



MEVACO METALLURGICAL S.A.

ANNUAL FINANCIAL STATEMENT

for the year 2024 (1st January 2024 until 31st December 2024)

(prepared in accordance with article 4 of I. 3556/2007 as currently in force, 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 2024 (01.01.2024-31.12.2024), 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 26th, 2025** 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

Contents

A. Statements of Representatives of the Board of Directors	4
B. Annual Management Report of the Board of Directors.....	5
Significant events that took place during the closing fiscal year 2024	5
Major risks and uncertainties.....	14
Significant transactions with related parties.....	21
Detailed information, according to article 4, par. 7 of Law 3556/2007	23
Information regarding labor and environmental issues.....	25
Development, performance and position of the Company – Financial and non-financial basic ratios	28
Alternative Performance Measures	31
Estimated course and development of the Company for the current year 2025	33
Other information	40
Corporate Governance Statement.....	41
C. Independent Auditor’s Report	98
D. Annual Financial Statements	104
Statement of Financial Position	104
Statement of Comprehensive Income.....	105
Statement of changes in Equity	107
Statement of Cash Flows	108
1. General Information.....	109
2. Nature of activities	109
3. Basis for the preparation of the annual financial statements.....	109
4. Summary of material accounting policies.....	113
4.1 General Information	113
4.2 Consolidation	113
4.3 Foreign currency translation	114
4.4 Property, plant and equipment.....	114
4.5 Investment property.....	115
4.6 Intangible assets.....	116
4.7 Impairment of Assets	116
4.8 Inventory.....	117
4.9 Trade receivables and receivables from customers	117
4.10 Cash and cash equivalents.....	117
4.11 Financial instruments	117
4.12 Share capital	118
4.13 Income tax & deferred tax.....	119
4.14 Benefits to the personnel	119
4.15 Subsidies	119
4.16 Provisions.....	120
4.17 Revenues.....	120
4.18 Leases	122
4.19 Dividends’ distribution	122
4.20 Discontinued Activity.....	122
5. Structure of the Company	123
6. Financial information per segment	123
6.1 Primary information segment – business segments	123
6.2 Secondary information segment – geographical areas.....	124
6.3 Sale analysis per segment.....	126
7. Explanatory notes on annual financial statements	126
7.1 Proprietary assets	126
7.2 Intangible assets.....	127

7.3	Right-of-Use Assets – Lease liabilities	128
7.4	Other investments	129
7.5	Investment Property.....	130
7.6	Other long term receivables.....	131
7.7	Inventories.....	131
7.8	Trade Receivables and Other Related Receivables.....	131
7.9	Other Receivables	133
7.10	Other Current Assets	134
7.11	Financial items at fair value through results.....	135
7.12	Cash and cash equivalents.....	135
7.13	Equity	135
7.14	Deferred Tax Liabilities.....	137
7.15	Provisions for staff leaving indemnities.....	138
7.16	State subsidies on assets	140
7.17	Loan liabilities	141
7.18	Suppliers and related liabilities	142
7.19	Current tax liabilities	143
7.20	Other short term liabilities	143
7.21	Sales	143
7.22	Cost of sales / Administrative-distribution & research expenses.....	144
7.23	Other operating income / expense.....	145
7.24	Financial expense / income.....	146
7.25	Income tax	147
7.26	Other Comprehensive Income/Expenses	148
7.27	Transactions with related parties	148
7.28	Earnings per share.....	150
7.29	Dividend	150
7.30	Encumbrances.....	151
7.31	Commitments from operating leases.....	152
7.32	Other contingent liabilities and receivables	152
7.33	Tax-unaudited fiscal years.....	153
7.34	Auditors fees	153
7.35	Benefits to the Management of the Company	153
7.36	Distribution Proposal for the Year 2024	154
7.37	Subsidies.....	154
7.38	Objectives and risk management policies	155
7.39	Capital management policies and procedures	163
7.40	Fair value measurement	165
7.41	Events after the reporting date of the annual financial statements.....	167
	Website of financial information upload	169

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 (following the latest amendment pursuant to article 16 of Law 5164/2024), 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 Alexios and Athina, resident of Peuki, Attica, 8 Riga Feraiou str., **Chairman of the Board of Directors**.
2. Spyridon 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**

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 26, 2025**, we declare and certify hereby that, as far as we know:

- (a) the Annual Financial Statements of the Company for the year 2024 (01.01.2024-31.12.2024), which were prepared in accordance with the applicable International Financial Reporting Standards (IFRS), accurately and fairly 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 2024 (01.01.2024-31.12.2024), 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 2024, 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, 26th April 2025

The declarants

Dimitrios Kostopoulos	Spyridon 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**"), relates to the corporate year 2024 (01.01.2024-31.12.2024).

The Report was prepared and is harmonized on the one hand with the relevant provisions of Law 4548/2018, as in force today (articles 150ep), and on the other hand with Law 3556/2007 (Government Gazette A 91 / 30.04.2007) and especially article 4 thereof (as the above laws are in force today, following the amendments made according to Law 5164/2024), as well as with the respective executive decisions issued 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 "**Issuer**" or "**MEVACO**").

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

This Report accompanies the annual Financial Statements for the year 2024 (01.01.2024-31.12.2024) and is included as such along with the other data and statements required by law in the Annual Financial Report for the year ended 2024 (01.01.2024-31.12.2024).

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 2024

The significant events that took place during the closing fiscal year 2024 (01.01.2024-31.12.2024), as well as their possible impact on the annual Financial Statements of the fiscal year 2024, as well as their possible connection (of the events mentioned) with the current fiscal year 2025 are the following:

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

On June 20th, 2024, the Annual Ordinary General Meeting of shareholders was held at the offices of the Company's headquarters (NATO Avenue - exit 5A Attiki Odos, Prari-Moustaki location, Aspropyrgos Attica, Greece), in which

shareholders attended in person or by proxy, representing 8,059,759 common, registered shares and an equal number of voting rights, i.e. 76.76% 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 30th corporate year 2023 (01.01.2023 - 31.12.2023) 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 (GCR) 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 26th, 2024, as well as the Audit Report dated April 29th, 2024 of the Company's Certified Auditor-Accountant, Mr. Vasili Xenidi (RN SOEL 36441), regarding the annual Financial Statements of the corporate year 2023 (01.01.2023 - 31.12.2023).

In the 3rd issue, 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, the Audit Committee's Annual Report of Proceedings for the corporate year 2023 (01.01.2023-31.12.2023), which was read, for the purpose of fully, adequately and thoroughly informing the shareholders regarding the works of the Committee during the year in question.

In the 4th issue, it unanimously approved the distribution of the results of the corporate year 2023 (01.01.2023-31.12.2023) and in particular the General Meeting approved the distribution (payment) to the Company's shareholders of a dividend of a total amount of 1,575,000.00 Euros (gross amount), i.e. an amount of 0.15 Euros per share (gross amount) from the earnings of the year, from which the proportional tax of 5% was withheld.

By the same unanimous decision, the Annual Ordinary General Meeting set as:

- (a) the cut-off date for the right to 2023 dividend (cut-off date) on **Friday, July 5, 2024**,
- (b) the date for determining the beneficiaries of the 2023 dividend (record date) on **Monday, July 8, 2024** and
- (c) the date for the initiation of payment of the 2023 dividend through a credit institution or the Hellenic Exchanges on **Wednesday, July 10, 2024**.

Furthermore, the Board of Directors of the Company was provided with the necessary authorizations for the appropriate and timely implementation of the decision taken with regard to the distribution (payment) of dividend. Finally, in the context of the allocation of earnings, the payment-granting of remuneration to certain members of the Board of Directors from the earnings of the fiscal year was unanimously approved, in accordance with the specific provisions of article 109 of Law 4548/2018, as well as the article 27, paragraph 1 of the Company's Articles of Association.

In particular, the Meeting approved the payment of remuneration of a total gross amount of 225,000 Euros, on which the deductions required by the applicable insurance and tax legislation will take place. This remuneration

will subsequently be distributed to the executive members of the Board of Directors, since with their intense, systematic and uninterrupted involvement, they have contributed substantially and decisively to augmenting the Company's extroversion, promoting the Company's business objectives, assisting the Company in achieving wider recognition, as well as to significantly expanding the Company's turnover and profitability.

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 from the Board of Directors during the financial year that ended on 31.12.2023, 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 2023 (01.01.2023-31.12.2023), as well as for the annual Financial Statements of the same year.

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" (RN SOEL 127) for the mandatory audit of the annual and half-yearly Financial Statements for the 2024 (01.01.2024-31.12.2024). It is noted that the aforementioned Audit Company will also undertake the process of issuing the annual tax certificate and the tax compliance report of the Company for the year 2024, in accordance with the provisions of Article 65A of Law 4174/2013. Finally, with the same unanimous decision, the General Meeting of Shareholders granted the Board of Directors the relevant authorization to proceed to a final agreement with the aforementioned Audit Company regarding the amount of its remuneration, for the audit of the current corporate year assigned to this company and the issuance of the tax certificate. By the same decision, it was approved that the BoD would also send to the elected Audit Company the written notice-mandate within five (5) days from the date of its election.

In the 7th issue, the Meeting 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 2023 (01.01.2023-31.12.2023).

In the 8th issue, the Meeting voted positively unanimously the Remuneration Report of the corporate year 2023 (01.01.2023 - 31.12.2023), which was prepared in accordance with the provisions of article 112 of Law 4548/2018, and it 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 Company's substantial and effective compliance and harmonization with the requirements and regulations of Law 4706/2020 (Government Gazette A' 136/17.07.2020) on corporate governance and in particular, on the one hand, with the provisions on suitability, diversity and adequate representation by gender in the Board of Directors, and on the other hand, with the provisions and essential criteria and conditions of independence of the independent members proposed for election, and after taking into account the recommendation made by the Company's Remuneration and Nomination Committee, the election of a new eleven-member (11-member) Board of Directors was unanimously approved via the re-election of all of its members to date and as follows: 1) Dimitrios Kostopoulos, of Alexios, 2) Vasiliki Kostopoulos, of Dimitrios, 3) Spyridon Delendas, of Nikolaos, 4) Antonios Roussos, of Antonios, 5) Ioannis Broutzos, of Emmanuil, 6) Georgios

Vaggelas, of Konstantinos, 7) Ioulia Karvouni, of Serafeim, 8) Panagiotis Troumpounis, of Konstantinos and 9) Maria Gratsia of Nikolaos as well as the election and addition of the following: 1) Dimitrios Antoniou, of Nikolaos and 2) Georgios Gkionakis, of Vasilios as new members thereof.

Following the above, the new 11-member Board of Directors of the Company, whose term of office will be five years in accordance with the provisions of article 20, paragraph 2 of the Articles of Association, namely until June 20, 2029, extended until the expiration of the deadline within which the next Ordinary General Meeting must be convened and until a relevant decision is made, is composed 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 Emmanuil,
- 6) Dimitrios Antoniou, of Nikolaos
- 7) Georgios Gkionakis, of Vasilios
- 8) Panagiotis Troumpounis, of Konstantinos,
- 9) Georgios Vaggelas, of Konstantinos,
- 10) Ioulia Karvouni, of Serafeim and
- 11) Maria Gratsia, of Nikolaos

At the same time, with the same unanimous decision, the following individuals were appointed as independent members of the Board of Directors of the Company:

- 1) Georgios Vaggelas, of Konstantinos,
- 2) Ioulia Karvouni, of Serafeim and
- 3) Maria Gratsia, of Nikolaos

since, as determined by the Company's Remuneration and Nomination Committee, they fully meet all the conditions and criteria of independence set forth in the current legislative and regulatory framework (article 9, paragraphs 1 and 2 of Law 4706/2020)

In the 10th issue, it was unanimously decided, 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, to elect 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 and two (2) independent non-executive members of the BoD. Of the above members of the Audit Committee, the independence requirements of article 9, paragraph 1 and 2 of Law 4706/2020 are being met in all individuals. Furthermore, the term of office of the Audit Committee was decided to coincide with the term of office of the Company's Board of Directors, which was elected by this Annual Ordinary General Meeting, i.e. to be five years, expiring on June 20, 2029, extended until the expiration of the deadline within which the immediately following Ordinary General Meeting must convene and until a relevant decision is made. In no case however, the term may 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 Public Accountant, third party non-member of the Board of Directors,
- 2) Georgios Vaggelas, of Konstantinos, independent non-executive member of the Board of Directors, and

3) Ioulia Karvouni, of Serafeim, independent non-executive member of the Board of Directors.

The above members of the Audit Committee were elected following a recommendation-proposal made by the Company's Remuneration and Nomination Committee, after it was determined that the conditions of article 44 paragraph 1 of Law 4449/2017, as in force, were accordingly met.

In the 11th issue, the Meeting 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 fiscal year 2024 (01.01.2024-31.12.2024) and which are in compliance and alignment with the provisions of the approved and applicable Remuneration Policy of the Company. At the same time with this unanimous decision the Meeting 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 permission, in accordance with the provisions of article 98, paragraph 1 of Law 4548/2018, to the members of the Board of Directors and the Directors of the Company, in order to participate in the Boards of Directors or in the management of other companies (existing and/or future) that pursue similar, related or relevant purposes and to conduct actions that fall under the purposes pursued by the Company.

In the 13th issue, the Independent Non-Executives Members of the Board of Directors' Report dated 20.05.2024 was submitted to the body of shareholders, in accordance with the provisions of article 9, paragraph 5 of Law 4706/2020, and was read for the fiscal year 2023 (01.01.2023-31.12.2023).

