 31/12/2022	Metal constructions of all types	Electricity generation (photovoltaic park)	TOTAL
Assets per segment	24,673,144	808,655	25,481,799
Other assets	156,143	-	156,143
Current assets	29,670,864	55,761	29,726,625
Non-categorized assets	-	-	-
Total assets per segment	54,500,151	864,416	55,364,567
Assets' impairment per segment	-	-	-
Total liabilities per segment	26,329,492	6,375	26,335,867

Assets per segment 31/12/2021	Metal constructions of all types	Electricity generation (photovoltaic park)	TOTAL
Assets per segment	21,937,606	893,674	22,831,281
Other assets	56,428	-	56,428
Current assets	14,890,304	26,896	14,917,200
Non-categorized assets	-	-	-
Total assets per segment	36,884,339	920,570	37,804,909
Assets' impairment per segment	-	-	-
Total liabilities per segment	13,178,635	4,383	13,183,018

It is noted that during the closing fiscal year 2022, there are three (3) customers whose revenues exceeded 10% of the Company's total sales. The Revenues from these customers amount to 21,169,152 euro and are included in the Metal constructions of all types sector (compared to two (2) customers in 2021 for a total amount of 14,522,315 euro).

6.2 Secondary information segment - geographical areas

Revenues from external customers as well as non-current assets of the Company based on their geographical distribution are summarized as follows:

	Sales	Sales	Non-current assets	Non-current assets
	31/12/2022	31/12/2021	31/12/2022	31/12/2021
GREECE	38,052,021	23,667,260	25,637,942	22,887,709
SWEDEN	2,160,250	-	-	-
UK	-	1,105,216	-	-
ROMANIA	373,408	447,587	-	-
DENMARK	-	157,958	-	-
FRANCE	270,890	114,945	-	-
RUSSIA	95,477	100,069	-	-
OTHER COUNTRIES OUTSIDE EUROPEAN UNION	-	4,368	-	-
TOTAL	40,952,047	25,597,404	25,637,942	22,887,709

The Company's revenues in Europe and outside the European Union arise on the basis of the Company's internal information system. This system is the basic information system of the Company for internal reporting purposes.

The total amounts presented in the Company's operating segments are consistent with the key financial items presented in the annual financial statements as follows:

	31/12/2022	31/12/2021
Segments' Sales		
Total sales per segment	40,952,047	25,597,404
Other income	-	-
Sales	40,952,047	25,597,404
Segments' results		
Segments' total results	4,230,611	2,700,716
Non-categorized operating income and expenses	-	-
Operating result	4,230,611	2,700,716
Loss from valuation of other investments	(61,754)	(15,563)
Gain/(losses) from valuation of investment property	74,326	11,921
Gain/(losses) from valuation of own-used fixed assets	23,346	-
Gain/(losses) from valuation of financial assets valued through results	54	44
Financial expenses	(208,297)	(268,326)
Financial income	6,735	2,980
Profit/ (losses) before Taxes for the year	4,065,020	2,431,772
Assets items	31/12/2022	31/12/2021
Total items of assets of presented segments	55,364,567	37,804,909
Assets items of Financial Position Statement	55,364,567	37,804,909

6.3 Sales analysis per segment

Sales classified based on the size (weight) of products manufactured and by category of services provided are analyzed as follows:

	31/12/2022	31/12/2021
Manufacture of lightweight products and parts thereof	1,614,261	1,521,923
Manufacture of heavy metal products and parts thereof	697,127	917,542
Manufacture of metal parts of photovoltaic systems	34,617,704	19,877,079
Electricity generation	321,964	321,080
Other inventories	1,560,292	647,026
Sales of Products	38,811,347	23,284,649
Processing of third parties' materials	988,569	1,744,444
Other service work	1,152,130	568,311
Sales from provision of services	2,140,699	2,312,755
Sales	40,952,047	25,597,404

7. Explanatory notes on annual financial statements

7.1 Proprietary assets.

The Company's land and buildings are valued at their "fair value" in accordance with IAS 16. With the exception of those mentioned in note 7.29, there are no other mortgages and notes, or any other encumbrances, on the fixed assets. . Tangible assets are analyzed as follows:

Amounts in €	Land	Premises	Mechanical equipment & technical facilities	Transportation means	Furniture and other equipment	Assets under construction	Total
Acquisition cost on 1/1/2020	5,072,741	9,505,479	17,956,493	234,088	477,559	14,223	33,260,584
Minus: Accumulated depreciations	-	(496,728)	(12,568,307)	(202,763)	(394,496)	-	(13,662,294)
Net book value on 1/1/2020	5,072,741	9,008,750	5,388,187	31,325	83,063	14,223	19,598,290
Additions	-	-	313,500	-	24,519	279,709	617,728
Sales/ Deletions	-	-	(394,896)	-	-	-	(394,896)
Other transfers and movements	-	37,286	55,369	-	-	(116,750)	(24,095)
Depreciation for the year	-	(193,828)	(595,166)	(1,525)	(26,065)	-	(816,585)
Depreciation of sold / deleted	-	-	315,269	-	-	-	315,269
Acquisition cost on 31/12/2021	5,072,741	9,542,764	17,930,468	234,088	502,079	177,182	33,459,322
Minus: Accumulated depreciations	-	(690,556)	(12,848,204)	(204,288)	(420,562)	-	(14,163,610)
Net book value on 31/12/2021	5,072,741	8,852,208	5,082,264	29,800	81,517	177,182	19,295,712
Additions	-	-	240,275	24,046	28,525	154,215	447,061
Impact from revaluation	619,133	1,224,406	-	-	-	-	1,843,539
Sales/ Deletions	-	-	(13,400)	-	(871)	-	(14,271)
Lease termination	-	-	-	-	(1,676)	-	(1,676)
Other transfers and movements	-	20,191	117,817	-	10,619	(98,967)	49,660
Depreciation for the year	-	(194,002)	(618,621)	(2,676)	(28,396)	-	(843,695)
Depreciation of sold / deleted	-	-	-	-	111	-	111
Depreciation of terminated lease	-	-	-	-	867	-	867
Impact of revaluation on depreciation	-	706,244	-	-	-	-	706,244
Acquisition cost on 31/12/2022	5,691,874	10,787,361	18,275,160	258,135	538,675	232,429	35,783,634
Minus: Accumulated depreciation	-	(178,314)	(13,466,825)	(206,964)	(447,980)	-	(14,300,084)
Net book value on 31/12/2022	5,691,874	10,609,047	4,808,335	51,170	90,695	232,429	21,483,550

The valuation of land and buildings at their fair value was carried out on 31 December 2022, based on a study by an independent certified appraiser. The valuation was conducted with the application of comparative method (Comparative Method or Market Approach) as there is an active market for both industrial buildings and land for sale in the area.

The market research carried out provided enough comparative data on the basis of which the required adjustments were applied to the appraised properties. The fair value of the real estate was prioritized at level 2 due to the fact that the comparative method used derives its basic elements directly or indirectly from an organized market.

From the aforementioned revaluation of the real estate at fair value, a surplus value of the value of the self-owned real estate (land and premises) of a total amount of 2,549,783 euro resulted, which in the amount of 2,526,437 euro was

entered in the revaluation reserve for the benefit of the equity and the amount of 23,346 euro was recorded as a gain to the benefit of the results (revocation of loss of previous years).

If the Company did not apply the fair value policy, the book values of the property (land - premises) based on their acquisition costs on 31.12.2022 and 31.12.2021 would amount to 12,354.18 thousand euro and 12,031.55 thousand euro respectively.

Finally, it is noted that due to the termination of the existing financial lease on 31.12.2021, the unamortized balance of this amount of 1,676 euro was derecognized against the results of the current year.

7.2 Intangible assets

Intangible assets are analyzed as follows:

<i>Amounts in €</i>	Software	Know-how-technology- Other	Total
Acquisition cost on 1/1/2020	923,813	488,764	1,412,577
Minus: Accumulated depreciation	(820,856)	(377,039)	(1,197,894)
Net book value on 1/1/2020	102,957	111,725	214,682
Additions	34,220	-	34,220
Depreciation expense for the year	(15,198)	(6,150)	(21,348)
Acquisition cost on 31/12/2021	958,033	488,764	1,446,796
Minus: Accumulated depreciation	(836,054)	(383,189)	(1,219,243)
Net book value on 31/12/2021	121,979	105,575	227,554
Additions	4,755	-	4,755
Depreciation expense for the year	(12,987)	(6,150)	(19,137)
Acquisition cost on 31/12/2022	962,788	488,764	1,451,551
Minus: Accumulated depreciation	(849,041)	(389,339)	(1,238,380)
Net book value on 31/12/2022	113,747	99,425	213,172

It is noted that the fees for the use of know-how-technology rights are capitalized in accordance with IAS 38 "Intangible assets" and are recorded at acquisition cost. These rights have a specific life and are presented in the financial statements at cost less accumulated depreciation and any impairment. Depreciation is calculated using the straight-line method over its estimated useful life of 25 years.

7.3 Other investments

The balance of the account concerns investments in shares not traded in an active market. Subsequent to initial recognition, these shares are valued at their fair value.

The movement of other investments is as follows:

<i>Amounts in €</i>	31/12/2022	31/12/2021
Opening balance for the year	44,915	60,479
Additions/(reductions) - Share capital increase	161,354	-
Plus/(minus): Adjustments for fair value/impairments	(61,754)	(15,563)
Total	144,515	44,915

The above amount refers to the Company's participation in the Societe Anonyme company with corporate name "INDUSTRIAL PARK OPERATOR (IND.PA.) OF ASPROPYRGOS SOUTH SECTOR SOCIETE ANONYME " and the distinctive title "VIPANOT OF ASPROPYRGOS S.A." (hereinafter for the sake of brevity as "VIPANOT") in which the Company participates with 16.25%.

It is noted that pursuant to the decision of the Extraordinary General Meeting of the shareholders of the company VIPANOT dated 29.03.2022, it was decided to increase its share capital by the amount of nine hundred and fifty thousand Euro (€950,000) with the payment of cash and the subsequent issuance of nine hundred and fifty thousand (950,000) of new common registered shares, with a nominal value of one Euro (€1.00) each, with a right of preference in favor of the existing shareholders of the Company at the time of the above decision. Following the above, the Company proceeded to the exercise of the relevant right of pre-emption, participated in the decided increase of the share capital in proportion to its participation in the already existing share capital, and in particular paid the total amount of one hundred and forty-six thousand six hundred and fifty-two Euros (146,652 €) and took over one hundred forty-six thousand six hundred and fifty-two (146,652) new common, registered voting shares, with a nominal value of one Euro (€1.00) each.

However, due to the partial coverage and payment of the amount of the decided increase according to the above, the Company made a relevant declaration of interest for its participation in the unallocated shares (right of pre-emption in the unallocated shares) and finally participated by paying an additional amount of fourteen thousand seven hundred two Euros (€14,702) and receiving an additional fourteen thousand seven hundred and two (14,702) new common, registered voting shares, with a nominal value of one Euro (€1.00) each. Due to the aforementioned increase, the total amount paid finally amounted to one hundred sixty one thousand three hundred and fifty four (161,354) Euro (€146,652 plus €14,702).

As a consequence of the above, the share capital of VIPANOT now amounts to one million eight hundred and thirteen thousand one hundred and fifty-eight EURO (€1,813,158), divided into one million eight hundred and thirteen thousand one hundred and fifty-eight (1,813,158) registered shares worth one EURO (€ 1.00) each, while the Company's participation increased and now amounts to 16.25%. (from 15.44% on 31.12.2021).

In the year ended, an additional impairment of this participation amounting to 61,754 euro was carried out, which burdened the results of the year.

Below are some financial elements of this investment:

31/12/2022									
Amounts in €	% Partic.	Country	Equity	Non-current assets	Current assets	Non-current liabilities	Current liabilities	Sales	Expenses
VIPANOT ASPROPYRGOS SA	16.25%	GREECE	889,437	-	891,538	-	2,101	12	48,198
31/12/2021									
Amounts in €	% Partic.	Country	Equity	Non-current assets	Current assets	Non-current liabilities	Current liabilities	Sales	Expenses
VIPANOT ASPROPYRGOS SA	15.44%	GREECE	290,956	-	291,328	-	372	39	100,858

7.4 Investment property

The Management of the Company since the fiscal year 2018, decided the utilization and exploitation of some of its plots through the sale or lease of them and consequently their transfer from the own-used to the investment property. As the Company had chosen the fair value policy for the subsequent valuation of its proprietary land, this transfer was carried out after a prior valuation of them at fair value.

After the initial recognition of the above and the transfer of these properties in the category "investment property", the measurement of investment properties is carried out using the method of fair value per year.

The Company within the respective framework measured the fair value of its investment property, in accordance with IFRS 13, based on a relevant study conducted by an independent chartered appraiser using as a valuation method the comparative method (Market Approach) with a hierarchy level 2 given that the comparative method used derives its basic elements directly or indirectly from an organized market.

This valuation resulted in surplus, totaling 74,326 euro (year 2021: 11,921 euro), which was recorded as a gain in the results of the closing year.

The movements of investment property are as follows:

<i>Amounts in €</i>	31/12/2022	31/12/2021
Opening balance for the year	3,308,015	3,271,999
Additions - improvements	402,737	24,095
Revaluation surplus	74,326	11,921
Ending balance for the year	3,785,077	3,308,015

7.5 Other long term receivables

The other long term receivables refer to various guarantees (electricity providers, etc.). These receivables will be collected after the expiration of these contracts.

The amount of the other long term liabilities is analyzed in the balance sheet as follows:

<i>Amounts in € '</i>	31/12/2022	31/12/2021
Guarantees	11,628	11,513
Total	11,628	11,513

7.6 Inventories

Inventories are analyzed below:

<i>Amounts in € '</i>	31/12/2022	31/12/2021
Merchandise	11,827	11,827
Products finished and semi-finished, sub-products and residues	6,150,031	1,083,758
Raw and auxiliary materials, consumables, spare parts and packaging	4,430,124	1,499,443
Total	10,591,982	2,595,029

The Company has no pledged inventories. The amount of inventories (consumption) recognized as an expense during the closing year and included in the cost of goods sold amounted to € 25.339.875 (financial year 2021 € 14.933.270).

7.7 Trade Receivables and Other Related Receivables

Receivables relating to customers are analyzed as follows:

<i>Amounts in € '</i>	31/12/2022	31/12/2021
Trade receivables	8,786,426	5,637,829
Cheques receivable (post dated)	2,366,180	1,602,485
Total trade receivables	11,152,606	7,240,313
Minus: Provisions / impairments	(1,717,430)	(1,559,512)
Total	9,435,176	5,680,801

All of the above receivables are considered to be short-term. Assessing the recoverability of short-term receivables from customers, the Company examines any change in the creditworthiness and solvency of receivables from the date the credit was granted to the date of the financial statements' preparation. The Management of the Company, based on the estimates of its legal advisors, believes that there is no need for additional provision for bad debt, apart from the amount already made. Management considers that the carrying amount of customers and other current receivables represents their fair value.

The maturity of the receivables is presented in the table below:

	31/12/2022	31/12/2021
Less than 3 months	7,176,185	4,742,372
Between 3 and 6 months	1,943,671	524,653
Between 6 months and 1 year	129,720	47,202
Greater than 1 year	185,600	366,574
TOTAL	9,435,176	5,680,801

The impairment provisions for trade receivables based on standard IFRS 9 for the years 2022 and 2021 are analyzed as follows:

	2022		
	Stage 1	Stage 2	Stage 3
Balance 1/1/2022	-	78,075	1,481,438
(Credit loss provision for the year)	-	80,348	84,062
Eliminations of customers	-	-	(6,491)
Balance 31/12/2022	-	158,422	1,559,008
	2021		
	Stage 1	Stage 2	Stage 3
Balance 1/1/2021	-	41,159	1,401,087
(Credit loss provision for the year)	-	92,176	86,747
Eliminations of customers	-	(55,261)	(6,397)
Balance 31/12/2021	-	78,075	1,481,438

The stages are broken down as follows for any expected credit loss:

Stage 1: for serviced receivables

Stage 2: for receivables whose credit risk has increased significantly since their initial recognition

Stage 3: for the total remaining life duration of receivables that are not serviced normally.

The movement of the provision for impairment of customers and other trade receivables is as follows:

<i>Amounts in € '</i>	31/12/2022	31/12/2021
Book value at the beginning of the year	1,559,512	1,442,246
Additional provisions conducted in the year	164,409	178,923
Utilization of provisions	(6,491)	(61,658)
	157,918	117,266
Book value at the end of the year	1,717,430	1,559,512

The time maturity of trade receivables from customers with further analysis of overdue and non-impaired receivables as at 31.12.2022 and 31.12.2021 is as follows:

<i>Amounts in €</i>	31/12/2022	31/12/2021
Trade and other receivables that are not due and are not impaired	9,249,576	5,314,227
Trade and other receivables overdue and non-impaired		
Between 12 and 18 months	34,486	16,235
Between 19 and 24 months	23,624	14,091
Over 24 months	127,490	336,248
	185,600	366,574
TOTAL	9,435,176	5,680,801

The overdue and non-impaired receivables of 31.12.2022, of a total amount of 185,600 € (366,574€ on 31.12.2021) for which no provision has been made, were estimated to be recoverable through various settlements, legal actions and additional collateral.

7.8 Other receivables

The Company's other receivables are analyzed as follows:

<i>Amounts in € '</i>	31/12/2022	31/12/2021
Other prepayments	19,909	10,290
Other debtors	198,803	196,643
Prepayments to personnel	1,200	1,750
Receivables from Greek State	28,201	46,151
Receivables from VAT	1,295,759	289,059
Inventory purchases to be received	-	153,526
Total other receivables	1,543,872	697,418
Minus: Impairment provision of other debtors	(194,723)	(194,723)
Total net other receivables	1,349,149	502,695

All of the above receivables are considered to be short-term. The fair value of these receivables is determined independently as the carrying amount is deemed to approach their fair value. For all other receivables, the indications for any impairment have been assessed. Some of these receivables have been impaired for which an equivalent provision of € 194,723 has been formed (2021 € 194,723).

The impairment provisions for other receivables under the IFRS 9 standard for 2022 and 2021 are analyzed as follows:

	2022		
	Stage 1	Stage 2	Stage 3
Balance 1/1/2022	-	-	(194,723)
(Credit loss provision for the year)	-	-	-
Credit loss provision recovery for the year	-	-	-
Balance 31/12/2022	-	-	(194,723)

	2021		
	Stage 1	Stage 2	Stage 3
Balance 1/1/2021	-	-	(194,723)
(Credit loss provision for the year)	-	-	-
Credit loss provision recovery for the year	-	-	-
Balance 31/12/2021	-	-	(194,723)

The stages are broken down as follows for any expected credit loss:

Stage 1: for serviced receivables

Stage 2: for receivables whose credit risk has increased significantly since their initial recognition

Stage 3: for the total remaining life duration of receivables that are not serviced normally.

7.9 Other current assets

The other current assets are analyzed as follows:

Amounts in € '	31/12/2022	31/12/2021
Accrued income	11,787	119,070
Prepaid expenses	41,253	37,084
Other transitory accounts	15	-
Total other receivables	53,055	156,154

Regarding the accrued income for year 2022, it is noted that it mainly concern claims for Employment Organization of Human Resources (OAED) program subsidies, the collection of which is considered certain.

7.10 Financial items at fair value through results

Amounts in €	31/12/2022	31/12/2021
Shares/Rights	33,900	33,900
Total	33,900	33,900
Minus : Provisions/impairments	(33,653)	(33,706)
Total	247	194

The balance of the account concerns 66 common registered shares of NATIONAL BANK OF GREECE SA. The valuation of the mentioned securities was carried out based on their official trading price on the Athens Stock Exchange on 31.12.2022.