2. Cooperation with Naval Group

In the framework of the Company's cooperation with the French company "NAVAL GROUP" and the established Framework-Agreement for the manufacture of metal equipment for the BELHARRA frigates, orders of approximately Euro 3.76 million have already been received and are being executed, the outstanding balance of which amounted to 0.53 million Euro on 31.12.2024. 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 and the subsequent implementation 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. It should be noted that within the aforementioned framework, the Company participated in the construction of the first Greek Belharra-type frigate, H/S Kimon (HN1), which was launched on October 4, 2023, at the Naval Group Shipyards in the city of Lorient, France.

It is noted that during the current fiscal year 2025, the Company is in the stage of negotiations and the preparation of offers, for the further continuation of the above collaboration (based on the above-prepared Framework Agreement) in the construction of the new frigates that will be built both for Greece and abroad.

3. Cooperation with "INTRACOM DEFENSE ELECTRONICS SA"

In the framework of the successful and multi-year cooperation of the Company with "INTRACOM DEFENSE ELECTRONICS", the existing relationship of mutual trust between the two parties was also expanded with the conclusion of a new significant agreement of USD 5.7 million and with a duration of approximately 24 months for the manufacture of metal parts of defense systems with an export orientation. After the new contract, the total

outstanding balance of the Company towards "INTRACOM DEFENSE" amounted to 10.10 million euros as at 31.12.2024.

It is noted that at the time of preparation of this report, the above backlog had further increased as within the current fiscal year 2025, the Company, following the above successful cooperation, proceeded to sign a new agreement with an initial budget of USD 6.06 million and with duration of approximately 24 months, for the manufacture of metal parts of defense systems with an export orientation. (Detailed information is presented in Section I of this Report).

4. Issuance of tax certificate for the corporate year 2023

The Company in application of the provisions of paragraph 4.1.1 of the Regulation (as in force after the decision no. 201/15.04.2024 of the Governing Board (G.B.) of the Athens Exchange, Greece, which was approved by the decision no. 1019/21.5.2024 of the Capital Market Commission), of the article 17, paragraph 1 of Regulation (EU) no. 596/2014 of the European Parliament and of the Council of April 16, 2014, and of the Decision No. 25 (point 6) of the Athens Exchange's Stock Markets Management Committee, informed the investor community that the tax audit for the financial year 2023 had been completed as carried out by its statutory auditors, in accordance with the provisions of article 65A of Law 4174/2013, as it applies today. As a result a Tax Certificate was issued with an unqualified conclusion.

5 Preparation of new contracts for the production of metal bases for PV parks

1. The Company proceeded to sign a contract with a leading domestic technical - construction company for the construction-production and supply of fixed metal bases for a Photovoltaic Park being implemented in the wider area of Florina in Northern Greece, with a total estimated contractual value of 22 million euros, the backlog of which as at 31.12.2024 amounted to 12.69 million euros. The delivery of the above fixed metal support bases was expected to be completed within the first half of the current fiscal year 2025.

2. The Company proceeded to sign a contract for the construction - production and supply of fixed metal bases for a Photovoltaic Park being implemented in the wider region of Thessaly, Greece with a total estimated value of approximately 18.5 million Euros, the backlog of which as at 31.12.2024 amounted to 5.46 million Euros. Based on the agreed timetable and the development and installation plan of the PV park, the production and delivery of the above fixed metal support bases was expected to be completed within the first half of the current fiscal year 2025.

3. The Company had concluded a contract with a large construction company for the construction-production and supply of fixed metal support bases for Photovoltaic Panels of a PV Park being implemented in the wider area of the Peloponnese Region, Greece, with a total estimated contractual value of approximately 5.3 million Euros. Based on the agreed timetable and the development and installation plan of the PV park, the production and delivery of the above fixed metal support bases was expected to be completed within the first half of the current fiscal year 2025.

6. Formation of the Board of Directors into a body

The Annual Ordinary General Meeting of the Company's shareholders, at its meeting on June 20th, 2024, unanimously approved the election of a new eleven-member (11-member) Board of Directors with a five-year term

in accordance with the article 20, paragraph 2 of the Company's Articles of Association, extended until the expiration of the deadline within which the immediately following Ordinary General Meeting must convene and until a relevant decision is being made.

Following the election of a new eleven-member Board of Directors, the Board of Directors of the Company at its meeting of June 20, 2024 was constituted 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) Dimitrios Antoniou, of Nikolaos, Member of the Board of Directors (Non-Executive Member).
- 7) Georgios Gkionakis, of Vasilios, Member of the Board of Directors (Non-Executive Member).
- 8) Panagiotis Troumpounis, of Konstantinos, Member of the BoD (Non-Executive Member)
- 9) Georgios Vaggelas, of Konstantinos, Member of the BoD (Independent, Non-Executive Member)
- 10) Ioulia Karvouni, of Serafeim, Member of the BoD (Independent, Non-Executive Member) and
- 11) Maria Gratsia, of Nikolaos, Member of the BoD (Independent, Non-Executive Member)

7. Formation of Audit Committee into a Body

The Annual Ordinary General Meeting of the Company's shareholders, with its decision of 20th June 2024, proceeded to the election of a new 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 will constitute an Independent Joint Committee and will consist of one (1) third person - non-member of the Board of Directors and two (2) independent non-executive members of the BoD.

Subsequently, on June 21st, 2024, the Audit Committee meeting took place, under its new composition and after a vote among its members, in accordance with the provisions of article 44 of Law 4449/2017, as in force today, and was unanimously constituted as follows:

- 1) Theodoros Papailiou, of Nikolaos, Third Party - Non-Member of the Company's Board of Directors, Chairman of the Audit Committee.
- 2) Georgios Vaggelas, of Konstantinos, Independent Non-Executive Member of the Company's Board of Directors, Member of the Audit Committee.
- 3) Ioulia Karvouni, of Serafeim, Independent Non-Executive Member of the Company's Board of Directors, Member of the Audit Committee.

8. Formation of the Remuneration and Nomination Committee.

The new Board of Directors of the Company, which was elected by the Annual Ordinary General Meeting of shareholders of June 20th, 2024, after its formation into a body and the determination of its Independent Non-Executive Members, proceeded during the meeting of June 25th, 2024 to appoint, in accordance with the provisions of the applicable legislative framework and the Regulation of Operation of the Remuneration and Nomination Committee of the Company, the new members of the above mentioned Committee. This is a Committee of the Board of Directors of the Company, consisting of three (3) Members of the Board of Directors of the Company, of which two (2) are Independent Non-Executive Members, within the meaning of article 9, paragraph 1 and 2 of Law

4706/2020, as in force, and one (1) is Non-Executive Member of the Board of Directors of the Company. The Committee exercises, since its establishment, the duties and responsibilities provided by the articles 11 and 12 of Law 4706/2020.

Specifically, the following were appointed as Members of the unified Remuneration and Nomination Committee:

- 1) Maria Gratsia, of Nikolaos and Mosxa, Independent Non-Executive Member of the Board of Directors.
- 2) Georgios Vaggelas, 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.

Following the appointment of its members, the Remuneration and Nomination Committee was constituted into a body as follows:

- 1) Maria Gratsia, of Nikolaos and Mosxa, Independent Non-Executive Member of the Board of Directors, Chairman of the Remuneration and Nomination Committee.
- 2) Georgios Vaggelas, 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. Resignation of a member of the Board of Directors – Continuation of management and representation of the Company with a ten-member (10-member) composition

One of the members of the new Board of Directors of the Company, Mr. Georgios Gkionakis, due to growing professional obligations, high workload and responsibilities of high nature and priority, resigned from the position of Member of the Board of Directors of the Company.

The Board of Directors of the Company, during its meeting held on 09.07.2024, accepted the above resignation of Georgios Gkionakis and also decided not to replace the particular member and to continue the management and representation of the Company by the remaining members of the Board of Directors based on a ten-member (10-member) composition in accordance with the provisions of article 82, paragraph 2 of Law 4548/2018 and the provisions of article 23, paragraph 2 of the Company's Articles of Association. In particular the BoD's 10-member composition was 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) Dimitrios Antoniou, of Nikolaos, Member of the Board of Directors (Non-Executive Member).
- 7) Panagiotis Troumpounis, of Konstantinos, Member of the Board of Directors (Non-Executive Member)
- 8) Georgios Vaggelas, of Konstantinos, Member of the Board of Directors (Independent, Non-Executive Member)
- 9) Ioulia Karvouni, of Serafeim, Member of the Board of Directors (Independent, Non-Executive Member) and
- 10) Maria Gratsia, of Nikolaos, Member of the Board of Directors (Independent, Non-Executive Member)

10. Construction - implementation of other projects by the Company / Projects in progress

During the closing fiscal year 2024 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 apart from the aforementioned to the construction and implementation of the following projects:

- ✓ Following various contractual assignments, the Company undertook and completed the construction - production of metal bases for Photovoltaic Parks (from 500 KWp to 1 Mwp) with a total capacity of approximately 150 Mwp, part of which concerned a new generation tracker for areas of the prefectures of Fthiotida and Magnesia, in Greece.
- ✓ Gradual and successful execution of orders relating to the construction of fixed metal bases for Photovoltaic Parks for the market of United Kingdom, the backlog of which on 31.12.2024 had amounted to 5.89 million euros (corresponding approximately to 41% of the orders received).
- ✓ Gradual execution of an assignment relating to the construction of fixed metal bases for Photovoltaic Parks with a total capacity of 225 Mwp for the prefecture of Kozani, Greece.
- ✓ Undertaking and executing the construction of the metal support systems for new Photovoltaic Parks with a total capacity of 20 Mwp for market of Sweden.
- ✓ Undertaking and executing the construction of the metal support systems for new Photovoltaic Parks with a total capacity of 7.3 Mwp in Thebes, Greece.
- ✓ Undertaking and executing contracts for the construction of metal support systems for Photovoltaic Parks with a total capacity of 186 Mwp for various areas of Thessaly, Greece.
- ✓ Undertaking and executing a contract for the construction of metal support systems for a Photovoltaic Park with a total capacity of 35.5 Mwp at the Athens International Airport, Greece.
- ✓ Undertaking (based on the relevant contract signed within 2025 - Detailed information is presented in section I' of this Report) of the construction-production and supply of fixed metal bases for a Photovoltaic Park implemented in the wider area of Thessaly, Greece, with a total estimated value of approximately 7.35 million Euros.
- ✓ Undertaking and gradually executing new orders for silencers used for jet fans (tunnels) for projects in France and Denmark.
- ✓ Completion of a project concerning the construction of sound attenuators to be used in the Thessaloniki Metro facilities, Greece.
- ✓ Contractual assignment and execution of orders relating to the manufacture of metal components for meteorological stations within the geographical area of Greece.
- ✓ Continuation of the Company's cooperation for the manufacture of metal boxes for electric car chargers via a gradual acceptance of orders.

With regard to the projects in progress, the Company, utilizing its significant experience and the proven expertise it has acquired over the years, through its intense production activity and the successful implementation of a numerous similar projects, is in the final pre-contractual procedures and/or contracting processes, in particular with regard to the following:

- ✓ Undertaking (based on the relevant contract signed within 2025 - Detailed information in section I of this Report) of the construction-production and supply of fixed metal bases for a Photovoltaic Park that is also being implemented in the wider area of Thessaly, Greece, with a total estimated value of 9.46 million Euros.

- ✓ Undertaking (based on the relevant contract signed within 2025 - Detailed information also in section I of this Report) of the construction and installation of a canopy for the Riviera Galleria project in Hellinikon, Attica, Greece with a total value of 10.45 million Euros.
- ✓ Undertaking of orders (the majority of these within the year 2025) for the construction of outdoor power distribution facilities.
- ✓ Finally, it is in an advanced stage of negotiations for the construction of metal bases for Photovoltaic Parks in Greece and abroad with a total capacity exceeding 1 Gwp.

In general, the Company focuses on the exploitation in the best possible manner of the significant activity observed in the renewable energy sector, strengthening and upgrading for this purpose its production equipment and confirming its diverse production capability as well as its experience and know-how it possesses. This is performed in order for the Company to satisfy the strict quality specifications for the construction of the manufactured products and on the other hand, to implement the assignments it undertakes effectively and in a timely manner and consequently to systematically and consistently expand the range of its targeted markets (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

The Company's exposure to foreign exchange risk is assessed as relatively low for the present time 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 is noted that due to the recent turmoil following the announcement of tariff measures by the US, the risk emanating from foreign exchange rates and their changes, due to the Company's limited transactions in the US dollar, which amount to approximately 2% of its total transactions, is considered limited and controllable.

It should be noted, however, that in the context of a coordinated, continuous and systematic effort to strengthen the Company's extroversion and export (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 over the last two years, which continues to dominate the international environment as a result of war conflicts around the world (Russia - Ukraine, broader Middle East region, etc.) has led to strong inflationary pressures and foreign exchange rate volatility.

The above volatility was further amplified as a result of the above-announced tariff measures and the countermeasures that followed in the context of an escalating global trade war. In any case, at the present time and based on the data available to date, this risk is assessed as low, controllable and manageable.

2. Interest rate risk

Interest rate risk, which directly affects financing costs, is considered to be at the present time relatively controllable. The existence through the years of balanced and controlled bank lending in relation to the Company's equity, which is a constant and ongoing pursuit of the Company's management, constitutes the substantial

compensation to the reported risk. However, the increase in the ECB's key interest rates until recently, combined with the fact that the main volume of the Company's borrowing is linked to the Euribor, inevitably contributes to the rising cost of the Company's financing, without any prospect of rapid de-escalation, as the global economy continues to operate in conditions of uncertainty as a result of the ongoing global trade war (implemented through tariff measures). Although the coverage of the Company's borrowing comes exclusively from domestic financial institutions thus making the interest rate risk manageable and controllable, nevertheless the maintenance of inflation at particularly high levels (and consequently interest rates at corresponding levels), the slowdown of economic growth in Euro zone and the stagnation of the global economy, in conjunction with the aforementioned regarding the ongoing global trade war, comprise factors that might 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 that arise each time, in order to promptly take the appropriate measures to deal with and manage the risk in question in the best way for the Company.

3. Credit risk

The Company implements faithfully and strictly 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 conditions 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 from customers based and operating abroad.

However, based on the prevailing market conditions (increased financing costs, disruptions in the supply chain due to increases in transport costs, energy crisis, geopolitical instability due to the ongoing military conflict between Russia and Ukraine and the military conflicts in the wider Middle East region, a broader climate of uncertainty as a result of the ongoing global trade war, etc.), this risk is assessed as quite significant, as the dispersion of the Company's clientele, despite the significant expansion steps that have taken place during the recent years, it is still not broad enough. This might imply 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), would in principle jeopardize the Company's results and have a direct impact on its profitability.

For this reason, the Company's Management constantly and systematically as well as closely 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 time of preparation of the present Report, there is no significant and immediate liquidity risk, given that the Company has competent and sufficient cash surpluses particularly as a result of the generation of particularly positive operating cash flows over the past few years. 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, as a result of the prevailing circumstances (stabilization of inflation at elevated

levels, high energy costs, geopolitical conflicts, tariff measures and their consequences, etc.), the Company took systematic and coordinated measures to reduce its operating costs and reorganize its broader operation which had as direct effect the ensuring of the necessary and sufficient liquidity for the tackling of any economic downturn's consequences, as the unfavorable economic situation made it more difficult to raise bank funds immediately.

However, taking into account the deterioration of economic conditions, particularly in the Eurozone and the reversal of forecasts for expected economic growth, mainly due to the ongoing turmoil and uncertainty prevailing globally and the reasonable concern and insecurity caused by the above mentioned negative factors at a geopolitical level, it cannot be entirely ruled out that this risk could affect, to a controlled degree, the liquidity of the Company.

5. Risk of rising prices of raw materials

As a consequence of the pandemic crisis, but mainly of the energy crisis, it has occurred 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. The new economic/trade policy of the United States of America may lead to an increase in raw material prices, expressed in particular via the imposition of new tariffs, which may lead to an increase of import prices and consequently, in combination with a lower exchange rate of the US dollar, to a general increase in raw material prices. At the present time, this risk is not assessed as 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 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, and therefore the present risk is currently, i.e. at the time of preparation of this Report, assessed as significant and capable of affecting the Company's performance and results, in general, but on the other hand the particular risk is considered to be fully manageable.

The Company, based on its consistent policy over time for the effectively management of this risk, adapts and modifies its inventory policy accordingly and proceeds to take the necessary and appropriate measures at any given time, 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 adopted and continues to maintain (in combination with the relevant certifications it has received), 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 and quality from the existing competition. To the direction of differentiation contribute the high 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 successfully 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 time of writing this Report, 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

The specific risk is assessed as significant, in view of the general economic recession caused to the entire planet both by the unprecedented, for modern times, health crisis of the coronavirus pandemic, with its consequences in the last three years, as well as by the ongoing war conflict between Russia and Ukraine at one hand and on the other hand the war unrest in the geographical area of Middle East along with the resulting adverse effects.

This fact is reinforced by the recent "shift" in the economic / trade policy of the United States of America through the imposition of additional tariffs and their impact on a global level. 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.

However, the adverse effects of all the above factors on financial stability, on global supply chain, on the effort of removing the uncertainty as well as on the effort regarding a potential restart of economic activity in general define at the present time 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. Risks related to safety at work

Safety at work, in view of the production activity of the Company, constitutes an overriding primary and top priority 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's Management with the relevant guidance and suggestions of the Safety Technicians. It is noted that after the Covid-19 Coronavirus pandemic receded and was declared endemic, the Company's Management took all the required 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.

10. 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 (such as those that during the use affected a significant part of the Greek Territory),
- ✓ 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 operates.

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.

11. Risks from current developments in Russia and the broader Middle East Region

The beginning of the fiscal year 2022 was characterized by a new for modern times war conflict, namely the invasion of Ukraine by Russia, the duration of which has turned out to be significantly longer than initially expected and is still in full swing to this day. The pace of dynamic recovery that had begun to appear since the de-escalation of the pandemic crisis and especially during the last quarter of the fiscal year 2021 was weakened by the multidimensional impact of the invasion of Russian troops on the territory of Ukraine. The European Union is still at the present moment at the center of a very strong geopolitical and economic disturbance, which greatly shakes its development course and poses obstacles to its stability and cohesion. The sanctions imposed on Russia, which are still in force at the present time, have led to unprecedented price increases in the prices of energy, oil and its derivatives, raw materials and consumer goods, causing major disruptions in global supply chain, deterioration of the confidence climate, weakening of trade and intense and increasing inflationary pressures, which are estimated to become more permanent.

The above climate of fluidity and uncertainty was further reinforced by the disturbances in the wider Middle East region, by the ongoing war conflict in the Gaza Strip region. This conflict, despite the various interim efforts to resolve it, is still active even at the present time, maintaining a climate of insecurity, uncertainty and concern.

The Company's business exposure to countries involved in conflict is almost zero, since during the year ended 2024 the Company performed sales only in the region of Israel representing a mere 0.006% of total turnover, and therefore no impact (direct or indirect) exists in the activities, results, financial position and performance of the Company. On the other hand, the Company's Management monitors on a systematic basis the developments taking place each time and proceeds accordingly in order to take the necessary and appropriate measures, so that the consequences of the above war conflicts do not lead to a further increase in operating costs or a decrease in demand for the Company's products.

At the present time, any prediction regarding the effects of the ongoing war conflicts both in the region of Ukraine and in the Middle East as well as their subsequent negative consequences is uncertain, since it is directly related to the duration of hostilities, the period of time that economic measures/sanctions will remain in force, the scope of escalation in the Middle East region, and the manner in which existing crises are ultimately resolved. However, the Company's Management operates responsibly, focusing on ensuring the efficiency 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.

12. Risks from the energy crisis

The ongoing energy crisis, combined with its duration and its negative consequences to date, which the Company has not fully absorbed and which was initially caused and in particular as a result of geopolitical confrontations in the Ukraine and Middle East region, as well as their negative consequences, continue to threaten both the Company's financial position and the global economy as a whole.

The maintenance of this severe energy crisis may lead to further increases in the Company's operational expenses and may also reduce demand for its products and services, depending on the duration and intensity of the phenomenon.

Nevertheless, the Company's Management closely monitors developments on a daily basis and evaluates and implements appropriate measures accordingly and at the present time, the management assesses this particular risk as entirely controlled.

13. Risk related to the security of personal data

The Sector in which the Company operates is directly related to a significant volume of personal data (with regard to employees, producers, partners), which is processed (always in accordance with the provisions of the General Regulation on the Protection of Personal Rights and the generally applicable legislative framework). Therefore the Company is inevitably exposed to the risk of non-compliance with the General Data Protection Regulation as well as the generally applicable legislative framework.

The risk in this case is based on the fact that any failure to adequately address data protection and/or privacy issues, even if unfounded, or to comply with applicable laws, regulations and data protection policies may lead to additional costs and liability for the Company. It may also create liability to the competent authorities as well as damage the Company's reputation and negatively affect its business activity.

In order to limit the above-described risk, the Company's Management constantly develops and evolves all necessary policies and procedures, always in accordance with and in application of the current legislative and regulatory framework, supervises, in constant collaboration with specialized consultants and its legal team, the implementation of these policies. The Company also designs new security systems and infrastructures and evaluates their effectiveness and compliance with the regulatory framework for the protection of personal data.

14. Legal and Regulatory Compliance Risk

The Company, in view of the strong extroversion that it systematically promotes and has developed in order to recuperate from the lower demand in the domestic market, operates in countries with a diversified legal and regulatory environment that is subject to frequent changes.

As it is self-evident from the above action, the Company is exposed to the risk of non-compliance with the applicable legal and regulatory framework on the business, labor, social and product level.

In addition, it is noted that in view of the strong shift that has taken place in recent years for the protection of the environment, the Company is exposed to the risk of non-compliance to a series of obligations arising from environmental legislation and more specifically with the terms of the environmental permits in relation to its industrial facilities.

In case of violation of the applicable regulations, the competent authorities may impose administrative fines or sanctions, as well as revoke or refuse to renew licenses and approvals.

In order to avoid risks and penalties from non-compliance or from improper compliance with the applicable laws and regulations, the Company's Management, in cooperation with the Head of the Regulatory Compliance Unit, ensures that the competent persons-executives are being informed in a timely and regular manner about the obligations arising from the enactment of each legislation and about the importance of an accurate and timely compliance with these obligations. Furthermore, the Regulatory Compliance Officer carries out relevant audits to verify compliance with the relevant obligations.

15. Macroeconomic Environment

The Company's activity is reasonably affected by fluctuations in macroeconomic factors in both the domestic and international markets which may significantly affect the Company's financial results. In particular, global developments such as the increase in tariffs (according to the announcements made by the President of the United States), the imposed charges and fees on imported products and subsequently the increase of the level of prices, the various monetary and fiscal policies as well as the various macroeconomic factors (such as inflation, GDP, etc.) prevailing in an international environment may exert macroeconomic pressures on all those parties transacting with the Company, indirectly affecting its financial results. In any case, the Company's Management systematically and closely monitors this risk in order to be able to take the necessary measures to address any crises that arise.

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 2024 (01.01.2024-31.12.2024) 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 2024.

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 (31.12.2024),
- (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	
	1/1-31/12/2024	1/1-31/12/2023
Sales of goods and services		
To subsidiaries	-	-
To other related parties	-	-
Purchases of goods and services		
From subsidiaries	-	-
From other related parties	700,352	357,952
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	30,935	25,414

TABLE 2	THE COMPANY	
	1/1-31/12/2024	1/1-31/12/2023
Benefits to the management and executives of the company		
Remuneration of executives and members of the management	700,352	357,952
Transactions of executives and members of the management	-	-
Total	700,352	357,952
Receivables and liabilities towards the management and executives of the company	THE COMPANY	
	31/12/2024	31/12/2023
Receivables from executives and members of the management	-	-
Liabilities towards the executives and the members of the management	30,935	25,414

In addition to the above, it 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:

Transactions and remuneration of managers and members of management (Table 2 Analysis)

	THE COMPANY			
	Period 1/1-31/12/2024			
	Remuneration-Salaries	Social Security cost	Other transactions	Total
Executive members	319,930	21,070	-	341,000
Non-executive members	175,988	36,580	-	212,568
Managers	123,091	23,693	-	146,784
Total	619,009	81,343	-	700,352

	THE COMPANY			
	Period 1/1-31/12/2023			
	Remuneration-Salaries	Social Security cost	Other transactions	Total
Executive members	74,818	14,045	-	88,863
Non-executive members	67,722	15,562	-	83,284
Managers	154,872	30,932	-	185,804
Total	297,412	60,539	-	357,952

Outstanding balance of receivables-liabilities	THE COMPANY			
	31/12/2024		31/12/2023	
	Receivables	Liabilities	Receivables	Liabilities
Executive members	-	4,172	-	2,724
Non-executive members	-	18,814	-	15,472
Managers	-	7,949	-	7,219
Total	-	30,935	-	25,414

- 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.

Based on the above, the Company's transactions with related parties are in full agreement and compatibility with the decisions of the Ordinary General Meeting of Shareholders as well as the provisions of the Company's current Remuneration Policy. Moreover despite their change, they continue to be maintained at completely reasonable levels (in relation to the market in which the Company operates and the size of its business volume) and consequently, these transactions do not materially 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, following the amendments pursuant to Law 5164/2024, and relevant explanatory Report)

1. Structure of the Company's share capital

The share capital of the Company today, in the amount of nine million nine hundred and seventy-five thousand Euro (€9,975,000.00), is fully paid and divided into ten million five hundred thousand (10,500,000) common, registered shares with voting rights, with nominal value of ninety-five cents of Euro (€0.95) per share.

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 agreements of the Common Bond Loans that have 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 according to Law 3556/2007 as amended, in force today

The significant direct or indirect participation in the share capital and voting rights of the Company at 31.12.2024, based on the meaning of the provisions of articles 9 until 11 of law 3556/2007 are the followings:

- Athina Kostopoulou: 1,901,167 shares and voting rights (percentage 18.11%)
- Vasiliki Kostopoulou: 1,560,000 shares and voting rights (percentage 14.86%)
- Panagiotis Troubounis 1,768,000 shares 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 as in force today

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 21.06.2023, as a result of the decision taken by the Annual Ordinary General Meeting of shareholders convened on the above date.

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

1. Labor issues

The Company during the closing year 2024 (01.01.2024-31.12.2024) employed an average of 115 people (2023: 111) 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, the Company systematically and most effectively takes 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 each time according also 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, respecting diversity above all, does not discriminate regarding recruitment, remuneration and promotions based on gender, race, religion, color, nationality, religious beliefs, age, marital status, sexual preferences, educational and professional history, 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

(a) 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.

(b) Environmental Management

During the closing fiscal year 2024, the Company demonstrated its high concern for the environment and its protection as well as the recognition of understanding and taking action regarding the significant environmental impacts and the risks they entail.

More specifically, in absolute, proper and effective compliance with the National Climate Law 4936/2022, it prepared and submitted the Greenhouse Gas Report for the year 2023 from 18/10/2024, with the aim of providing detailed information about the standards, the field implementation and calculation methodologies followed by the Company for the Assessment, recording and reporting of greenhouse gas (GHG) emissions. Through this report, adequate guidance is provided to manage greenhouse gas emissions in accordance with ISO 14064-1:2018 and the Greenhouse Gas Protocol and ensure the minimization of greenhouse gases through the adoption of best practices.