The movement of provisions of financial data is as follows:

<i>Amounts in €</i>	31/12/2022	31/12/2021
Opening balance	33,706	33,751
Reversal of impairment	(54)	(44)
Ending balance	33,653	33,706

7.11 Cash and cash equivalents

Cash and cash equivalents are as follows:

<i>Amounts in € '</i>	31/12/2022	31/12/2021
Cash at hand	2,229	3,119
Cash at banks	8,294,788	5,979,208
Total	8,297,016	5,982,327

7.12 Equity

7.12.1 Share Capital

The share capital of the Company amounts to nine million nine hundred seventy five thousand (9,975,000.00) Euro and is divided into ten million five hundred thousand (10,500,000) common, registered shares, with a nominal value of 0.95 Euro each. The changes in the amount of the share capital during the last 5 financial years, are presented below:

	Number of shares	Ordinary shares	Share capital in Euro
Balance 31/12/2018	10,500,000	10,500,000	9,975,000
Changes of year 2019	-	-	-
Balance 31/12/2019	10,500,000	10,500,000	9,975,000
Changes of year 2020	-	-	-
Balance 31/12/2020	10,500,000	10,500,000	9,975,000
Changes of year 2021	-	-	-
Balance 31/12/2021	10,500,000	10,500,000	9,975,000
Changes of year 2022	-	-	-
Capitalization of share premium reserve	-	-	735,000
Share capital reduction and capital return to the shareholders	-	-	(735,000)
Balance 31/12/2022	10,500,000	10,500,000	9,975,000

The Company's share is freely traded on the Athens Stock Exchange with a nominal value at the time of writing of this 0.95 Euro per share (0.95 Euro per share on 31.12.2021).

7.12.2 Share premium

The movement of share premium reserve during the current year 2022 is as follows:

<i>Amounts in €</i>	31/12/2022	31/12/2021
Opening balance	3,033,915	3,036,149
Change due to the increase of the share capital	(735,000)	-
Share capital increase's expenses	(4,410)	-
Deferred taxation due to the share capital increase's expenses	970	-
Αναβαλλόμενη φορολογία από μεταβολή φορολογικού συντελεστή Deferred taxation due to change in tax rate	-	(2,234)
Total	(738,440)	(2,234)
Closing balance	2,295,475	3,033,915

7.12.3 Fair-value reserves and other reserves

The analysis of fair-value reserves is as follows:

<i>Amounts in € '</i>	Assets' valuation at fair value	Total
Balance on 1/1/2021	5,588,934	5,588,934
Deferred taxation due to change in the tax rate	53,351	53,351
Balance on 31/12/2021	5,642,285	5,642,285
Changes of fiscal year 2022		
Revaluation adjustment of own-used property at fair value	2,526,437	2,526,437
Deferred taxation from revaluation of own-used property at fair value	(555,816)	(555,816)
Total	1,970,621	1,970,621
Balance on 31/12/2022	7,612,905	7,612,905

The other reserves of the Company are analyzed as follows:

<i>Amounts in € '</i>	Statutory reserve	Special reserves	Other reserves	Total
Balance 1/1/2021	937,346	1,844,326	297,859	3,079,532
Changes of the year				
Deferred taxation's impact due to change in the tax rate	-	-	1,238	1,238
Balance on 31/12/2021	937,346	1,844,326	299,097	3,080,770
Changes of the year				
Statutory reserve's creation	146,299	-	-	146,299
Balance on 31/12/2022	1,083,645	1,844,326	299,097	3,227,069

The special and other reserves may be capitalized or distributed following a relevant decision of the General Meeting of the Company's shareholders, without income tax being calculated because either they have been taxed in the past or the corresponding deferred tax has been calculated.

7.13 Deferred tax liabilities

Deferred taxes are calculated on a temporary basis, in accordance with the liability method, using the tax rates applicable at the date of preparation of the Financial Statements. The calculation of the deferred taxes of the Company is re-examined in each fiscal year, in order for the balance that appears in the annual financial statements to reflect the

applicable tax rates. According to the provisions of Law 4172/2013 as it applies with Law 4799/2021, the tax rate of profits for the current year is 22%. Deferred tax has been calculated taking into account this rate.

Deferred tax assets / liabilities arising from the relevant temporary tax differences are as follows:

<i>Amounts in €</i>	Asset	Liabilities	Asset	Liabilities
Tangible Assets	-	2,089,015	-	1,561,916
Investment property	-	89,577	-	73,225
Intangible assets	6,189	-	5,289	-
Other investments	33,019	-	19,433	-
Inventories	-	1,786	356	-
Trade receivables	117,052	-	209,157	-
Benefits to personnel	58,620	-	56,405	-
Subsidies	82,354	-	100,326	-
Other	-	26,049	-	26,049
Financial items at fair value	7,404	-	7,415	-
Recognition of tax loss	-	-	203,089	-
Deferred tax asset /(liability)	304,638	2,206,426	601,470	1,661,190
Balance of asset / (liability)		(1,901,788)		(1,059,719)

Deferred tax liabilities arising from unutilized tax losses are recognized if they are probable that they will be offset against future tax profits.

The deferred tax that was recorded in the results of the closing year 2022 is analyzed as follows:

<i>Amounts in €</i>	Expense	Income	Expense	Income
Tangible Assets	-	28,718	-	31,764
Investment property	16,352	-	2,623	-
Intangible assets	-	900	-	1,575
Other investments	-	13,586	-	3,424
Inventories	2,142	-	2,070	-
Trade receivables	92,105	-	35,702	-
Benefits to personnel	-	1,702	-	5,132
Subsidies	17,972	-	18,480	-
Other	12	-	-	770
Financial items at fair value	-	-	10	-
Recognition of tax loss	203,089	-	473,899	-
Impact from change in tax rate	-	-	4,092	-
Total	331,671	44,906	536,875	42,664
Deferred tax (Expense)/ Income		(286,766)		(494,210)

It is noted that based on the provisions of article 120 of Law 4799/2021 (Government Gazette A' 78/18.05.2021) from the year 2021 onwards the income tax rate is set at 22%.

Deferred tax, based on the above regulatory framework, has been calculated taking into account this rate (22%).

7.14 Provisions for staff leaving indemnities

According to Greek labor law, employees are entitled to compensation in case of dismissal or retirement, the amount of which varies depending on the salary, years of service and the manner of departure (dismissal or retirement) of the employee. Employees who resign or are reasonably dismissed are not entitled to compensation. The compensation payable in case of retirement is equal to 40% of the compensation they would receive in case of unnecessary dismissal.

The Company charges in the results for accrued benefits in each fiscal year with a corresponding increase of the pension obligation. Benefit payments made to retirees each year are charged against this obligation. The net liability transaction is analyzed as follows:

<i>Amount in € '</i>	31/12/2022	31/12/2021
Liabilities of Financial Position Statement at the beginning of year	260,050	209,576
Pension benefits	7,738	27,190
Amount recorded directly in Equity	2,332	23,284
Total	270,120	260,050
Charges recorded in the income statement		
Pension benefits (provisions and payments) reversal of provision	7,738	23,284
Total	7,738	23,284

The changes in the net liability are analytically as following:

<i>Amounts in € '</i>	31/12/2022	31/12/2021
Net liability at the beginning of the year	260,050	209,576
Actuarial gains / (losses)	2,332	27,190
Cost (expense) of settlements	42,380	70,355
Expense to be recorded in the Income statement	29,130	33,664
Benefits paid in the current year	(63,772)	(80,736)
Net liability at the end of the year	270,120	260,050

The analysis of the amounts recorded in the income statement is as follows:

<i>Amounts in €</i>	1/1-31/12/2022	1/1-31/12/2021
Cost of current employment	27,569	32,406
Finance cost	1,560	1,257
Benefits paid by the employer	(63,772)	(80,736)
Cost of cut-offs / settlements / termination	42,380	70,355
Total	7,738	23,284

The main actuarial assumptions that were utilized are the followings:

	31/12/2022	31/12/2021
Discount rate	2.70%	0.60%
Salary increase	2.20%	1.80%
Inflation	2.20%	1.80%

The number of the employed personnel at the end of the closing year in the Company is analyzed as follows:

	31/12/2022	31/12/2021
Employees	28	27
Technical personnel	83	92
Total	111	119

The total amount of payroll expense is analyzed as follows:

<i>Amount in €</i>	1/1-31/12/2022	1/1-31/12/2021
Salaries	802,124	699,047
Wages	1,868,967	1,746,685
Personnel grants	59,945	61,928
Social security contributions for salaries	175,444	153,491
Social security contributions for wages	431,001	406,513
Total	3,337,480	3,067,664

7.15 Assets' subsidies

The movement of assets' subsidies is as follows:

<i>Amounts in €</i>	Subsidies' movements	Total
Book value on 1/1/2021	698,556	698,556
Recording of receivable from investment program	52,412	52,412
Transfer of depreciation at the income statement	(115,032)	(115,032)
Book value on 31/12/2021	635,935	635,935
Transfer of depreciation at the income statement	(110,711)	(110,711)
Book value on 31/12/2022	525,224	525,224

The unamortized balances of the subsidies will benefit the results of the following years.