In support of the above, the Company entrusted ICDQ with the expression of an independent opinion, which through its Verification Report of 31.10.2024, found total Emissions of 519.02 tCO₂eq (divided into direct emissions: 162.56 tCO₂eq and indirect emissions: 356.46 tCO₂eq) compared to total Emissions of 728.36 tCO₂eq

(divided into direct emissions: 159.61 tCO₂eq and indirect emissions: 568.75 tCO₂eq) and a reasonable level of assurance for the year 2022.

Following the above and in order to further reduce its carbon footprint and in compliance with the commitments of the above climate law, the Company is considering in the near future a series of actions and measures, such as the following:

- training of employees on environmental awareness and climate change
- use of LED lighting in building facilities
- increasing electricity consumption from Renewable Energy Sources
- gradual transition of the corporate fleet to hybrid/electric vehicles
- installation of further photovoltaic systems
- identification of energy-intensive activities with energy consumption meters
- purchase of new highly energy-efficient mechanical equipment
- setting environmental targets
- conducting regular environmental audits
- preparation and cooperation with specialized partners for the preparation of a Sustainability Report in order to be ready for the newly established regulatory obligation.

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 four years 2022-2024 is as follows:

THE COMPANY	In thousand Euro		
	31.12.2022	31.12.2023	31.12.2024
Total assets	55,364.57	52,869.68	69,420.59
Total equity	28,758.58	30,669.23	34,087.07
Sales	40,952.05	42,959.35	60,796.87
Gross profit	9,338.18	9,347.28	14,314.29
Earnings before Interest, Taxes, Depreciation and Amortization (EBITDA)	4,982.73	4,945.48	7,661.17
Profit / (loss) before tax	4,065.02	4,078.56	6,562.00
Profit / (loss) after tax	3,167.35	3,171.56	5,048.39

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

THE COMPANY	31.12.2022	31.12.2023	31.12.2024
Total assets	46.45%	-4.51%	31.31%
Total equity	18.05%	6.64%	11.14%
Sales	59.99%	4.90%	41.52%
Gross profit	69.01%	0.10%	53.14%
Earnings before Interest, Taxes, Depreciation and Amortization (EBITDA)	45.54%	-0.75%	54.91%
Profit / (loss) before tax	67.16%	0.33%	60.89%
Profit / (loss) after tax	63.47%	0.13%	59.18%

Below are presented some amounts and ratios regarding the performance of the Company during the last three years 2022-2024.

THE COMPANY	In thousand Euro		
	31.12.2022	31.12.2023	31.12.2024
Earnings before Interest, Taxes, Depreciation and Amortization (EBITDA)	4,982.73	4,945.48	7,661.17
Return on equity (before taxes)	14.13%	13.30%	19.25%
Return on total capital employed (before taxes)	7.34%	7.71%	9.45%

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

Total assets

The total assets of the Company on 31.12.2024 amounted to 69,420.59 thousand Euros, representing an increase of 31.31% compared to the corresponding figures on 31.12.2023, mainly due to the increase in current assets (receivables, inventories and cash) as a result of the significant growth of the Company's turnover compared to the previous year.

Equity

The Company's equity on 31.12.2024 amounted to 34,087.07 thousand Euros, showing an increase of 11.14% compared to the figures on 31.12.2023, mainly due to the Company's increased profitability during the closing fiscal year.

Turnover

The Company's turnover amounted to 60,796.87 thousand Euro, showing an increase again for the fourth consecutive year by 41.52% compared to the previous year, mainly due to the significant increase in demand for the construction of metal support bases (mounts) for Photovoltaic Parks both in Greece and abroad.

Gross profit

The Company's gross profit amounted to 14,314.29 thousand Euros, posting an increase of 53.14% compared to the level of the previous fiscal year, mainly due to the significant increase in turnover but also to the improvement made in terms of production costs, resulting into an increase in the gross profit margin by 1.78 percentage points.

Profit – Losses before tax

The Company's pre-tax results amounted to earnings of 6,562.00 thousand Euros compared to earnings of 4,078.56 thousand Euros in the previous year, also showing a significant increase of 60.89%, as a result of the significant growth recorded in the Company's turnover and the improvement in the gross profit margin.

Profit – Losses after tax

Results after taxes amounted to earnings of 5,048.39 thousand Euros compared to earnings of 3,171.56 thousand Euros in the previous fiscal year, posting an increase of 59.18%.

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

The results before taxes, financial and investment results and depreciation (EBITDA) amounted to earnings of 7,661.17 thousand Euros, compared to earnings of 4,945.48 thousand Euros in the previous fiscal year, also posting an increase of 54.91% compared to the results of the previous year, a percentage that was proportional to the increase in the gross profit margin.

Operating Expenses

Operating expenses from continuing activities of the Company amounted to 7,971.19 thousand Euros compared to 5,580.50 thousand Euro in the previous fiscal year, posting an increase of 42.84%, as a result of the significant increase in turnover and the related administrative and distribution expenses.

The operating expenses from the continuing activities of the Company, as percentage of turnover settled at 13.11% compared to 12.99% in the previous year, almost remaining unchanged, which demonstrates the Company's prudent and rational management and orientation.

It is noted that the participation of personnel salaries to the total expenditure of the Company stood at 24.89% and of depreciation at 6.65% (percentages of 29.39% and 7.93% respectively in 2023).

Financial income-expense

The Company's financial income amounted to 97.17 thousand Euros compared to 54.52 thousand Euros in the previous year, while the Company's financial expenses amounted to 341.53 thousand Euros compared to 303.21 thousand Euros in the previous year, posting an increase of 12.64%, mainly due to the higher commissions paid for the issuance of letters of guarantee. It is noted that despite the significant increase in turnover, the cost of financing remained at the same levels, as did the Company's total bank loans which also remained at the same level compared to 31.12.2023.

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					
ΔΕΙΚΤΕΣ ΠΕΥΣΤΟΤΗΤΑΣ		THE COMPANY			
		31/12/2024	31/12/2023	31/12/2022	
Current ratio	Current assets-Cash and cash equivalents/Current liabilities	1.05	1.21	1.07	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	0.38	0.38	0.41	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	104.84	82.43	84.09	This ratio indicates in days the average collection period of the Company's receivables
Creditors ratio	Suppliers * 365/Cost of sales	178.48	123.70	165.48	This ratio indicates in days the average repayment period of the Company's suppliers
Average age of inventory	Average inventory*365/Cost of sales	71.39	100.98	76.13	This ratio measures how many days remain the inventory in the Company from the purchase until the sale
OPERATION RATIOS		31/12/2024	31/12/2023	31/12/2022	
Fixed Assets Turnover ratio	Sales/Fixed Assets	2.69	1.96	1.89	This ratio indicates the level of assets' utilization by the Company in relation to sales
Fixed Assets to Equity ratio	Fixed Assets/Equity	0.66	0.72	0.75	This ratio indicates the relations among fixed assets and equity of the Company
Assets Turnover ratio	Sales/Total Assets	0.88	0.81	0.74	This ratio estimates the intensity with which the Company utilizes its asset to achieve its sales' targets
PERFORMANCE RATIOS		31/12/2024	31/12/2023	31/12/2022	
Sales over net working capital	Sales/NWC	4.76	4.35	4.21	This ratio indicates how many € of net sales the Company generates for every € of net working capital that was not financed by the current liabilities
Gross profit	Gross Profit/Sales	23.54%	21.76%	22.80%	This ratio indicates the percentage size of gross profit over sales
Operating profit margin	EBIT/Sales	10.93%	9.62%	10.33%	This ratio represents the efficiency of sales as percentage of sales
Net profit margin	Net profit after tax/Sales	8.30%	7.38%	7.73%	This ratio represents the final result after tax as a percentage of sales
Return on Equity	Net profit after tax/Total Equity	14.81%	10.34%	11.01%	This ratio represents the efficiency of Company's equity
Return on Assets	Net profit after tax/Total assets	7.27%	6.00%	5.72%	This ratio represents the efficiency of Company's total assets
LEVERAGE RATIOS		31/12/2024	31/12/2023	31/12/2022	
Total debt to total assets ratio	Total liabilities/Total assets	50.90%	41.99%	48.06%	This ratio represents the leverage exposure of the Company
Debt to Equity ratio	Total liabilities/Total Equity	103.66%	72.39%	92.51%	This ratio represents the financial self-sufficiency of the Company
		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	3.25	2.92	2.74	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 ATHEX).

	31.12.2024	31.12.2023
Total non-current loan liabilities	3,000,002	2,783,334
Total non-current loan liabilities payable in the following fiscal year	1,388,401	1,117,313
Total current loan liabilities	603	501,060
Total debt	4,389,007	4,401,707
Minus: Total cash and cash equivalents	(11,233,274)	(6,302,128)
Minus: Financial assets available for sale	(506)	(415)
Net Debt	(6,844,773)	(1,900,836)

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.

		31.12.2024	31.12.2023
Earnings before interest and tax	(A)	6,645,954	4,131,377
Total depreciation	(B)	1,109,266	911,284
Subsidy depreciation	(C)	(94,049)	(97,176)
EBITDA (A) + (B) + (C) = (D)	(D)	7,661,170	4,945,485
Sales	(E)	60,796,870	42,959,350
EBITDA Margin (D)/(E)		12.60%	11.51%

C. Capital adequacy or solvency ratio

This ratio presents 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.

		31.12.2024	31.12.2023
Equity	(A)	34,087,072	30,669,226
Total Assets	(B)	69,420,593	52,869,676
Cash and cash equivalents	(C)	(11,233,274)	(6,302,128)
Financial assets available for sale	(D)	(506)	(415)
Balance (B) + (C) + (D) = (E)	(E)	58,186,813	46,567,133
Capital adequacy or solvency ratio (A)/(E)	(F)	58.58%	65.86%

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 2025

In view of the strategically targeted and systematically pursued export character and orientation of the Company, and its broader strategic planning in recent years, as well as its diverse productive capacity as it has been confirmed through its action over the last few years, the Company's prospects, results and development for the current year 2025 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. The latter is characterized by a climate of uncertainty, taking into account the existing war conflicts prevailing in the international environment and on the other hand the ongoing global trade war that commenced after the announcement of tariff measures by the USA.

The 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 the pandemic. In addition, the war conflict in the Gaza Strip, which still exists, as well as the ongoing global trade (tariff) war further fuel the climate of uncertainty at the international level, contributing to the destabilization of the world economy. The intensity, extent, consequences and impact that the time extension of uncertainty in terms of the global economic and geopolitical developments will have on the international scene is at this point in time impossible to assess, as already the disruptions in the supply chain and global transport along with the foreign exchange rate volatility are significant for that reason as well. However, the Company's Management is constantly monitoring the developments closely in order to take the appropriate measures in order to limit the negative consequences for its business activity.

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 the volatile situation in the wider Middle East region, as well as 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 ongoing war conflicts and its consequences especially at the level of maritime transport,

- ✓ intense inflationary pressures, especially in the sectors of energy, raw materials, food and other consumer goods, which have the effect of reducing final consumer demand,
- ✓ interest rate increases and retention in the Eurozone, which may put upward pressure on public and private sector borrowing costs and lead economies into slowdown and/or recession,
- ✓ the ongoing global trade war through the announcements of tariff related measures (tariff increases).

The above factors (despite the most recent prospects emerging around their potential de-escalation) have created multidimensional distortions at the geopolitical, economic and energy level, and along with the stabilization of inflation at consistently elevated levels (with the visible risk of further price increases, if the trade war between countries escalates at a global level via their applied tariff policies), and the maintenance of key interest rates at relatively high levels (as any reductions were not as expected) constitute factors that might affect the global economic growth for the year 2025.

In addition to the above and in view of the possibility of imposing additional customs duties and other charges on imports of products (according to the announcements made by various countries, following the initial announcements by the USA), these factors altogether constitute an economic mix of diverse nature, which at the present time cannot be easily assessed in its entirety and across all possible dimensions. At the same time this set of diverse impact factors creates in any case a broader environment of uncertainty not allowing to make safe conclusions about potential developments within the current fiscal year 2025.

Despite the fact that any forecast and assessment regarding the Company's results, performance and progress of the Company 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 differentiated from the existing competition and the satisfaction of customer needs and requirements 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 land plots of approximately 154 hectares in the industrial zone of Aspropyrgos, Attica (Prari-Moustaki location), where it has approximately 25 thousand square meters 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.

◇ Production of Electric Energy (Photovoltaic Park)

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 a photovoltaic park that the Company constructed on the roof of its building facilities, an activity which is complementary and ancillary to the above mentioned main activity.

◇ 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 (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

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.

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

It concerns the construction and installation of building facade cladding (shopping centers, etc.) as well as interior cladding (ceiling & walls) in METRO stations.

6. 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 the systematic manufacture of high-standard metal parts for defense equipment.

MEVACO, through its successful and long-standing collaboration with internationally renowned companies (e.g. INTRACOM DEFENSE, NAVAL), has systematically undertaken and successfully implemented projects of such importance and complexity, strengthening the domestic industry, contributing to the preservation of jobs as well as supporting the country's production base. 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.

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

MEVACO, among other things, manufactures and supplies the metal parts for fixed and rotating bases for photovoltaic parks, products that are distinguished by their strict specifications, high quality requirements and innovative technical characteristics, a combination that has placed the Company as one of the leaders in the Greek photovoltaic market and beyond.

Until today, a multitude of structures have been produced and delivered worldwide (e.g. Greece, United Kingdom, Latin America, Italy, Bulgaria, Romania, Cyprus, etc.), with various tilt angles and layouts, recording in the Company's assets the execution of projects with a total capacity of approximately 4.5 GWp (Gigawatt), which cover the needs of over 1 million households.

For at least the next two years, it is apparent that the mounts of Photovoltaic Parks will be the main product of the Company, which is constantly investing in this business sector, already possessing fourteen (14) production lines in full operation.

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.

IV. Intangible Capital (Resources)

The Company's intangible capital includes a range of topics from research & development for new products, software programs, energy efficiency, know-how in the optimal application of the products produced and promoted by the Company, patents and all kinds of intellectual property rights for various technologies and processes, and the high level of know-how that allows the Company to implement complex and demanding projects, based on the most stringent technological standards.

In this context, the Company:

- a. Invests in the acquisition of innovative technologies and related intellectual property rights.
- b. Strengthens innovation and technological progress by systematically investing in research and development.
- c. Invests in high added value software programs for its production process.

d Develops and maintains strategic partnerships with other companies and organizations, thus strengthening networking and the exchange of knowledge and technologies.

e. Protects its know-how and intellectual property rights.

The Company's business model, however, does not fundamentally depend on its intangible assets.

SECTION I'

Other information

1. There are no other significant events, which took place after the end of the fiscal year 2024 (01.01.2024 - 31.12.2024) 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 with the exception of the following (a brief description of which took place in Section A):

1.1 In February 2025, the Company concluded a contract for the construction-production and supply of fixed metal support mounts for Photovoltaic Panels of a PV Park being implemented in the wider region of Thessaly, Greece, with a total estimated contractual value of approximately 7.35 million Euros. Based on the agreed timetable and the development and installation plan of the PV park, the production and delivery of the above fixed metal support mounts is expected to be completed within the first half of the current fiscal year (2025).

1.2 The Company, within March 2025, proceeded with the continuation of previous contracts and signed a new significant agreement with INTRACOM DEFENSE SA for the manufacture of metallic parts of defense systems with an export orientation. This agreement has a duration of approximately 24 months and amounts to USD 6.06 million, confirming the strategic decision of the Company's management to create, organize and operate a separate defense systems department with specially trained and highly qualified personnel and with advanced technology production and control systems.

1.3. Within April 2025, the Company concluded a contract for the construction-production and supply of fixed metal mounts for a Photovoltaic Park being implemented in the wider region of Thessaly, Greece, with a total estimated value of approximately 9.46 million Euros. Based on the agreed timetable as well as the development and installation plan of the PV park, the production and delivery of the above fixed metal support mounts is expected to be completed within the current fiscal year 2025.

1.4 The Company also, in April 2025, entered into a subcontracting agreement undertaking the implementation of a significant construction project, within the framework of the regeneration of the Metropolitan Area of Hellinikon - Agios Kosmas: the construction of Canopy for the Riviera Galleria project. Specifically, the Company undertook the design, supply of materials, construction and full coordination of the works for the commission of the metal structure, which constitutes a key architectural and functional element of the above mentioned complex. Riviera Galleria is expected to be one of the most impressive commercial and entertainment spots in Athens, Greece with a special architectural identity and international specifications. The total price of the project amounts to 10.45 million Euros, while its completion is scheduled for July 2026.

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, as currently in effect, 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**III. Regulatory Compliance****PART E - CORPORATE GOVERNANCE SYSTEM****PART F - ADDITIONAL INFORMATION****PART G - SPECIAL STATEMENTS****PART H - 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:

➤ **The Chairman is not elected by the independent non-executive members. Although the Chairman is elected by the executive members, one of the independent non-executive members is not 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). Moreover, the appointment of an independent non-executive member as Vice-Chairman would make it necessary for him to provide daily and substantial assistance to the Chairman of the Board of Directors, especially during the process of organization and operation of the Board of Directors, 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 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 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 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, which is expected to be completed during the current fiscal year 2025, 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 2023 (01.01.2023-31.12.2023), as well as on the date of preparation and approval

of this Financial Report, **its independent non-executive members, and in particular Messrs. Georgios Vaggelas, 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 2024 (01.01.2024-31.12.2024)) **twenty two (22) meetings of the Board of Directors took place** (both in person and by teleconference).

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

Full Name	Capacity	Participation in the Meetings of the Board of Directors
Dimitrios Kostopoulos	Chairman of BoD, Executive Member	22/22
Vasiliki Kostopoulou	Vice-Chairman of BoD, Non-Executive Member	22/22
Spyridon Delendas	Chief Executive Officer, Executive Member	22/22
Antonios Roussos	Executive Member	22/22
Ioannis Broutzos	Non-Executive Member	22/22
Panagiotis Troumpounis	Non-Executive Member	22/22
Georgios Vaggelas	Independent Non-Executive Member	18/22

Ioulia Karvouni	Independent Non-Executive Member	20/22
Maria Gratsia	Independent Non-Executive Member	19/22
Dimitrios Antoniou ¹	Non-Executive Member	22/22
Georgios Gionakis ²	Non-Executive Member	1/22

Note 1: Election Date as at 20.06.2024

Note 2: Election Date as at 20.06.2024 – End of Term Date as at 9.07.2024

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 (GCR) according to the article 12 of Law 4548/2018 or other

provisions, are submitted to the competent Service of GCR 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 20, 2024 unanimously elected a new eleven-member (11-member) Board of Directors with a five-year term, i.e. until June 20, 2029, 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) Ioannis Broutzos, of Emmanouil,
- 6) Dimitrios Antoniou, of Nikolaos,
- 7) Georgios Gionakis, of Vasilios,
- 8) Panagiotis Troumpounis, of Konstantinos,
- 9) Georgios Vaggelas, of Konstantinos,
- 10) Ioulia Karvouni, of Serafeim and
- 11) Maria Gratsia, of Nikolaos

4.2 Simultaneously with the same unanimous decision, the above Annual Ordinary General Meeting of Shareholders appointed Messrs.: 1) Georgios Vaggelas, of Konstantinos and 2) Ioulia Karvouni, of Serafeim and 3) Maria Gratsia, of Nikolaos, 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 20, 2024 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) Ioannis Broutzos, of Emmanouil, Member of the BoD (Non-Executive Member)
- 6) Dimitrios Antoniou, of Nikolaos, Member of the Board of Directors (Non-Executive Member).
- 7) Georgios Gkionakis, of Vasilios, Member of the Board of Directors (Non-Executive Member).
- 8) Panagiotis Troumpounis, of Konstantinos, Member of the BoD (Non-Executive Member)
- 9) Georgios Vaggelas, of Konstantinos, Member of the BoD (Independent, Non-Executive Member)
- 10) Ioulia Karvouni, of Serafeim, Member of the BoD (Independent, Non-Executive Member) and
- 11) Maria Gratsia, of Nikolaos, Member of the BoD (Independent, Non-Executive Member)

Subsequently, one of the members, Mr. Georgios Gkionakis, submitted his resignation from the position of Member of the Board of Directors due to growing professional obligations, high workload and responsibilities of high nature and priority. Following the above resignation, the Board of Directors, at its meeting held on 9.07.2024, accepted the resignation of the above member and decided not to replace the particular member and to continue the management and representation of the Company through the remaining members of the Board of Directors and based on a ten-member (10-member) composition in accordance with the provisions of article 82, paragraph 2 of Law 4548/2018 and the provisions of article 23, paragraph 2 of the Company's Articles of Association. Specifically, the ten-member composition of the Board of Directors (which also constitutes its current composition) is 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) Dimitrios Antoniou, of Nikolaos, Member of the Board of Directors (Non-Executive Member).
- 7) Panagiotis Troumpounis, of Konstantinos, Member of the Board of Directors (Non-Executive Member)
- 8) Georgios Vaggelas, of Konstantinos, Member of the Board of Directors (Independent, Non-Executive Member)
- 9) Ioulia Karvouni, of Serafeim, Member of the Board of Directors (Independent, Non-Executive Member) and
- 10) Maria Gratsia, of Nikolaos, Member of the Board of Directors (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:

- 6/10 (60.00%) non-executive members (male - female)
- 3/10 (30.00%) independent non-executive members (male - female)

- 3/10 (30.00%) females out of the total number of members of the Board of Directors

4.4 The minutes as of 20.06.2024 of the Annual Ordinary General Meeting of Shareholders regarding the election of a new Board of Directors as well as the minutes as of 20.06.2024 of the Board of Directors concerning its formation into a body and the granting of the relevant commitment and representation rights of the Company as well as the minutes of the Board of Directors dated 9.07.2024 regarding the non-election of a new member that would replace the resigned director along with the continuation of the operation of the Board of Directors based on a ten-member (10-member) composition were registered in the General Electronic Commercial Registry (G.E.M.I.) on 01.07.2024 with Registration Codes 4264007 and 4264008 respectively, issued under the protocol number-based 3310886/01.07.2024 (for the first two of the three above mentioned decisions) and 3322408/19.07.2024 (for the third one) relevant announcements 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 2024 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 last Election/re-election	End of Term
Dimitrios Kostopoulos	Chairman, Executive Member	20.06.2024	20.06.2029
Vasiliki Kostopoulou	Vice-Chairman, Non-Executive Member	20.06.2024	23.06.2027
Spyridon Delendas	Chief Executive Officer, Executive Member	20.06.2024	23.06.2027
Antonios Roussos	Executive Member	20.06.2024	23.06.2027
Ioannis Broutzos	Non-Executive Member	20.06.2024	23.06.2027
Dimitrios Antoniou	Non-Executive Member	20.06.2024	
Panagiotis Troumpounis	Non-Executive Member	20.06.2024	23.06.2027
Georgios Vaggelas	Independent Non-Executive Member	20.06.2024	23.06.2027
Ioulia Karvouni	Independent Non-Executive Member	20.06.2024	23.06.2027
Maria Gratsia	Independent Non-Executive Member	20.06.2024	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 Ermoupoli, 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 Emmanouil

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

Mr. Ioannis Broutzos 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) Dimitrios Antoniou of Nikolaos**Member of the Board of Directors (Non-Executive Member)**

Mr. Dimitrios Antoniou of Nikolaos holds the position of Deputy General Manager of the Company. He was born in Athens in 1960 and is a graduate of the Mathematics Department of the University of Patras while he also possesses knowledge of Software Programmer Analyst (graduate of EL.KE.PA). He speaks fluent English and has served as a professor of Mathematics and Informatics in the Private Sector.

7) Panagiotis Troumpounis of Konstantinos**Member of the Board of Directors (Non-Executive Member)**

Mr. Panagiotis Troumpounis 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.

8) Georgios Vaggelas of Konstantinos**Member of the Board of Directors (Independent, Non-Executive Member)**

Mr. Georgios Vaggelas 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.

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

Ms. Ioulia 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.

10) 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 (IND.P.) ASPROPYRGOS SOUTH SECTION SOCIETE ANONYME"
Vasiliki Kostopoulou	-
Spyridon Delendas	-
Antonios Roussos	• Independent Non-Executive Member of the Board of Directors and member of the Audit Committee of "PROFILE COMMERCIAL AND INDUSTRIAL COMPANY OF INFORMATION TECHNOLOGY SOCIETE ANONYME", capacities that were terminated on 31.05.2024
Ioannis Broutzos	-
Dimitrios Antoniou	• Shareholder and liquidator in the dissolved and liquidated company "TANCO TECHNICAL COMMERCIAL AND MANUFACTURING COMPANY SOCIETE ANONYME UNDER LIQUIDATION".
Panagiotis Troumpounis	• Administrative manager in the company PROMOTION AND ADVERTISING SYSTEMS LTD, unlimited liability member – manager in the companies URBAN GP and NOVA GEA LP and limited liability member in the company TAMIOLAKIS & SIA LP.
Georgios Vaggelas	• Limited liability member in the company "PORTS AND SHIPPING ADVISORY EE"
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 or/and 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 and executives 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 43 and 89 years), combine strong dynamics, different perspectives, approaches 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 June 21, 2023, was registered

in the General Electronic Commercial Registry (GCR) on 6.7.2023 with RCN 3682080 **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 one hundred Euro (100,000.00 €), per executive member of the Board of Directors, regardless of the type of employment.

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 2024 (01.01.2024-31.12.2024) 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 Remuneration
		Annual Compensati on	Fees for the participati on in Committe es	Allowanc es			
Dimitrios Kostopoulos Chairman, Executive Member of the BoD	2024	-	-	4,150	100,000	-	104,150
Vasiliki Kostopoulou Vice-Chairman, Non-Executive Member of the BoD	2024	-	4,500	5,711	870	-	11,081
Spyridon Delendas, CEO, Executive Member of the BoD	2024	-	-	4,152	100,000	-	104,152
Antonios Roussos, Executive Member of the BoD	2024	83,124	-	2,316	25,000	-	110,440
Ioannis Broutzos,	2024	45,188	-	3,480	-	-	48,668

Non-Executive Member of the BoD							
Panagiotis Troumpounis, Non-Executive Member of the BoD	2024	-	-	-	-	-	-
Dimitrios Antoniou, Non-Executive Member of the BoD	2024	67,781		4,068			71,849
Georgios Vaggelas, Independent Non-Executive Member of the BoD	2024	-	2,000	-	1,000	-	3,000
Ioulia Karvouni, Independent Non-Executive Member of the BoD	2024	-	2,000	-	990	-	2,990
Maria Gratsia, Independent Non-Executive Member of the BoD	2024	-	2,000	-	780	-	2,780

Note 1: the Annual Ordinary General Meeting of shareholders of 20 June, 2024 approved for the corporate year 2024 (01.01.2024 - 31.12.2024), 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 10,000.00 Euro annually
2. Vasiliki Kostopoulou	Up to the amount of 12,000.00 Euro annually
3. Spyridon Delendas	Up to the amount of 10,000.00 Euro annually
4. Antonios Roussos	Salary (from an employment contract) which will not exceed the amount of 6,500.00 euros per month
5. Ioannis Broutzos	Salary (from an employment contract) which will not exceed the amount of 4,500.00 euros per month
6. Dimitrios Antoniou	Salary (from an employment contract) which will not exceed the amount of 6,000.00 euros per month
7. Georgios Gkionakis ¹	Salary (from an employment contract) which will not exceed the amount of 5,000.00 euros per month
8. Panagiotis Troumpounis	Up to the amount of 6,000.00 Euro annually
9. Georgios Vaggelas	Up to the amount of 3,000.00 Euro annually
10. Ioulia Karvouni	Up to the amount of 3,000.00 Euro annually
11. Maria Gratsia	Up to the amount of 3,000.00 Euro annually

¹ It is noted that the term of office of Mr. Georgios Gkionakis ended on 09.07.2024 as a result of his resignation, in accordance with the above. For this reason, he is not included in the previous table of remuneration that was paid during the fiscal year 2024.