7.16 Loan liabilities

Both long-term and short-term loan liabilities are analyzed in the following table:

<i>Amounts in €</i>	31/12/2022	31/12/2021
Bank debt	3,000,000	210,000
Bond loan	900,000	1,350,000
Total (a)	3,900,000	1,560,000

<i>Amounts in €</i>	31/12/2022	31/12/2021
Bank debt	1,056,060	1,747,009
Long term liabilities payable in the following year	1,456,664	765,744
Total (b)	2,512,724	2,512,753
Total borrowings (a) + (b)	6,412,724	4,072,753

The actual weighted average borrowing rates at the balance sheet date are the following:

	31/12/2022	31/12/2021
Average borrowing rate	3.115%	3.903%

The expiration dates for the total borrowings are the following:

<i>Amounts in €</i>				
Borrowings on 31/12/2022	2 years and less	Between 2 and 5 years	Over 5 years	Total
Total long term loans	2,573,330	2,449,998	333,336	5,356,664
Total short term loans	1,056,060	-	-	1,056,060
Total	3,629,390	2,449,998	333,336	6,412,724
Borrowings on 31/12/2021	2 years and less	Between 2 and 5 years	Over 5 years	Total
Total long term loans	1,335,744	990,000	-	2,325,744
Total short term loans	1,747,009	-	-	1,747,009
Total	3,082,753	990,000	-	4,072,753

Below is presented an reconciliation of the Company's loan liabilities between the Statement of Financial Position and the cash flows from financing activities for 2022 and 2021 respectively:

Financial year 2022					
<i>Amounts in €</i>	Statement of Financial Position 31.12.2021	Collection from cash flows	Payments from cash flows	Transfers	Statement of Financial Position 31.12.2022
Long term loan liabilities	1,560,000	4,500,000	(1,469,080)	(690,920)	3,900,000
Short term loan liabilities	2,512,753	1,550,000	(2,240,949)	690,920	2,512,724
	4,072,753	6,050,000	(3,710,029)	-	6,412,724
Financial year 2021					
<i>Amounts in €</i>	Statement of Financial Position 31.12.2020	Collection from cash flows	Payments from cash flows	Transfers	Statement of Financial Position 31.12.2021
Long term loan liabilities	2,328,902	100,000	(422,956)	(445,946)	1,560,000
Short term loan liabilities	2,901,730	6,200,000	(7,034,923)	445,946	2,512,753
	5,230,632	6,300,000	(7,457,879)	-	4,072,753

7.17 Suppliers and related liabilities

The analysis of suppliers' balances and other related liabilities is as follows:

<i>Amounts in € ' </i>	31/12/2022	31/12/2021
Suppliers	10,054,285	3,694,791
Clients' advances	4,278,542	1,803,222
Total	14,332,827	5,498,013

All liabilities are short-term and therefore no discount is required at the date of annual financial statements' preparation.

7.18 Current tax liabilities

Current tax liabilities are analyzed as follows:

<i>Amounts in € ' </i>	31/12/2022	31/12/2021
Income tax	578,933	-
Other tax (apart from income tax)	90,427	74,583
Total	669,360	74,583

7.19 Other short term liabilities

The analysis of the other short term liabilities is as follows:

<i>Amounts in € ' </i>	31/12/2022	31/12/2021
Salaries and wages payable	144,095	132,079
Social security contributions	162,181	144,197
Shareholders-share capital return	14,716	13,104
Accrued expenses	48,372	152,514
Other short term liabilities	2,124,581	1,398,447
Total other liabilities	2,493,945	1,840,339

7.20 Sales

Sales are analyzed as follows:

<i>Amounts in € ' </i>	1/1-31/12/2022	1/1-31/12/2021
Sale of merchantise	2,900	4,020
Sale of final products	37,251,055	22,637,623
Other sales	1,557,392	643,006
Services provision	2,140,699	2,312,755
Total	40,952,047	25,597,404

The allocation of the Company's sales to operating and geographical segments is presented in notes 6.1 and 6.2. respectively.

Sales per category of product and provided service are analyzed as follows:

	1/1-31/12/2022	1/1-31/12/2021
<u>Metal constructions of all types</u>		
Manufacture of lightweight products and parts thereof	1,614,261	1,521,923
Manufacture of heavy metal products and parts thereof	697,127	917,542
Manufacture of metal parts of photovoltaic systems	34,617,704	19,877,079
Other inventories	1,560,292	647,026
Total (a)	38,489,384	22,963,569
<u>Electricity generation (photovoltaic park)</u>		
Electricity generation from photovoltaic park	321,964	321,080
Total (b)	321,964	321,080
<u>Services provision</u>		
Process of third party materials	988,569	1,744,444
Other service provision works	1,152,130	568,311
Total (c)	2,140,699	2,312,755
Total sales (a)+ (b)+ (c)	40,952,047	25,597,404

As of December 31, 2022, there are orders to be executed for a total amount of 18,364,768 euro (respectively on 31.12.2021: 6,927,797 euro).

7.21 Cost of sales/Administrative-distribution-research expenses

The expenses are categorized as follows:

Fiscal Year 2022

Amounts in €	Cost of sales	Administrative expenses	Distribution expenses	Operation expenses and research & development	Total
Inventory cost recognized as an expense	25,339,875	-	-	-	25,339,875
Remuneration and staff costs	2,396,134	542,714	218,505	180,126	3,337,480
Fees and expenses of third party	2,604,205	170,610	3,119,395	17,226	5,911,436
Benefits to third parties	777,500	133,144	64,429	18,133	993,206
Tax and duties	23,901	91,099	5,176	1,791	121,967
Various expenses	45,412	12,229	465,522	1,024	524,187
Depreciation	785,863	40,289	11,804	24,877	862,832
Own-production	(359,026)	-	-	-	(359,026)
Total	31,613,864	990,085	3,884,831	243,178	36,731,958

Fiscal Year 2021

<i>Amounts in €</i>	Cost of sales	Administrative expenses	Distribution expenses	Operation expenses and research & development	Total
Inventory cost recognized as an expense	14,933,270	-	-	-	14,933,270
Remuneration and staff costs	2,167,918	500,822	201,852	197,072	3,067,664
Fees and expenses of third party	1,817,643	52,973	1,612,448	2,730	3,485,794
Benefits to third parties	604,992	122,139	68,400	20,876	816,406
Tax and duties	51,142	54,045	7,043	3,241	115,470
Various expenses	89,648	8,773	329,513	1,520	429,454
Depreciation	761,587	42,130	19,182	15,034	837,933
Own-production	(354,098)	-	-	-	(354,098)
Total	20,072,102	780,881	2,238,437	240,473	23,331,892

It is noted that the share of operating expenses as a percentage of sales for the 2022 fiscal year amounted to 12.50% (2021 fiscal year 12.73%).

7.22 Other operating income / expense

The other operating income and expense have as follows:

Other operating income

<i>Amounts in € '</i>	1/1-31/12/2022	1/1-31/12/2021
Income from Government grants	33,758	573,679
Revenue from ancillary activities	40,088	10,615
Exchange rate differences-income	51,493	69,513
Income from property renting	30,000	-
Other income	18,301	5,566
Amortization of Government grants for property	110,711	115,032
Gain from sale of assets	711	2,744
Total	285,062	777,150

The account "income from government grants" of the year 2022 includes subsidies for loans related to GEFYRA II program of the Greek State

Other operating expenses

<i>Amounts in €</i>	1/1-31/12/2022	1/1-31/12/2021
Other taxes and duties, fines and surcharges	102	100
Exchange rate differences	27,154	24,635
Other expenses	2,243	1,655
Loss from sale / wright off of assets	5	33,871
Other extraordinary losses	17,169	61,658
Provisions for bad debt	157,918	117,266
Provisions for employee termination benefits	69,949	102,762
Total	274,540	341,946

7.23 Financial expense / income

The amounts that have been included in the comprehensive income statement and refer to financial expense-income are analyzed as follows:

Financial expenses

<i>Amounts in €</i>	1/1-31/12/2022	1/1-31/12/2021
Interest expenses of bank loans	100,828	167,420
Interest expenses & factoring commissions	4	22,366
Other bank expenses	12,881	13,233
Guarantee letters' commissions	92,890	64,010
Interest expenses from financial lease	134	39
Discounting to PV of staff leaving indemnities	1,560	1,257
Total	208,297	268,326

Financial income

<i>Amounts in €</i>	1/1-31/12/2022	1/1-31/12/2021
Interest income	6,735	2,980
Total	6,735	2,980

7.24 Income tax

The tax on profits / (losses) before taxes is analyzed as follows:

<i>Amounts in €</i>	1/1-31/12/2022	1/1-31/12/2021
Income tax	(610,906)	-
Deferred tax	(286,766)	(494,210)
Total	(897,672)	(494,210)

The income tax of the Company differs from the theoretical amount that would result from using the effective tax rate.

The difference is as follows:

Profit/(losses) before taxes	4,065,020	2,431,772
Tax rate	0.22	0.22
Expected tax expense	(894,304)	(534,990)
Adjustments for change of tax rate		
- Impact from change in the tax rate	-	(4,092)
- Impact from permanent difference among accounting and tax base	970	-
- Other non tax deductible expenses	(18,590)	6,705
- Change in tax from tax losses	14,472	38,386
- Other taxes	(220)	(220)
Actual tax expense	(897,672)	(494,210)

7.25 Other Comprehensive Income/Expense

The analysis of the other comprehensive income/expense is as follows:

<i>Amounts in € '</i>	1/1-31/12/2022	1/1-31/12/2021
Actuarial gain/(losses) presented directly to equity	(2,332)	(27,190)
Deferred taxation of actuarial gains/(losses) presented directly in equity	513	5,982
Revaluation of own-used assets at fair value	2,526,437	-
Deferred tax of revaluation of own-used fixed assets at fair value	(555,816)	-
Change in deferred taxation due to change in the tax rate	-	55,217
Total	1,968,801	34,009

7.26 Transactions with related parties

The amounts of sales and purchases cumulatively from the beginning of the year 01.01.2022 as well as the balances of receivables and liabilities of the Company at the end of the closing year (31.12.2022), which have arisen from its transactions with the related, within the meaning of IAS 24, to which parties are as follows:

TABLE 1	THE COMPANY	
	1/1-31/12/2022	1/1-31/12/2021
Sales of goods and services		
To subsidiaries	-	-
To other related parties	-	-
Purchases of goods and services		
From subsidiaries	-	-
From other related parties	321,303	296,244
Sales of fixed assets		
To subsidiaries	-	-
To other related parties	-	-
Purchases of fixed assets		
From subsidiaries	-	-
From other related parties	-	-
Receivables		
From subsidiaries	-	-
From other related parties	-	-
Liabilities		
To subsidiaries	-	-
To other related parties	13,528	10,833

In detail, the remuneration and transactions of the executives and the members of the management as well as the balances of the receivables and liabilities towards them on 31.12.2022 are as follows:

TABLE 2	THE COMPANY	
	1/1-31/12/2022	1/1-31/12/2021
Benefits to the management and executives of the company		
Remuneration of executives and members of the management	321,303	296,244
Transactions of executives and members of the management	-	-
Total	321,303	296,244
Receivables and liabilities towards the management and the executives of the company	THE COMPANY	
	1/1-31/12/2022	1/1-31/12/2021
Receivables from executives and members of the management	-	-
Liabilities towards the executives and members of the management	13,528	10,833

Transactions and remuneration of executives and members of the management (Analysis of Table 2)

	THE COMPANY			
	Period 1/1-31/12/2022			
	Remuneration-salaries	Social security cost	Other transactions	Total
Executive members	64,290	12,020	-	76,310
Non Executive members	56,271	13,533	-	69,804
Managers	145,695	29,494	-	175,189
Total	266,256	55,047	0	321,303

	THE COMPANY			
	Period 1/1-31/12/2021			
	Remuneration-salaries	Social security cost	Other transactions	Total
Executive members	62,273	11,643	-	73,916
Non Executive members	13,291	4,476	-	17,767
Managers	169,320	35,241	-	204,560
Total	244,884	51,360	0	296,244
Outstanding balance receivables-liabilities	THE COMPANY			
	31/12/2022		31/12/2021	
	Receivables	Liabilities	Receivables	Liabilities
Executive members	-	2,400	-	2,212
Non Executive members	-	2,478	-	-
Managers	-	8,650	-	8,621
Total	0	13,528	0	10,833

No loans have been granted to members of the Board or to other company executives and their families.