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 6,000.00 Euro was approved.

Note 3: the Remuneration Report of the members of the Board of Directors for the closing fiscal year 2024 (01.01.2024-31.12.2024) 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 31.12.2024

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	Vice-Chairman of the BoD	1,560,000
Ioannis Broutzos	Non-Executive Member	481,000
Panagiotis Troumpounis	Non-Executive Member	1,768,000
Dimitrios Antoniou	Non-Executive Member	150,000
George Vaggelas	Independent Non-Executive Member	-
Ioulia Karvouni	Independent Non-Executive Member	-
Maria Gratsia	Independent Non-Executive Member	-
Georgios Gionakis	Procurement Director	509,559
Nikolaos Politopoulos	Technical Director	3,000

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 20th June 2024 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 20th of June 2029 and may 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, it may not 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, of Nikolaos, retired Certified Auditor-Accountant, third person - Non-Member of the Board of Directors,
- 2) Georgios Vaggelas, 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 21, 2024, 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 about the outcome of the statutory audit and, where applicable, about the outcome of the assurance process in relation to the sustainability reports and explains how the statutory audit and the assurance of the sustainability reports contributed to the integrity of the financial information and the sustainability reports respectively, as well as what was the role of the audit committee in reference to this process,

b) monitors the financial reporting process and, where applicable, the sustainability reporting process, including the electronic reporting process as referred to in Article 154B of Law 4548/2018, and the process carried out by the Company in order to determine the information submitted in accordance with the sustainability reporting standards approved under Article 154A of Law 4548/2018, and submits recommendations or proposals to ensure its integrity,

c) monitors the effectiveness of the internal control, quality assurance and internal risk management systems, where applicable, with regard to the internal audit department, and in relation to the financial reporting of the audited entity and, where applicable, the submission of sustainability reports, including the relevant electronic reporting process referred to in Article 154B of Law 4548/2018, without violating the independence of this entity,

d) monitors the statutory audit of the annual and consolidated financial statements and, where applicable, the assurance of the annual and consolidated sustainability report and, in particular, its respective performance, taking into account any findings and conclusions of the competent authority in accordance with paragraph 6 of Article 26 of the Regulation (EU) No. 537/2014. It also monitors the statutory audit of the annual and consolidated financial statements and, in particular, the respective performance,

(e) oversees and monitors the independence of the certified accountants or audit firms in accordance with Articles 21, 22, 23, 26 and 27 of the present, and Article 6 of Regulation (EU) No. 537/2014 and in particular the suitability of the provision of non-audit services to the audited entity, 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, in accordance with the article 16 of Regulation (EU) No. 537/2014, unless the paragraph 8 of Article 16 of Regulation (EU) No. 537/2014 applies, and

(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 2024 (01.01.2024-31.12.2024) the Audit Committee met thirteen (13) times, while from the beginning of the current financial year 2025 and until the writing of this report, it met two (2) more times with matters related to the financial year 2024.

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 2024 (01.01.2024-31.12.2024), as well as in the beginning of the current year until the preparation of the present were the following:

Date	Description
05.01.2024	Preparation of the annual action plan 2024 of the Audit Committee. Approval of the 2024 ICU annual audit plan.
28.02.2024	Discussion with executives for the preparation of the annual financial statements for the year 2023.

	Update on the Risk Management Report for the fiscal year 2023 and approval of the unit's annual action plan for 2024
31.03.2024	Information from the Compliance Officer about the findings, suggestions and proposals in the context of the regulatory compliance audit conducted for the fiscal year 2023, submission of the relevant report and approval of the annual work plan for 2024.
12.04.2024	Monitoring and examination of the adequacy and effectiveness of the Corporate Governance system with a reference date of 31.12.2023 and notification of the results of the work to the Board.
25.04.2024	Briefing the Audit Committee on the result of the mandatory audit of the 2023 annual financial statements by the Certified Auditors and submission of a recommendation to the Board of Directors. Annual Report of the Audit Committee's activities to the members of the Board of Directors of the company for the year 2023. Briefing of the Audit Committee on the results of the internal audit for the period 01.01.2023 – 31.12.2023 and recommendation for their approval by the company's Board of Directors.
05.06.2024	Recommendation-proposal of the Audit Committee regarding the selection of an Audit Company for the audit of the financial statements for the year 2024 (01.01.2024 -31.12.2024). Examination of the 3-month internal audit report for the period 01.01.2024 - 31.03.2024 and preparation of a relevant report to the Board of Directors.
21.06.2024	Election - appointment of the Chairman of the Audit Committee of the Company in accordance with the provisions of article 44 of Law 4449/2017 and formation of the Audit Committee into a body.
20.09.2024	Approval of contracts for the provision of non-audit services by the auditing firm.
26.09.2024	The examination of the financial statements for the period 01.01.2024 - 30.06.2024 and the recommendation for their approval by the company's Board of Directors.
04.11.2024	Assignment to provide the necessary information in relation to the framework and the obligation to submit the Financial Statements for the year 01.01 – 31.12.2024 in XHTML format in accordance with the principles and provisions of the ESEF regulation.
25.11.2024	Annual assessment of the Internal Control unit for the year 2024
29.11.2024	Approval of the report of the Internal Audit Unit for the period 01.01.2024 - 30.06.2024 and recommendation by the Committee for its submission to the Board of Directors.
30.12.2024	Examination and evaluation of the 9-month internal audit report for the period 01.01.2024 - 30.09.2024 and the respective proposals made by the audit committee, and preparation of a relevant report to the Board of Directors Examination and evaluation of the quarterly report of the Risk Management Unit

The issues that preoccupied the Audit Committee in 2025 and are related to the audit of fiscal year 2024 until the writing of this report are as follows:

11.04.2025	Update from the Compliance Officer on the findings, proposals and recommendations in the context of the regulatory compliance audit conducted for the fiscal year 2024 and approval of the annual work plan for the fiscal year 2025. Update on the Risk Management Report for the fiscal year 2024 and approval of the unit's annual action plan for the fiscal year 2025.
25.04.2025	Update to the Board of Directors on the outcome of the mandatory audit of the annual financial statements for the fiscal year 2024 and recommendation for approval by the Board of Directors (significant issues - unqualified opinion - supplementary report). Annual Note - Report of the Audit Committee to the members of the Board of Directors for the fiscal year 2024.

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 reviewed its Operating Regulation in order to keep it up to date and be in compliance and harmonization with the existing legislation. It also identified any need for revisions. 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. Monitoring of the process of mandatory audit of the Company's financial statements and briefed of the BoD on its contribution to the accuracy, correctness, sufficiency and completeness of the financial information. 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).	The Audit Committee audited the Annual Financial Statements for the year 2024 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. 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. 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.

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 2024, 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" (RN 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 2024, 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" (RN 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 2024 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 present 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 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 20th of June 2024, after its formation into body and the determination of its Independent Non-Executive Members at its meeting of 25th June 2024 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 Vaggelas, of Konstantinos, Independent Non-Executive Member of the Board of Directors.
- 3) Vasiliki Kostopoulou, of Dimitrios, 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 20th of June 2024, namely it is a five-year term, ending on 20th of June 2029, 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 2024 (01.01.2024-31.12.2024) the Nomination & Remuneration Committee met **seven (7) times**, with the participation of all its members and all its decisions were taken unanimously.

2.5 Proceedings of the Nomination & Remuneration Committee

The issues that occupied the Remuneration and Nomination Committee of the Company, during the closing fiscal year 2024 (01.01.2024 - 31.12.2024), as well as from the beginning of the current fiscal year until the writing of this report, were the following:

- (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 2023, 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) reviewed and re-examined the content of the Remuneration Policy and the Suitability Policy without proceeding into any amendment, addition or revision and consequently there was no need to submit a relevant proposal to the Board of Directors.
- (c) examined and evaluated in terms of adequacy, proportionality and suitability, the level of remuneration of all the members of the Board of Directors and the other persons who fall within the scope of the applicable Remuneration Policy of the Company, for the closing year 2024 (01.01.2024-31.12.2024), 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 result into the Company's exposure to significant risks,

(d) submitted a proposal regarding the candidates for election / appointment as new executive members of the Board of Directors, in accordance with the provisions of article 12 of Law 4706/2020, the Operating Regulation and the Company's Suitability Policy.

(e) re-elected the chairman in accordance with the provisions of article 10 of Law 4706/2020, and in accordance with the Operating Regulation, and it was then constituted into a body.

(f) recommended the non-election of a new member of the Board of Directors that would replace a resigned member in accordance with the provisions of article 12 of Law 4706/2020, the Operating Regulation and the Company's applicable Suitability Policy.

(g) reviewed the periodically submitted independence declarations of the existing independent non-executive members of the Board of Directors in order to confirm their independence criteria, and

(h) conducted a self-assessment, a review of its work and the number of its meetings as reflected in this Corporate Governance Statement.

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 societe anonyme company by another societe 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 4548/2018, 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 has 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 and
- (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 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 " (RN 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").

2.3.4 The evaluation of the Internal Control System (ICS), was carried out by Ms. Konstantina Yiannopoulou, Certified Auditor-Accountant (RN 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.

The purpose of the evaluation process was to identify any significant weaknesses of the Internal Control System (ICS), i.e. an inadequacy or a combination of deficiencies of the ICS's safeguards, which concerns their design adequacy or their effectiveness, so that there is a reasonable possibility of not preventing or not to identify in time a significant risk that has been recognized by the Company's Management, in accordance with the requirements of the regulatory framework and related to its operation.

2.3.5 After completing her work and based on the evidence obtained regarding the adequacy and effectiveness of the Company's Internal Control System (ICS) with a reference date of December 31, 2022, the above-mentioned Assessor issued the 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).

iii. Regulatory Compliance

The Company, throughout the scope of its business activity, acts with the utmost sense of honesty, ethics and integrity, respecting the current legislative and regulatory framework and at the same time monitoring, together with the assistance of specialized partners, any changes occurring at each time.

For this purpose, the Company has proceeded, in accordance with the provisions of Law 4706/2020, on the one hand, to the adoption of a Regulatory Compliance Policy and Regulation, which describes in detail the process of conducting an audit of the basic corporate operating principles and the Company's individual units and on the other hand, to the appointment of a Regulatory Compliance Officer.

In particular, the Board of Directors ensures that the operation of the Regulatory Compliance unit (or otherwise the Regulatory Compliance Officer), is independent from the business areas it controls and that it has the

appropriate financial and human resources, as well as the powers for its effective operation, in accordance with the requirements of its role.

The Compliance Officer is responsible for the supervision and management of regulatory compliance and ethical conduct issues, operates as an independent unit and perform the respective duties with administrative reporting to the CEO / General Manager of the Company along with operational reporting to the Board of Directors and the Audit Committee.

Under the supervision of its Head, the Compliance Unit aims to:

- a) Support the Board of Directors in matters of risk management, regulatory compliance, control mechanisms and corporate governance.
- b) Assist in monitoring the risks of non-compliance with legislation, both Greek and those of the countries in which the Company operates and their regulatory frameworks, as well as in monitoring compliance with the individual regulatory provisions of bodies such as the Hellenic Capital Market Commission (HCMC), the competent ministries (e.g. Development, Finance, etc.) as well as with the regulatory provisions of any other body that affects the operation of the Company.
- c) The implementation and continuous compliance, through the performance of specific audit work for this purpose such as the following ones:
 - i. the Operating Regulations,
 - ii. the Company Policies,
 - iii. the Company Procedures,
 - iv. the Company Instructions.
- d) In particular, during the preparation of the Annual and Semi-Annual Report concerning the Company's financial information, ensuring the compliance of their content, in accordance with the regulatory framework, which is in force at each time. Similar assurance is provided during the preparation of any Information Bulletin.
- e) Provide assessment on whether the internal Policies, Procedures and Instructions of the Management are consistent with the existing institutional and regulatory framework and suggest any amendments whenever required.
- f) Assist in updating and collecting every law and decision of the supervisory and regulatory authorities and bodies and developing an appropriate system for monitoring compliance with them, in accordance with the obligations arising for the Company.
- g) Ensuring the prevention, treatment and minimization of potential risks related to fraud, in collaboration with other relevant departments, units or services of the Company
- h) Organizing training programs related to regulatory compliance.
- h) In addition to any updates to the Management that, at the discretion of the head of the department/unit, are required, on "Regulatory Compliance" issues, at least once a year, the preparation of a progress report that is being submitted to the Chief Executive Officer / General Manager with notification to the Board of Directors and the Audit Committee, regarding the department's progress, including any proposals.

i) Facilitate the resolution and initial opinion and referral, where there is a material weakness or doubt, to the Board of Directors, of issues related to the interpretation of the Policies, Procedures and Management Instructions, in particular with regard to issues of "Conflict of Interest" and "Related Party Transactions".

The overall supervisory responsibility for the implementation of the Regulatory Compliance Procedure and Regulation is at the discretion of the Company's Board of Directors, while the Audit Committee approves and monitors the implementation of the annual regulatory compliance action plan which includes the periodic actions, where appropriate, to achieve compliance.

It is also noted that during the process of auditing the Company's level of regulatory compliance, the following are being monitored and checked: the general compliance with the legislative regulations, the application of the Code of Ethics and Corporate Responsibility across the entire range of corporate activities, the adequacy, completeness and implementation of the Anti-Bribery and Anticorruption Policy that the Company has established and is implementing, the Whistleblowing Policy, the Human Rights Policy, as well as in general any other Policy, Regulation and Procedure that the Company has established or is about to establish with the aim of ensuring the proper functioning of each unit of the Company and its compliance with the regulatory and legislative framework.

PART E - CORPORATE GOVERNANCE SYSTEM

1.1 The Company, in compliance with article 13 of Law 4706/2020, has adopted and is implementing, since the entry into force and application of the said law, a Corporate Governance System (SGS) in accordance with the provisions of articles 1 to 24 of the said law, taking into account its size, nature, scope and complexity of its activities.

1.2 The Corporate Governance System in detail consists of:

- a) Internal Control System which encompasses and includes the risk management and regulatory compliance system, as analyzed above.
- b) Procedures for the prevention, identification and suppression of conflict of interest situations, in accordance with the detailed definitions in section 1.4.2 of Part A of this report.
- c) Communication mechanisms with shareholders, in order to facilitate the exercise of their rights and active dialogue with them (Shareholder engagement) and finally
- d) Remuneration policy, which contributes to the business strategy, long-term interests and sustainability of the Company.

1.3 According to Article 4 of Law 4706/2020 as currently in force, the Corporate Governance System is periodically evaluated at least every three (3) financial years with regard to its implementation and effectiveness so that the appropriate actions are taken to address the deficiencies identified.

1.4 The Company, by decision of its Board of Directors, in full effective and proper compliance with the applicable legal and regulatory framework, has entrusted the "Company D. I. Paschos & Associates" the project "Provision of Corporate Governance System Evaluation Services", in order to evaluate the adequacy and effectiveness of the Company's Corporate Governance System ("CGS") with a reference date of 31/12/2023, in accordance with the applicable legislative and regulatory framework (article 4 of Law 4706/2020).

1.5 The particular evaluation of the Corporate Governance System was completed on April 11, 2024, while its subject items were the following:

- a) the adequacy and effectiveness of the CGS including the risk management and regulatory compliance systems.
- b) the adequacy and effectiveness of the procedures for the prevention, detection and suppression of situations of conflict of interest.
- c) the adequacy and effectiveness of the communication mechanisms with the shareholders, so as to facilitate the exercise of their rights and the active – constructive dialogue.
- d) the remuneration policy to determine whether it actually serves the business strategy, the long-term interests of the Company and its viability.
- e) the adequacy of the Company's Operating Regulations in accordance with article 14 of Law 4706/2020.
- f) any deviations from the use of funds raised in accordance with article 22 of Law 4706/2020 (if such a case exists).
- g) the disposal of any assets of the Company in accordance with article 23 of Law 4706/2020 and finally
- h) the degree of compliance of the Company with the Hellenic Corporate Governance Code (HCGC) of the Hellenic Corporate Governance Council that the Company has adopted and applies.

1.6 The conclusions of the above evaluation, succinctly formulated per thematic section, are as follows:

1. With regard to the Internal Control System, any findings (based on the findings reported in Part D of this SCG) are assessed as being of extremely low significance and materiality, which cannot impede its operation. Moreover, based on the Company's practical willingness to remove even these findings, no other incident was identified that could constitute a material weakness of the Internal Control System.
2. Regarding the procedures for the prevention, detection and suppression of conflict of interest situations, the adequacy and effectiveness of the Conflict of Interest Policy (conflict of interests) and which is incorporated into the Company's Internal Operating Regulations (as approved and valid since 25.05.2023).
3. With regard to communication, exercise of rights and active dialogue with shareholders (Shareholder engagement) it was found that through the actions of the Shareholder Service Department and the Corporate Announcements Department, a secure channel of communication with shareholders has been created which ensures the easier exercise of their rights and promoting active dialogue with them.
4. With regard to the Remuneration Policy adopted and applied by the Company, it was established that it is capable to the maximum extent of correctness, appropriateness, reasonableness, fairness and proportionality of the paid fees and other benefits, as well as their alignment with the profitability, capital adequacy, competitiveness and sustainable growth of the Company with a primary focus on maximizing long-term economic value and the optimal defense and expansion of the Company's interests.
5. Regarding the deviations from the use of funds raised, it was found that no case of application of Article 22 of Law 4706/2020 has been received and consequently there is no subject to be evaluated.
6. Regarding the disposal of the Company's assets in accordance with article 23 of Law 4706/2020, it was found that no transaction falling within the above regulatory scope has taken place and consequently there is no subject to be assessed.
7. Finally, regarding the Company's compliance with the Hellenic Corporate Governance Code (HCGC) of the Hellenic Corporate Governance Council, it was found that the deviations from it as reflected in this Corporate Governance Statement are accompanied by a full, specific and justified explanation, confirming compliance of the Company with the fundamental principle of HCGC "comply or explain".

The result of the evaluation certifies that the Company complies with the legislative and regulatory framework that governs the Corporate Governance System and adopts best practices with the aim of the legal, efficient and orderly operation of the SCG and with the aim of its continuous improvement.

PART F - 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) their capital structure, including securities non-listed securities on an 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: 1,901,167 shares and voting rights (percentage 18.11%)
- Vasiliki Kostopoulou: 1,560,000 shares and voting rights (percentage 14.86%)

- Panagiotis Troumpounis: 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 G - SPECIAL STATEMENTS

1.1 During the closing financial year 2024 (01.01.2024-31.12.2024), 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 H - SUSTAINABLE DEVELOPMENT POLICY

The Company's Management, although it does not have any regulatory obligation to do so, has consciously incorporated and adopted the principles of sustainable development in its business activities, recognizing that these principles are a necessary condition for its long-term development.

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 main themes of the Company's Sustainable Development Policy.

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.

It should also be noted that in compliance with the National Climate Law 4936/2022 the Company prepared and submitted from 18.10.2024 the Greenhouse Gas Report for the year 2023, with the aim of providing detailed information about the standards, scope and calculation methodologies followed by the Company for the Valuation, recording and reporting of greenhouse gas (GHG) emissions. In support of the above, the Company entrusted ICDQ with the expression of an independent opinion, which, through its verification report dated 31.10.2024, found total Emissions of 519.02 tCO₂eq (divided into direct emissions: 162.56 tCO₂eq and indirect emissions: 356.46 tCO₂eq) and an absolutely reasonable level of assurance, confirming at a reasonable level the relevant information provided by the Company for the year 2023.

• 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, 26 April 2025

The Board of Directors

The Chairman of the Board of Directors

Dimitrios Kostopoulos

C. Independent Auditor's Report

To the Shareholders of "MEVACO METALLIC CONSTRUCTIONS S.A."

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of "MEVACO METALLIC CONSTRUCTIONS S.A." ("the Company"), which comprise the statement of financial position as at December 31st, 2024, statements of comprehensive income, changes in equity and cash flows for the year then ended and notes to the financial statements that include significant accounting policy information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Company "MEVACO METALLIC CONSTRUCTIONS S.A." as at December 31st 2024, its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRS) that have been adopted by the European Union.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) incorporated into the Greek Legislation. Our responsibilities under those standards are described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company within the entire course of our appointment in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) incorporated into the Greek Legislation and ethical requirements relevant to the audit of financial statements in Greece and we have fulfilled our other ethical responsibilities in accordance with these requirements and the 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 period under audit. These matters, as well as the related risk of significant misstatements, 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.

Key Audit Matters

How our audit addressed the Key Audit Matter

Revenue Recognition

As at December 31, 2024, the Company's turnover amounted to € 60,796,870 (2023: € 42,959,350).

The Company recognizes revenue when it fulfills the contractual obligation to each customer, which coincides with the moment when control over the goods transfers to the customer. If a contract involves multiple obligations, the total contract value is allocated to each individual obligation based on their respective sales values. We have identified this area as a key audit matter due to its significant impact in determining profit or loss.

The Company's disclosures on its revenue recognition accounting policies are included in Note 4.1 and Note 7.21 to the financial statements.

The key audit procedures we performed included as follows, inter alia:

- We sent confirmation letters for the purpose of accounting verification of the amount of sales to customers.
- We performed analytical procedures to identify any unusual changes and transactions that require further investigation.
- We reviewed a sample of customer contracts to evaluate existing accounting principles and methods of revenue recognition.
- We examined documents on a sample basis.
- We assessed adequacy of the disclosures in the accompanying financial statements in relation to this matter.

Inventory valuation

As of December 31, 2024, the value of the Company's inventory stands at € 10,176,571 (2023: € 8,006,402).

The Company measures inventory at the lower amount of acquisition cost and net realizable value.

In order to determine the net realizable value, the Company's Management makes estimates based on changes in inventory, especially slow-moving, in every reporting period.

Given the significance of inventory value and the use of the Management's judgments and estimates in determining net realizable value, we consider valuation of inventory impairment to be a key audit matter.

The disclosures made by the Company in respect of the accounting policy followed as well as the judgments and estimates used under the measurement of the fair value of inventory are included in Notes 4.8 and 7.7 to the financial statements.

The key audit procedures we performed included as follows, inter alia:

- We attended the physical count of inventory in the main storage areas and carried out sample counts of the inventory.
- We performed a sample review regarding the sound calculation applied under the inventory valuation method.
- We assessed the Management's estimates regarding non-current and slow-moving inventory.
- We assessed the reasonableness of the Management's assumptions and estimates applied for valuation of inventory.
- We assessed adequacy of the disclosures in the accompanying financial statements in respect of this matter in the Notes to financial statements.

Other Information

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

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

In connection with our audit of the financial statements, our responsibility is to read the other information identified above when it becomes available 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 our audit, we conclude that there is a material misstatement therein, we are required to communicate that matter.

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

Management is responsible for the preparation and fair presentation of the financial statements in accordance with International Financial Reporting Standards that have been adopted by the European Union and for such internal control as management 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 the management's intention is to proceed with liquidating the Company or discontinuing its operations or unless the management has no other realistic option but to proceed with those actions.

The Company's Audit Committee (Article 44, Law 4449/2017) is responsible for overseeing 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 an aggregate, 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, 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 affect the economic decisions of users taken on the basis of these financial statements.

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

- Identify and assess the risks of material misstatement 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 that 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 the 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 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 current period and are therefore the key audit matters.

Report on Other Legal and Regulatory Requirements

1. Board of Directors Report

Taking into consideration the fact that under the provisions of Par.1, (aa) (ab) and (b) of Article 154 C, Law 4548/2018, management has the responsibility for the preparation of the Board of Directors' Report and the Corporate Governance Statement included in this report, the following is to be noted:

- a) The Board of Directors' Report includes the Corporate Governance Statement that provides the data and information defined under article 152, Law 4548/2018.
- b) In our opinion, the Board of Directors' Report has been prepared in compliance with the effective legal requirements of Article 150, Law 4548/2018, and the content of the report is consistent with the accompanying financial statements for the year ended December 31, 2024.
- c) Based on the knowledge we acquired during our audit, we have not identified any material misstatements in the Board of Directors' Report in relation to the Company "**MEVACO METALLIC CONSTRUCTIONS S.A.**" and its environment.

2. Complementary Report to the Audit Committee

Our opinion on the accompanying financial statements is consistent with our Complimentary Report to the Company Audit Committee, prepared in compliance with Article 11, Regulation (EU) No 537/2014.

3. Provisions of non-audit services

We have not provided the prohibited non-audit services referred to in Article 5 of Regulation (EU) No 537/2014. Authorized non-audit services provided by us to the Company during the year ended as at December 31st, 2024 are disclosed in Note 7.34 to the accompanying financial statements.

4. Auditor's Appointment

We were first appointed the Company's Chartered Accountants following as of 23/06/2022 Decision of the Annual Regular General Meeting of the Shareholders. Since then our appointment has been continuously renewed for a total period of 2 years based on the decisions annually made by the Company's regular Shareholders general meetings.

5. Internal Regulation Code

The Company has in effect the Internal Regulation Code in conformance with the provisions of Article 14, Law 4706/2020.

6. Assurance Report on European Single Electronic Format

Subject Matter

We have undertaken a reasonable assurance engagement to review the digital records of **MEVACO METALLIC CONSTRUCTIONS S.A.** ("Company") prepared in accordance with the European Single Electronic Format (ESEF), which comprise the financial statements of the Company for the year ended December 31, 2024, in XHTML(213800JPYEWTO2FQ2M85-2024-12-31-el.xhtml), (hereinafter (the "Subject Matter")) in order to verify that it was prepared in accordance with the requirements set out in the Applicable Criteria section.

Applicable Criteria

The Applicable Criteria for the European Single Electronic Format (ESEF) are prepared in accordance with the Commission Delegated Regulation (EU) 2018/815 as amended by the Commission Delegated Regulation (EU) 2020/1989 (hereinafter the ESEF Regulation) and the European Commission Interpretative Communication 2020/C379/01 of November 10, 2020, in conformance with Law 3556/2007 and the relevant announcements of the Hellenic Capital Market Commission and the Athens Stock Exchange. In summary, these criteria provide, inter alia, that all annual financial reports should be prepared in XHTML format.

Responsibilities of management and those charged with governance

Management is responsible for the preparation and submission of the separate financial statements of the Company for the year ended December 31, 2024, in accordance with the Applicable Criteria, and for such internal control as management determines is necessary to enable the preparation of digital records that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities

Our responsibility is to issue this Report in respect of the assessment of the Subject Matter, based on our assurance engagement, as described below in the section "Scope of the Engagement".

We conducted our work in accordance with the International Standard on Assurance Engagements 3000 "Assurance Engagements other than Audits or Reviews of Historical Financial Information" (hereinafter ISAE 3000").

ISAE 3000 requires that we plan and perform our work to obtain reasonable assurance to evaluate the Subject Matter in accordance with the Applicable Criteria. As part of the procedures performed, we assess the risk of material misstatement of information related to the Subject Matter.