7.27 Earnings per share

The basic earnings per share are calculated by dividing the profit attributable to the holders of common registered shares of the Company (economic entity) with the weighted average number of common shares outstanding during the accounting period.

<i>Amounts in € ' </i>	1/1-31/12/2022	1/1-31/12/2021
Earnings after taxes	3,167,348	1,937,561
Weighted average number of shares	10,500,000	10,500,000
Basic earnings per share (€/share)	0.3017	0.1845

7.28 Dividends payable

The Annual Ordinary General Meeting of the Company's shareholders that took place on 23 June 2022, following a proposal by the Management decided the non-distribution of dividend to the Company's shareholders and proceeded to:

(a) the increase of the Company's share capital by the total amount of 735,000.00 Euro, with the capitalization of part of the reserve "Share Premium", with an increase in the nominal value of each share of the Company by 0.07 Euro, namely from 0.95 Euro to 1.02 Euro and

(b) the equal reduction of the Company's share capital by the total amount of 735,000.00 Euro, with a reduction of the nominal value of each share of the Company by 0.07 Euro, namely from 1.02 Euros to 0.95 Euros, and the return - payment of the corresponding amount to the shareholders of the Company.

On 13.07.2022, it was registered in the General Commercial Registry (GEMI) with registration number 2911844, the decision with Protocol number 2660903AP/13.05.2022 (ADA:608L46MTLR-BXX) of the Ministry of Development and Investments (General Secretariat of Trade - General Directorate of Market & Consumer Protection - Companies Division - Listed SA Companies' Department), which approved the amendment of article 5 of the Company's Articles of Association.

The Corporate Transactions Committee of the Athens Stock Exchange was informed during the meeting of 20.07.2022 about the equal increase and decrease in the nominal value of the Company's shares and the return of capital by cash payment to the shareholders in the amount of 0.07 Euro per share.

Following the above, from 22.07.2022 the Company's shares were traded on the Athens Stock Exchange with a final nominal value of Euro 0.95 per share and without the right to participate in the return of capital by cash payment to the shareholders in the amount of Euro 0.07 per share.

From the same date (22.07.2022) the starting price of the Company's shares on the Athens Stock Exchange was established in accordance with the Regulations of the Athens Stock Exchange, in conjunction with the no. 26/26.3.2014 decision of the Board of Directors of the Athens Stock Exchange, as applicable.

Beneficiaries of the capital return were the shareholders registered in the records of the Securities System (S.A.T.) as of 25.07.2022 (record date).

29.07.2022 was determined as the starting date for the payment of the capital return (0.07 Euro per share), while the capital return process was carried out through the Societe Anonyme Banking Company with the name "NATIONAL BANK OF GREECE SA", according to the provisions of the Regulations of the Athens Stock Exchange.

7.29 Encumbrances

On the assets of the Company, there are on 31.12.2022 the following encumbrances (mortgage notes) amounting to seven million eight hundred thousand (7,800,000) Euro and in particular:

1. On the Company's real estate assets and specifically on adjacent, continuous agricultural plots with a total area of **46,709.58** square meters located at "(PRARI) POURNARI – MOUSTAKI" of the land area of Aspropyrgos Municipality (currently known as Kallikrates Municipality of Aspropyrgos, Municipal Unit of Aspropyrgos, Peripheral Unit of West

Attica, Attica Region, Greece), after all kinds of buildings on them, erected or under construction, existing or future, the following encumbrances (mortgage promissory notes) exist on 31.12.2022 in favor of National Bank of Greece of total amount of five million six hundred thousand (5,600,000) Euros, and in more detail:

(a) loan lien of first class mortgage, amounting to two million one hundred thousand (2,100,000) Euros, plus interest and expenses, which was registered under no.6701S/02.07.2013 decision of the Athens Magistrates' Court (Department of Precautionary Measures) to ensure all kinds of claims of the above Banking Company arising from the credit agreement with number 1127023758/11.03.2013 with current account overdraft facility, under which a credit was granted to the Company up to the amount of two million four hundred thousand (2,400,000) Euros, and which also concerns the received loan of 1.75 million Euros,

(b) pre-notation of second class mortgage amounting to one million (1,000,000) Euros, plus interest and expenses, which was registered, pursuant to the decision number 4570S/20.12.2019 of the Athens Magistrates' Court (Precautionary Measures Procedure), to secure all types of receivables of the above Banking Company arising from the credit provision agreement with number 1127023758/11.03.2013 via a current account overdraft facility, under which the Company was granted credit for up to the amount of two million four hundred thousand (2,400,000) Euros, and of the same number additional agreement - additional act which extended the credit limit with number 1127023758/01001/08.04.2014, under which a credit was granted to the Company for up to the amount of one million six hundred thousand (1,600,000) Euros (and therefore the total credit granted to the Company reached the amount of four million (4,000,000) Euro

and finally

(c) pre-notation of third class mortgage for the amount of two million five hundred thousand Euros (€2,500,000), plus interest and costs which was registered, which was registered, pursuant to decision number 620S/14.02.2022 of the Athens Magistrate's Court (Insurance Measures Procedure), to secure all kinds of claims, arising or will derive from the credit agreement number 1127023758/11.03.2013 with an open mutual account, the credit limit increase agreements with numbers 1127023758/01001/08.04.2014 and 1127023758/1002/08.12.2021 the account and the additional acts, with which the Company was granted credit through an open (reciprocal) account up to the amount of six million seven hundred thousand Euro (€6,700,000).

2. On the Company's other properties and more specifically:

(a) On a land plot, with all its components, parts, annexes and monitoring in general, of an area of **26,040.55** square meters located at "PRARI - MOUSTAKI" spot of the Municipal Community and Municipal Unit of Ano Liossia, of the Municipality of Fili, of the Peripheral Unit of West Attica, of the Attica Region, in the out-of-plan area of the (former) Municipality of Ano Liossia, out of General Urban Planning and within the boundaries of the topographic diagram of EM area implementation, on NATO Avenue, and b) on a single land plot, with all its components, parts, annexes and monitoring in general, of an **area of 12,573.06** square meters located at "PRARI - MOUSTAKI" spot of the Municipal Community and Municipal Unit of Aspropyrgos, of the Municipality of Aspropyrgos, of the Peripheral Unit of West Attica, of the Attica Region, in the out-of-plan area, exist on 31.12.2022 in favor of the Societe Anonyme Banking Entity with the corporate name "Eurobank Ergasias Societe Anonyme", the following encumbrances (mortgage notes), totaling two million two hundred thousand (2,200,000) Euros, and in more detail:

(a) a pre-notation of a mortgage for the amount of one million two hundred thousand (1,200,000) Euros, plus interest and expenses, which was registered, pursuant to the decision No. 1444S/06.04.2015 of the Athens Magistrates' Court (Precautionary Measures Procedure), for securing all kinds of claims of the above Banking Company arising from the loan agreement with number 1830/23.12.2014 intended for the purchase of fixed equipment and for working capital needs, under which a credit of up to one million (1,000,000) Euro was granted to the Company.

(b) A loan lien of a second class mortgage, amounting to one million (1,000,000) Euros, plus interest and expenses, which was registered under no. 3164S/13.11.2015 decision of the Athens Magistrates' Court (Department of Precautionary Measures) to ensure all kinds of claims of the above Banking Company arising from the following: (i) no. 1830/23-12-2014 loan agreement intended for the purchase of fixed equipment and general working capital needs, under which a credit of up to the amount of one million (1,000,000) Euros was granted to the Company, and (ii) (ii) the

credit agreement number 1829/23.12.2014 with current account overdraft facility, under which a credit of up to the amount of one million seven hundred thousand (1,700,000) Euros was granted to the Company.

7.30 Other contingent liabilities and receivables

The Company has contingent liabilities and receivables in relation to Banks, other guarantees and other issues that arise in the context of its normal activity, which are analyzed as follows:

<i>Amounts in €</i>	31/12/2022	31/12/2021
Guarantees to ensure good performance obligations with customers	-	2,454,135
Guarantees to secure contractual obligations of creditors-suppliers	8,000	8,000
Total	8,000	2,462,135

Receivables

<i>Amounts in €</i>	31/12/2022	31/12/2021
Guarantees to secure customer claims on hand	7,685,000	496,754
Bank Guarantees to secure customer claims on hand	-	2,017,573
Total	7,685,000	2,514,327

7.31 Tax-unaudited fiscal years

From the year 2011 onwards, the Greek Societe Anonyme and the Limited Liability Companies whose annual financial statements are compulsorily audited by statutory auditors and audit firms registered in the public registers of Law 3693/2008, are obliged (and can now) receive "Annual Certificate" now provided in article 65A of Law 4174/2013, which is issued after a tax audit carried out by the same Statutory Auditor or audit firm that audits the annual financial statements.

In this context, the Company was audited for tax purposes for the years 2011 to 2021 in accordance with the above provisions and the relevant tax certificates were issued to the Company with a conclusion without qualification.

For the fiscal year 2022, the Company has been subject to the tax audit of the Certified Public Accountants, and the relevant tax certificate is expected to be issued after the publication of the annual financial statements. Management does not expect tax liabilities to arise other than those recorded and reflected in these statements.

Finally it is noted that the right of the Greek State to the imposition of the tax for the years up to 2016 has lapsed until 31.12.2022, subject to special or exceptional clauses that may provide for a longer deadline before lapsing and under the conditions that are required by the above provisions.

7.32 Auditors fees

The fees of the auditors for the year 2022 were agreed as follows:

- (a) Statutory audit of the financial statements: 23,000 euro.
- (b) Tax audit: 11,000 euro.

Apart from the above audit services, contracts exist for permitted non-audit services of total amount 2,250 euro.

7.33 Benefits to the Management of the Company

The fees to the members of the Board of Directors are analyzed as follows:

<i>Amounts in €</i>	1/1-31/12/2022	1/1-31/12/2021
Compensation to management's members (apart from salary)	10,100	7,580
Salaries of management's members	94,132	51,655
Social security cost	25,553	16,119
Benefits in kind	16,329	16,329
Total	146,114	91,684

7.34 Distribution proposal for the year 2022

Pursuant to Greek law and in particular Article 161 of Law 4548/2018, the minimum dividend is set at thirty-five percent (35%) of net profits, after the subtraction of deductions for the formation of a statutory reserve and the other credit accounts of the income statement that do not derive from realized profits. Non-distribution of the minimum dividend is allowed only by a decision of the General Assembly, taken with the increased quorum of paragraphs 3 and 4 of article 130 of law 4548/2018 and a majority of eighty percent (80%) of the capital represented in the General Assembly.

In view of the above, the proposal of the Board of Directors of the Company to the Annual Ordinary General Meeting of Shareholders, is the non-distribution of any dividend for the closing year 2022 (01.01.2022-31.12.2022) and instead the Board intends to propose the following:

- (a) the Company's share capital increase by the amount of €1,260,000 via capitalization of part of the "Share premium reserve", through an increase of the nominal value per share by € 0.12 (from € 0.95 to € 1.07), and
- (b) the equivalent reduction of the share capital of the Company by an amount of € 1,260,000, via the reduction of the nominal value per share by € 0.12 (from € 1.07 to € 0.95) and via return of the capital to the Company's shareholders by payment in cash, amounting to € 0.12 per share.

7.35 Objectives and risk management policies

The Company is exposed to financial risks such as credit risk, market risk (interest rates, market prices, exchange rate fluctuations, etc.), and liquidity risk. The Company's financial instruments consist mainly of bank deposits, bank overdrafts, receivables from customers and other debtors and liabilities to suppliers - creditors, dividends payable and liabilities from leases. The Company's general risk management program aims to reduce the negative impact on the Company's financial results arising from the inability to forecast financial markets and fluctuations in cost and sales variables.

The risk management policy is implemented by the financial department of the Company. The Board of Directors provides instructions and guidelines for general risk management as well as specific instructions for the management of specific risks, such as interest rate risk and credit risk. The procedure followed is the following:

- assessment of the risks related to the activities and operations of the Company,
- designing the methodology and selecting the appropriate financial products to reduce the risks where required,
- execution/implementation, in accordance with the procedure approved by the management, of the risk management process.

7.35.1 Currency risk

Although the Company operates globally, exposure to foreign exchange risk is not considered a significant one, on the one hand because the majority of its transactions are conducted in Euro, and on the other hand because there are no loan obligations in currencies other than the Euro currency. The Management of the Company constantly monitors any foreign exchange risks that may arise and evaluates the need to take relevant measures, however in any case and in relation to the current year such risk is not visible. The following tables show the sensitivity of the result of the year as well as the equity, in a reasonable percentage change of the exchange rate by + 5% or -5% as follows:

Nominal amounts	USD	AUD	USD	AUD
Trade and other receivables	457,345	2	641,011	2
Short term liabilities	-	-	-	-
Short term exposure	457,345	2	641,011	2
Long term liabilities	-	-	-	-
Long term financial liabilities	-	-	-	-
Long term exposure	-	-	-	-
Total	457,345	2	641,011	2
Positive Change to F/C (+5%)				
Nominal amounts	USD	AUD	USD	AUD
Trade and other receivables	480,212	2	673,061	2
Short term liabilities	-	-	-	-
Short term exposure	480,212	2	673,061	2
Long term receivables	-	-	-	-
Long term liabilities	-	-	-	-
Long term exposure	-	-	-	-
Total	480,212	2	673,061	2
Changes in F/C				
	USD	AUD	USD	AUD
Result after tax for the year (Profit/ (loss))	17,836	0	24,999	0
Equity	17,836	0	24,999	0
Negative change to F/C (-5%)				
	USD	AUD	USD	AUD
Trade and other receivables	434,478	2	608,960	2
Short term liabilities	-	-	-	-
Short term exposure	434,478	2	608,960	2
Long term receivables	-	-	-	-
Long term liabilities	-	-	-	-
Long term exposure	-	-	-	-
Total	434,478	2	608,960	2
Changes in F/C				
	USD	AUD	USD	AUD
Result after tax for the year (Profit/ (loss))	(17,836)	(0)	(24,999)	(0)
Equity	(17,836)	(0)	(24,999)	(0)

7.35.2 Interest rate sensitivity analysis

The Company's policy is to minimize its exposure to interest rate cash flow risk with respect to long-term financing. Long-term financing is usually with a variable interest rate (euribor). As at 31 December 2022, the Company is exposed to changes in the interest rate market with respect to its bank lending, which is subject to a variable interest rate.

The following tables show the sensitivity of the result of the year as well as the equity, in a reasonable percentage change of the interest rate by +1 or -1 of the unit (similarly for 2021: + 1 / -1).

					INTEREST EXPENSE BEFORE TAX	Tax Rate	INTEREST EXPENSE AFTER TAX
	€ 3,236,915	-1.000%	2.115%	€ 68,459	€ 32,819	22%	€ 25,599
AVERAGE TOTAL DEBT 2022	€ 3,236,915	3.115%	3.115%	€ 100,828			
	€ 3,236,915	1.000%	4.115%	€ 133,198	-€ 32,819	22%	-€ 25,599

					INTEREST EXPENSE BEFORE TAX	Tax Rate	INTEREST EXPENSE AFTER TAX
	€ 4,863,125	-1.000%	2.903%	€ 141,155	€ 49,307	22%	€ 38,459
AVERAGE TOTAL DEBT 2021	€ 4,863,125	3.903%	3.903%	€ 167,420			
	€ 4,863,125	1.000%	4.903%	€ 238,418	-€ 49,307	22%	-€ 38,459

The average borrowing of the Company has been calculated based on the monthly average balances of each loan and the interest expense has been calculated in an annual calendar year (365/360).

The effect on the results for the year and on the Equity is as follows:

Amounts in €

	31/12/2022		31/12/2021	
	1.00%	(1.00%)	1.00%	(1.00%)
Interest expense after tax after interest rate change	(25,599)	25,599	(38,459)	38,459
Equity	(25,599)	25,599	(38,459)	38,459

Amounts in €

	31/12/2022		31/12/2021	
	1.00%	(1.00%)	1.00%	(1.00%)
Result for the year after tax after interest rate change	3,141,749	3,192,946	1,899,102	1,976,021
Equity	28,732,981	28,784,179	24,323,382	24,400,300

7.35.3 Credit risk analysis

The Company's exposure regarding the credit risk is limited to the financial assets (instruments) which at the Balance Sheet date for the years 2022 and 2021, are analyzed as follows:

Categories of financial assets	31/12/2022	31/12/2021
Cash and cash equivalents	8,297,016	5,982,327
Trade receivables and other current assets	10,837,379	6,339,650
Financial assets at fair value through income statement	247	194
Total	19,134,643	12,322,171

The Company has established and implements policies that ensure, as far as possible, that its sales are made to customers with creditworthiness, with whom it has a stable and long-term partnership. The Company's Management deals with the accumulation of credit risk by the continuous and systematic monitoring of the financial situation of the customers and by the immediate coverage of the receivables with securities as well as the receipt of relevant guarantees, guarantee credits and letters of guarantee, where possible, especially for foreign customers. However, based on the prevailing market conditions (lack of liquidity, payment delays, general recession due to the pandemic,

etc.), this risk is assessed as significant, as the dispersion of the Company's clientele, despite the significant expansion steps that have taken place during In recent years, it is still not large enough, having as a result that any financial inability to meet and fulfill of their obligations (especially when it comes from customers who make up a significant percentage of turnover), jeopardizes the Company's results and has a direct impact on its profitability.

The Management of the Company considers that all the above financial assets which have not been impaired in previous preparation dates of the financial statements are of high credit quality.

The maximum exposure to credit risk at the balance sheet date is the fair value of each class of financial assets as presented above.

7.35.4 Liquidity risk analysis

Liquidity risk management includes ensuring the existence of sufficient cash and cash equivalents as well as ensuring creditworthiness through the existence of adequate credit limits by the cooperating banks.

The Company manages its liquidity needs by carefully monitoring the long-term financial liabilities as well as the payments made daily. Liquidity needs are monitored on a daily and weekly basis as well as in a rolling period of 30 days.

The maturity of financial liabilities as at 31 December 2022 and 2021 is analyzed as follows:

Amounts in €	31/12/2022			
	Short term		Long term	
	within 6 months	6 until 12 months	1 until 5 years	more than 5 years
Bank debt	2,287,724	225,000.00	3,566,664	333,336
Trade liabilities	13,753,894	578,933	-	-
Other short term liabilities	3,163,304	-	-	-
Total	19,204,922	803,933	3,566,664	333,336

Amounts in €	31/12/2021			
	Short term		Long term	
	within 6 months	6 until 12 months	1 until 5 years	more than 5 years
Bank debt	2,227,753	285,000	1,560,000	-
Trade liabilities	5,498,013	-	-	-
Other short term liabilities	1,914,922	-	-	-
Total	9,640,688	285,000	1,560,000	-

7.35.5 Risk of raw materials' price increase

As a consequence of the pandemic crisis, it has occurred since the previous financial year 2021, with the backing of the energy crisis and geopolitical disturbances, a significant disruption in the transport and supply chains with the main characteristics being the shortages in basic categories of raw materials at a global level, the significant and continuous increases in the prices of raw materials as well as the significant increase in transport costs. At the present time, this risk does not appear to be particularly important, since the way the Company operates, i.e. the production of products based on orders, provides the ability to absorb and pass on any price appreciation trends to its customers.

It should, however, be noted that due to the need for the Company to maintain a sufficient safety inventory of raw materials, in order to be able to service immediate delivery projects, there is a possibility that a part of the revaluations cannot be passed on, while the Russian invasion of Ukraine has caused adverse effects on the prices of oil and its derivatives with negative results for the prices of raw materials and therefore the present risk is assessed as significant and able to affect the results of the Company, but at the time of writing this, it is considered as completely manageable.

In order to effectively address this risk, the Company adjusts its inventory policy accordingly and takes the necessary and appropriate measures, assessing the conditions that are emerging each time.

7.35.6 Risk of increased competition from domestic and foreign companies

The vertical form of the Company as well as the organizational structures that it has, allow it to face in the best possible way potential competitors from both the domestic and the foreign market. The Company manages to differentiate itself in terms of products from the existing competition. To the direction of differentiation contribute the quality of the products manufactured, the awareness of its name, as well as the development of long-term relationships both at the level of suppliers, as well as at customers and as a result of the above, this risk is not rated as particularly important.

7.35.7 Risk of Company's dependence on specific customers

The specific risk, to which the Company is subject over time, due to the way it is structured and operates, it has been addressed by its Management during the previous years through the uninterrupted and systematic effort for further dispersion and differentiation of its clientele, domestically and abroad, and its effort for more rational and more efficient distribution of its sales both by geographical area of activity and by customer.

However, at the present time this risk is still assessed as real and quite significant, as given financial crisis and the negative consequences of it especially at the level of companies, from customers of the Company that do not have solid financial structure or at a company level, whose liquidity and consequently their ability to repay their obligations, depends on expected collections from the wider public sector. (i.e. clients directly related to public works) the Company is obliged, on the one hand, to re-evaluate several of them and, where necessary, to limit any dispersion of the clientele, a fact that already has impact on its results and namely at the restriction of its sales in order to avoid exposure to important bad debt risk and on the other hand to proceed to necessary provisions, where required, fact that also has impact on its results.

7.35.8 Risk of declining demand due to a general consumer recession

The specific risk, despite the general economic recession caused to the entire planet both by the unprecedented health crisis of the coronavirus pandemic, which at the time of writing the present, shows subsiding tendencies, as well as by the war between Russia and Ukraine and as a consequence the adverse effects of the latter, it is assessed as significant. The Company tries to limit this risk by emphasizing the fact that it does not produce a specific consumer product, but is a supplier, upon order, of other industries producing various products and consequently the course of its sales depends to a large extent on the course of sales of the respective corporations. It is pointed out that the Company, due to the developed flexibility and adaptability that distinguishes it based on the general structure and organization of its production process, has the ability to enter, as the case may be, into new sectors of greater interest and better prospects, while its general activity in this direction, combined with the shift towards foreign markets, acts as an inhibiting factor in the further reduction of its sales.

However, the adverse effects of the energy crisis on financial stability, on the global supply chain and on the restart of economic activity make this risk quite significant and capable of affecting to a certain extent the Company's results, performance and general course. Due to the intense uncertainty and variability of the wider economic environment, the Company's Management closely monitors and periodically re-evaluates the data and the conditions that are emerging each time.

7.35.9 Cash flow risk

At the time of the Annual Financial Statements' preparation, this risk is assessed as low and relatively controlled, since the management of cash inflows and outflows is carried out on a permanent and systematic basis. Liquidity is maintained at particular satisfactory levels, but, as noted, if the adverse economic climate is not reversed, prevailing in both the international and domestic markets due to the energy crisis and the intense concern arising from the level of

resilience of the global banking system as a result of the collapse of three american banking institutions and the caused turbulence in the international stock exchanges and if the global economy does not return to substantial growth, it may become necessary to take additional drastic measures in order to further reduce operating costs, in order for the Company to be able to secure a positive sign in its cash flows and at the same time to maintain its liquidity at satisfactory levels.

7.35.10 Risks related to safety at work

Safety at work, in view of the productive activity of the Company, constitutes an overriding priority and a necessary condition for the operation of its production facilities. On a continuous and stable basis, a program is implemented that aims at the consolidation of the security culture in all the activities and operations of the Company. In addition, extensive training programs are implemented for the systematic education and training of employees in matters of occupational safety and health, the implementation and observance of which is constantly monitored by the relevant Management of the Company. After all, immediately after the appearance of the coronavirus COVID-19, the Company's Management took all the necessary measures, establishing the necessary procedures and implementing preventive actions in order to ensure the protection of the health of its staff, suppliers and customers.

7.35.11 Dangers from the spreading of coronavirus Covid-19

The rapid spread and quick dispersal of the coronavirus Covid-19, which resulted in the declaration of a pandemic by the World Health Organization (WHO), was an unprecedented test, which caused severe concussions and disturbances in both global and domestic economic growth and reversed the momentum and positive climate that had begun to emerge after a prolonged ten-year crisis and implementation of strict fiscal adjustment programs.

In any case, it is worthy of special report and mention that despite the extremely unpredictable conditions encountered and the particularly strict restrictive measures taken, the Company managed to respond immediately and quickly to the outbreak of the pandemic and proceeded methodically and consistently with the necessary actions to deal with the health crisis, with the primary aim and priority, on the one hand, to protect the health and safety of its employees, customers, suppliers and partners, and on the other hand, to ensure its business continuity, so as not to jeopardize its smooth production, operation and its general sustainability, a fact that was also reflected in its financial performance.

At the time of writing this Report, the intensification and massiveness of vaccination programs in many countries around the world, the mitigation of the severity of the disease, the almost universal lifting of restrictive measures and related health protocols and the transition of the virus to an endemic form strengthen the optimism for a full return to conditions of social and economic normality.

7.35.12 Risks from the climate change

"Climate change" means the change in the global climate due to human activities and is mainly caused by the increase in the concentration of greenhouse gases in the atmosphere. The Company is fully aware that climate change is one of the most urgent and crucial issues that the planet will be called to face in at least the next decade.

In the context of the challenges posed by the phenomenon of climate change, the Company may face:

- ✓ natural hazards, such as severe natural/weather phenomena or natural changes which are considered to be significant for the operation of its production facilities,
- ✓ Transition risks, which relate to extensive policy, legal, technological changes related to climate change adaptation and mitigation measures,
- ✓ Risks of reputation, which are associated with the change of perceptions of the social partners, regarding the Company's contribution to an economy of lower emissions.

The Company, recognizing both the risks associated with the phenomenon of climate change, and its obligations in relation to the need for continuous improvement of its environmental performance, follows a course of sustainable development and carries out its activities in a way that ensures the protection of the environment.

To address the risks of climate change, the Company promotes and implements a policy, which focuses on the following lines:

- ✓ preparation of an emergency plan for the management and effective response to extreme natural phenomena (i.e. heat, frost, storms, floods, etc.) at the Company's facilities,
- ✓ assessment of the impact of the Company's activities on the environment, recording and evaluation of potential risks, taking the necessary precautionary measures, conducting regular inspections in order to confirm implementation and evaluate the measures,
- ✓ proper management of solid and liquid waste with reuse and recycling techniques, where possible,
- ✓ avoiding the use of chemicals and other dangerous substances,
- ✓ strict evaluation, selection and supply of raw materials based on the environmental standards they meet, in order to produce high quality products,
- ✓ replacement of energy-intensive equipment with new, of lower energy requirements,
- ✓ continuous monitoring of energy consumption and assumption of measures in order to reduce it,
- ✓ raising awareness and informing the Company's employees on energy saving issues,
- ✓ responsible use of natural resources,
- ✓ prevention of any identified risk of pollution,
- ✓ preparedness and response to environmental emergencies that may arise from the activities of the Company,
- ✓ continuous information, training and awareness of staff by field of activity, in a way adapted to the duties and needs of each employee to promote an environmentally responsible culture,
- ✓ recognizing the needs and expectations of the social partners on environmental issues, raising awareness of them and promoting a climate of cooperation,
- ✓ motivating partners (contractors, suppliers, customers, etc.) in matters of environmental protection and strengthening their environmental awareness
- ✓ carrying out regular inspections to assess the performance of the Environmental Management System, which is implemented by the Company.

7.35.13 Risks from the war between Russia and Ukraine

The Russian invasion in Ukraine that took place on February 24, 2022, and which at the time of writing is still in full development, has violently changed the energy map of Europe and created intense concern in the international community, due to the unforeseeable appreciation of energy prices, raw materials, industrial metals and other consumer goods. The sanctions imposed on Russia have caused significant disruptions to global supply chains, a deterioration in the climate of confidence, a weakening of international trade and strong inflationary pressures, which are expected to be a more permanent phenomenon.

Although the Company's business exposure to the countries involved in the conflict is almost nil, since during the year ended 2022 the Company made sales in the Russian market, which corresponded to a percentage of only 0.23% of its turnover, and as therefore, there is no material effect (direct or indirect) on the activities, results, financial position and performance of the Company, nevertheless its Management monitors on a systematic basis the developments taking place each time and proceeds to take the necessary and appropriate measures, so that the maintenance of the energy crisis does not lead to a further increase in operating costs or a decrease in the demand for its products.

At the present time, any prediction regarding the effects of the war and its subsequent negative consequences is uncertain, since it is directly related to the duration of hostilities, the period of time that economic measures against Russia remain in force, as well as the way of comprehensive settlement of the crisis, however, the Company's Management operates responsibly, with a view to ensuring the sufficiency of raw materials, the uninterrupted supply of the production process and the containment to the maximum extent possible of the increase in the cost of the products produced by it.

7.36 Capital management policies and procedures

The policy of the Company regarding the capital management is:

- To safeguard Company's ability to continue seamlessly its operation as well as its development
- To provide satisfactory performance to the shareholders pricing sales and services proportionally to the cost and paying attention to the capital structure

Management monitors loan liabilities in relation to equity as a whole. In order to achieve the desired capital structure, the Company may adjust the dividend, make a return on capital, or issue new shares. Equity means the total share capital, the share premium reserve, the retained earnings and other reserves.

The Company monitors its capital based on the index "Net debt over EBITDA" as well as with the ratio of equity to total capital employed.

Equity is calculated as "Equity" minus cash and cash equivalents and as total capital employed the "Equity" plus debt as recorded in the balance sheet. The total capital employed are calculated as Equity plus net debt as recorded in the balance sheet. As net debt, the Company defines the total of interest-bearing loan liabilities less all its cash.

It is noted that the significantly increased turnover of the year 2022 compared to the year 2021, in combination with the Company's profitability for 2022, resulted at the end of the year to a significant balance of cash and cash equivalents of € 8.30 million, which exceeds the Company's debt position by € 1.88 million (negative net debt).

For the years ended December 31, 2022 and December 31, 2021, respectively, the reported indicators were as follows:

	31/12/2022	31/12/2021
Long term loans	3,900,000	1,560,000
Long term loans payable in the following year	1,456,664	765,744
Short term loans	1,056,060	1,747,009
Cash and cash equivalents	(8,297,016)	(5,982,327)
Financial items available for sale	(247)	(194)
Net debt of continued activities	(1,884,539)	(1,909,768)
EBITDA of continued activities	4,982,732	3,423,616
Net debt of continued activities / EBITDA of continued activities	-0.38	-0.56

The emergence of a negative ratio, in relation to the existence of positive EBITDA which demonstrates a basic and strategic goal of the Company, indicates that the Company can immediately repay all its loan obligations and still have cash available. Despite the high cash position, the objective of the Company's management is to maintain the above ratio below 5.

Amount in €	31/12/2022	31/12/2021
Total Equity	28,758,580	24,361,841
Minus: Cash and cash equivalents	(8,297,016)	(5,982,327)
Minus: Financial items available for sale	(247)	(194)
Capital	20,461,317	18,379,320
Total Equity	28,758,580	24,361,841
Plus: Loans	6,412,724	4,072,753
Total Capital	35,171,304	28,434,594
Capital over Total Capital	58.18%	64.64%

Target of the Company's management is the maintenance of the above ratio at over 50%.

The leverage ratio is calculated by dividing net debt by total capital employed. It is noted that since the Company's cash and cash equivalents exceed its debt position (negative net debt) the financial leverage utilized by the Company is zero.

The table below calculates the financial leverage ratio without the effect of the cash and of the financial assets available-for-sale on the debt position:

	31/12/2022	31/12/2021
Long term loans payable in the following year	3,900,000	1,560,000
Long term loans payable in the following year	1,456,664	765,744
Short term loans	1,056,060	1,747,009
Total debt (a)	6,412,724	4,072,753
Minus: Cash and cash equivalents	(8,297,016)	(5,982,327)
Minus: Financial items available for sale	(247)	(194)
Net Debt (b)	(1,884,539)	(1,909,768)
Total Equity (c)	28,758,580	24,361,841
Total capital employed (d) = (b+c)	26,874,041	22,452,073
Leverage ratio adjusted (e)= (a/d)	23.86%	18.14%

Target of the Company is the maintenance of the above index below 50%.

From the provisions of the legislation on Societes Anonymes (Law 4548/2018 as in force today), restrictions are imposed in relation to the equity which are as follows:

- The acquisition of treasury shares, with the exception of the cases mentioned in par. 3 and 4 of article 49 of law 4548/2018, cannot exceed (in terms of the nominal value of the shares acquired), one tenth (1/10) of the paid-up share capital and it may not result in the reduction of the own funds to an amount less than that specified in paragraph 1 of Article 159, namely less than the amount of the capital enhanced by: (a) the reserves whose distribution is prohibited by the law or the Articles of Association, (b) the other credit items of the equity, which are not allowed to be distributed and (c) the amounts of the credit items of the income statement that do not constitute realized profits.
- According to the provisions of paragraph 4 of article 119 of law 4548/2018, in case the total equity of the Company becomes less than half (1/2) of the share capital, the Board of Directors is obliged to convene the General Assembly within a period of six (6) months from the end of the fiscal year, regarding the dissolution of the Company or

the adoption of another measure. Otherwise the Company can be dissolved by a court decision at the request of anyone who has a legal interest.

- Annually, at least one twentieth (1/20) of the net profits are deducted to form the statutory reserve, which is used exclusively to equalize, before any dividend distribution, of any debit balance of the income statement. The deduction for the formation of a reserve ceases to be obligatory, as soon as this reaches at least one third (1/3) of the capital.
- The minimum dividend is calculated on net profit, after subtracting the deduction for the formation of a statutory reserve and other credit items of the income statement that do not come from realized profits. The minimum dividend is set at thirty-five percent (35%) of the net profit after the reductions mentioned above and is paid in cash. By decision of the General Assembly of shareholders taken with an increased quorum and majority, the above percentage may be reduced, but not less than ten percent (10%). Non-distribution of the minimum dividend is allowed only by decision of the General Assembly, taken with the increased quorum of paragraphs 3 and 4 of article 130 of law 4548/2018 and a majority of eighty percent (80%) of the capital represented in the General Assembly. By decision of the General Assembly taken with an increased quorum and majority, it is possible for the profits that are distributable as a minimum dividend to be capitalized and distributed to all shareholders in the form of shares, calculated at their nominal value.

The Company has complied with its contractual obligations, including the maintenance of the rationality of the capital structure and fully complies with the relevant provisions imposed by law in relation to equity.

7.37 Fair value measurement

Financial and non-financial assets and financial liabilities measured at fair value in the Company's Statement of Financial Position are classified under the following hierarchy into 3 Levels for determining and disclosing the fair value of financial instruments by valuation technique:

- **Level 1:** Investments at fair value based on negotiable (non-adjusted) prices in active markets for similar assets or liabilities.
- **Level 2:** Investments that are valued at fair value based on valuation models in which all elements that significantly affect fair value are based (either directly or indirectly) on observable market data.
- **Level 3:** Investments that are valued at fair value based on valuation models in which the items that significantly affect fair value are based on unobservable market data. This level includes investments whose fair value calculation is based on unobservable market data (five-year business plan), but also using observable market data (Beta, Net Debt/Enterprise Value of identical companies in each industry as included in the calculation of WACC).

Fair value measurement of non-financial assets

The following tables show the non-financial assets of the Company that are valued at fair values on a recurring basis as at 31.12.2022 and 31.12.2021:

Amounts in €

31/12/2022

Non-financial assets	LEVEL 1	LEVEL 2	LEVEL 3	TOTAL
Own-used land plots	-	5,691,874	-	5,691,874
Investment land plots	-	3,785,077	-	3,785,077
Buildings	-	10,609,047	-	10,609,047
Net Fair Value	-	20,085,998	-	20,085,998

Amounts in €

31/12/2021

Non-financial assets	LEVEL 1	LEVEL 2	LEVEL 3	TOTAL
Land plots	-	5,072,741	-	5,072,741
Investments land plots	-	3,308,015	-	3,308,015
Buildings	-	8,852,208	-	8,852,208
Net Fair Value	-	17,232,964	-	17,232,964

The movement of non-financial instruments classified in Level 2 for the years 2022 and 2021 are analyzed as follows:

Amounts in €	31/12/2022			31/12/2021		
	Own-used land plots	Investment land plots	Buildings and building installations	Own-used land plots	Investment land plots	Buildings and building installations
Opening balance	5,072,741	3,308,015	8,852,208	5,072,741	3,271,999	9,008,750
Purchases	-	402,737	20,191	-	-	37,286
Additions - improvements	-	-	-	-	24,095	-
Effect from valuation	619,133	74,326	1,930,650	-	11,921	-
Depreciation	-	-	(194,002)	-	-	(193,828)
Closing balance	5,691,874	3,785,077	10,609,047	5,072,741	3,308,015	8,852,208

The determination of the fair value of the proprietary property of level 2, is based on a relevant appraisal work carried out by an independent certified real estate appraiser. The frequency of assessment of the above is basically done every three or four years unless an event occurs where it will significantly affect the value resulting in an assessment in a shorter period of time. The last reassessment was carried out on 31.12.2022.

It is noted that the valuation of investment properties is carried out on an annual basis.

Measurement of fair value of financial assets

The following tables show the financial assets of the Company that are valued at fair values on a recurring basis on 31.12.2022 and 31.12.2021:

Amounts in €

31/12/2022

Financial items	LEVEL 1	LEVEL 2	LEVEL 3	TOTAL
Other investments	-	-	144,515	144,515
Financial items available for sale	247	-	-	247
Net fair value	247	-	144,515	144,762

Amounts in €

31/12/2021

Financial items	LEVEL 1	LEVEL 2	LEVEL 3	TOTAL
Other investments	-	-	44,915	44,915
Financial items available for sale	194	-	-	194
Net fair value	194	-	44,915	45,109

The movement of the financial items that have been classified in Levels 1 and 3 of the Company for the fiscal year 2022 and 2021 are analyzed as follows:

Amounts in €

	31/12/2022		31/12/2021	
	LEVEL 1	LEVEL 2	LEVEL 3	TOTAL
Opening balance	194	44,915	149	60,479
Effect on Assets	-	161,354	-	-
Effect on the results	54	(61,754)	44	(15,563)
Closing balance	247	144,515	194	44,915

7.38 Events after the reporting date of the annual financial statements

Apart from the above, no other event has occurred which may affect the financial structure or the business course of the Company from 31.12.2022 until the date of preparation of the annual financial statements for the year 2022.

THE SIGNATORIES

DIMITRIOS KOSTOPOULOS	Chairman of the Board of Directors
SPIRIDON DELENDAS	Chief Executive Officer
ANTONIOS ROUSSOS	Member of the BoD and Chief Financial Officer

Website of financial information upload

According to the provisions of Decision 8/754/14.04.2016 of the BoD of the Hellenic Capital Market Commission, the Company announces that the Annual Financial Report for the year 2022, which includes its annual Financial Statements, the Audit Report of the Certified Auditor and the Annual Management Report of the Company's Board of Directors, is posted online to the legally registered electronic address www.mevaco.gr where it will remain at the disposal of the investment community for a period of at least ten (10) years from the date of its drafting and publication.