We consider that the evidence we have obtained is sufficient and appropriate and supports the conclusion reached in this assurance report.

Professional ethics and quality management

We are independent of the Company during our entire assignment and we have complied with the requirements of the International Ethics Standards Board for Accountants Code of Ethics for Professional Accountants (IESBA Code) the ethical and independence requirements of Law 4449/2017 and Regulation (EU) 537/2014.

Our auditing firm applies the International Standard on Quality Management (ISQM) 1 "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements" and accordingly, operates a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Scope of engagement

The assurance procedures we performed covers, in a limited way, the items included in the BoD Resolution 214/4/11-02-2022 of the Hellenic Accounting and Auditing Standards Oversight Board (HAASOB) and the "Guidelines in relation to the work and assurance report of the Statutory Auditors on the European Single Electronic Reporting Form (ESEF) of the issuers with securities listed on a regulated market in Greece", as issued by the Institute of Certified Public Accountants of Greece (SOEL) on 14/02/2022, so as to obtain reasonable assurance that the financial statements of the Company prepared by the Management comply in all material respects with the Applicable Criteria.

Inherent limitations

Our work covered the items listed in the "Scope of Engagement" section to obtain reasonable assurance based on the procedures described. In this context, the work we performed could not provide absolute assurance that all matters that could be considered material weaknesses would be disclosed.

Conclusion

Based on the procedures performed and the evidence obtained, we express the conclusion that the financial statements of the Company for the year ended December 31, 2024, in XHTML format (213800JPYEWTO2FQ2M85-2024-12-31-el.xhtml), have been prepared, in all material respects, in accordance with the Applicable Criteria.

Athens, April 28, 2024

The Certified Public Accountant

Vasilis Xenidis

Registry Number SOEL: 36441

D. Annual Financial Statements

Statement of Financial Position

<i>amounts in €</i>	Note	31/12/2024	31/12/2023
ASSETS			
Non current assets			
Property, plant and equipment	7.1	22,385,962	21,717,376
Intangible assets	7.2	232,057	213,850
Investments in subsidiaries	7.3	10,036	13,527
Investments in associates	7.4	103,581	122,702
Investment property	7.5	4,481,997	4,197,882
Other long term receivables	7.6	16,673	12,543
Total		27,230,306	26,277,880
Current assets			
Inventories	7.7	10,176,571	8,006,402
Trade and other receivables	7.8	17,463,396	9,701,554
Other receivables	7.9	2,925,847	2,289,708
Other current assets	7.10	390,693	291,590
Financial assets at fair value through the income statement	7.11	506	415
Cash and cash equivalents	7.12	11,233,274	6,302,128
Total		42,190,286	26,591,796
Total assets		69,420,593	52,869,676
EQUITY AND LIABILITIES			
Equity			
Share capital	7.13	9,975,000	9,975,000
Share premium	7.13	1,029,579	1,029,579
Reserves of real estate at fair value	7.13	7,612,905	7,612,905
Other reserves	7.13	3,544,014	3,385,436
Retained earnings		11,925,574	8,666,306
Total Equity		34,087,072	30,669,226
Long term liabilities			
Deferred tax liabilities	7.14	1,923,725	1,980,502
Employee termination benefits	7.15	350,446	281,310
Government grants for property	7.16	628,174	428,048
Long term borrowings	7.17	3,000,002	2,783,334
Other long term liabilities	7.3	6,409	9,596
Total		5,908,756	5,482,789
short term liabilities			
Trade and other payables	7.18	22,729,864	11,391,412
Current tax liabilities	7.19	1,729,980	1,189,898
Short term borrowings	7.17	603	501,060
Long term liabilities payable in the following year	7.17	1,388,401	1,117,313
Short term right-of-use assets liabilities	7.3	3,936	3,936
Other short term liabilities	7.20	3,571,980	2,514,042
Total		29,424,765	16,717,661
Total liabilities		35,333,521	22,200,450
Total equity and liabilities		69,420,593	52,869,676

The notes on pages from 113 until 169 constitute an integral part of the Annual Financial Statements.

Statement of Comprehensive Income

<i>Amounts in €</i>	<i>Note</i>	<i>1/1-31/12/2024</i>	<i>1/1-31/12/2023</i>
Sale of merchandises		59,730,352	42,760,333
Revenues from services		1,066,518	199,018
Sales	7.21	60,796,870	42,959,350
Cost of sales	7.22	(46,482,579)	(33,612,073)
Gross profit/(loss)		14,314,290	9,347,277
Administration expenses	7.22	(1,585,053)	(1,096,030)
Distribution expenses	7.22	(5,841,845)	(4,093,463)
Research and development expenses	7.22	(244,476)	(244,257)
Other operating expenses	7.23	(299,821)	(146,746)
Other operating income	7.23	302,858	364,596
Earnings Before Interest and Tax		6,645,954	4,131,377
Financial expenses	7.24	(341,534)	(303,206)
Financial income	7.24	97,175	54,516
Loss from other investments' valuation	7.4	(19,120)	(21,813)
Other financial results		24	-
Gain/(losses) from the valuation of investment property	7.5	179,416	217,517
Gain/(losses) from impairment of financial assets	7.11	90	168
Earnings / (losses) before taxes		6,562,004	4,078,559
Income tax	7.25	(1,513,615)	(906,998)
Earnings / (losses) after taxes		5,048,390	3,171,561
<i>Amounts in €</i>	<i>Note</i>	<i>1/1-31/12/2024</i>	<i>1/1-31/12/2023</i>
Other comprehensive income			
amounts that will not be reclassified subsequently to the income statement :		-	-
Amounts that will be reclassified subsequently to the Income statement :			
Effect by the spin off of a part of construction sector to a subsidiary		(71,211)	8,519
Revaluation of financial assets available for sale		15,666	(1,874)
		(55,544)	6,645
Other comprehensive income after tax		(55,544)	6,645
Total Comprehensive income		4,992,846	3,178,206

The notes on pages from **113 until 169** constitute an integral part of the Annual Financial Statements.

Amounts in €	Note	1/1-31/12/2024	1/1-31/12/2023
Earnings of year attributable to:			
Owners of the parent		5,048,390	3,171,561
Non controlling interests		-	-
		5,048,390	3,171,561
Comprehensive income attributable to:			
Owners of the parent		4,992,846	3,178,206
Non controlling interests		-	-
		4,992,846	3,178,206

Amounts in €	Note	1/1-31/12/2024	1/1-31/12/2023
Basic earnings / (losses) per share (€ / share)	7.27	0.4808	0.3021

Amounts in €	1/1-31/12/2024	1/1-31/12/2023
Earnings / (losses) before interest, tax, depreciation and amortization	7,661,170	4,945,485
Earnings / (losses) before interest and tax	6,645,954	4,131,377
Earnings / (losses) before tax	6,562,004	4,078,559
Earnings / (losses) after tax	5,048,390	3,171,561

The notes on pages from **113 until 169** constitute an integral part of the Annual Financial Statements.

Statement of changes in Equity

<i>Amounts in €</i>	Note	Share capital	Share premium	Fair value reserves	Other reserves	Retained earnings	Total equity
Balance at 1/1/2024		9,975,000	1,029,579	7,612,905	3,385,436	8,666,306	30,669,226
Earnings / (losses) of year		-	-	-	-	5,048,390	5,048,390
Change in Equity of the year 2024							
Statutory Reserve Creation	7.13	-	-	-	158,578	(158,578)	-
Actuarial (gain)/losses	7.26	-	-	-	-	(71,211)	(71,211)
Deferred taxation from actuarial (gain)/losses	7.26	-	-	-	-	15,666	15,666
Approved dividend	7.13	-	-	-	-	(1,575,000)	(1,575,000)
Profit/(losses) directly recognized in equity		-	-	-	158,578	(1,789,122)	(1,630,544)
Total recognized profit / (losses) for the year		-	-	-	158,578	3,259,267	3,417,846
Balance at 31/12/2024		9,975,000	1,029,579	7,612,905	3,544,014	11,925,574	34,087,072
Balance at 1/1/2023		9,975,000	2,295,475	7,612,905	3,227,069	5,648,130	28,758,580
Earnings / (losses) of year		-	-	-	-	3,171,561	3,171,561
Change in Equity of the year 2023							
Statutory Reserve Creation	7.13	-	-	-	158,367	(158,367)	-
Share Capital Increase	7.13	1,260,000	(1,260,000)	-	-	-	-
Actuarial (gain)/losses	7.26	-	-	-	-	8,519	8,519
Deferred taxation from actuarial (gain)/losses	7.26	-	-	-	-	(1,874)	(1,874)
Share Capital Return	7.13	(1,260,000)	-	-	-	-	(1,260,000)
Share capital increase expenses	7.13	-	(7,560)	-	-	-	(7,560)
Deferred taxation from the expenses of share capital increase	7.13	-	1,663	-	-	(1,663.20)	-
Profit/(losses) directly recognized in equity		-	(1,265,897)	-	158,367	(153,385)	(1,260,915)
Total recognized profit / (losses) for the year		-	(1,265,897)	-	158,367	3,018,176	1,910,646
Balance at 31/12/2023		9,975,000	1,029,579	7,612,905	3,385,436	8,666,306	30,669,226

The notes on pages from 113 until 169 constitute an integral part of the Annual Financial Statements.

Statement of Cash Flows

Amounts in €	Note	1/1-31/12/2024	1/1-31/12/2023
Cash flows from operating activities			
Earnings / (losses) of year (before tax)		6,562,004	4,078,559
Adjustments of earnings for:			
Depreciation of Property, plant and equipment	7.1	1,088,386	891,225
Depreciation of right-of-use assets	7.3	3,491	436
Amortization of intangible assets	7.2	17,388	19,622
Provisions-Impairment	7.8	201,710	32,643
Loss from other investments' valuation		19,120	21,813
(Gain) / losses from foreign exchange differences		(6,177)	5,782
(Gain) / losses from sale of tangible fixed assets		3,022	17,566
(Earnings) / losses of fair value of financial assets at fair value through the income statement		(90)	(168)
Change of employee termination benefits	7.15	(2,074)	19,709
Depreciation of government grants of property	7.16	(94,049)	(97,176)
(Gain) / losses from valuation of investment property		(179,416)	(217,517)
Interest income	7.24	(97,199)	(54,516)
Interest expense	7.24	341,534	303,206
Total		1,295,648	942,627
Changes in working capital			
(Increase) / decrease of inventories		(2,170,169)	2,585,580
(Increase) / decrease of trade receivables		(7,963,553)	(299,021)
(Increase) / decrease of other receivables		(439,787)	(1,180,009)
Increase / (decrease) of trade liabilities		11,265,337	(2,774,155)
Increase / (decrease) of liabilities from tax		539,268	520,538
Increase / (decrease) of other liabilities		798,473	(466,898)
		2,029,570	(1,613,965)
Cash flows from operating activities		9,887,222	3,407,221
minus: Income tax payments		(1,323,702)	(345,748)
minus: Interest paid		(341,534)	(303,206)
Net cash flows from operating activities		8,221,985	2,758,267
Cash flows from investing activities			
Purchases of property, plant and equipment	7.1	(1,817,798)	(1,325,197)
Purchases of intangible assets	7.2	(35,595)	(20,301)
Sale of property, plant and equipment		130,919	15,321
Interest received		97,199	54,516
Purchases of investment property		(104,699)	(195,288)
Net cash flows from investing activities		(1,729,975)	(1,470,950)
Cash flows from financing activities			
Proceeds from Borrowings		4,200,000	3,950,000
Payments of long-term borrowings		(3,712,244)	(4,456,017)
Payments of short-term borrowings		(500,457)	(1,505,000)
Lease payments		(3,187)	(431)
Expenses of share capital increase		-	(7,560)
Dividend and share capital return to the shareholders		(1,545,744)	(1,257,415)
Net cash flows from financing activities		(1,561,631)	(3,276,423)
Net increase / (decrease) in cash and cash equivalents		4,930,380	(1,989,106)
Cash and cash equivalents at the beginning of year		6,302,128	8,297,016
Foreign exchange differences at cash and cash equivalents		766	(5,782)
Cash and cash equivalents at the end of year		11,233,274	6,302,128

The notes on pages from 113 until 169 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 Registry No. (GCR) 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 and (b) "D. KOSTOPOULOS - V. GIONAKIS & CO GP" with the distinctive title "MEKAT GP", 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 2024 (1.1.2024-31.12.2024) were approved by the Board of Directors of the Company during its meeting on 26th April 2025.

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 within the month of June 2025.

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 2024 (1.1.2024 - 31.12.2024) the same accounting policies used in the fiscal year 2023 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 01.01.2024 or subsequently.

- **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 in particular when some or all of the payments are variable payments that do not depend on an index or interest rate. 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 amendments have no impact on the company's Financial Statements. The above has been adopted by the European Union with an effective date of 01/01/2024.

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

The amendments provide guidance on the requirements of IAS 1 for classifying liabilities as current or non-current. The amendments clarify the concept of a right to defer settlement of a liability, which should exist at the reporting date. Management's intention or the counterparty's right to settle the liability by transferring equity instruments does not affect the short-term or long-term classification. In addition, it clarifies that only clauses with which an entity must comply on or before the reporting date affect the classification of a liability. The amendments to the standard require disclosure of information about these clauses in the notes attached to the Financial Statements. The amendments are effective for annual periods beginning on or after 1 January 2024, whereas early adoption is being permitted. The amendments do not have an impact on the Group's financial statements. The above have been adopted by the European Union with an effective date of 01/01/2024.

- **Amendments to IAS 7 "Statement of Cash Flows" and IFRS 7 "Financial Instruments: Disclosures": Supplier Finance Arrangements (effective for annual periods beginning on or after 01.01.2024)**

In May 2023, the International Accounting Standards Board (IASB) issued Supplier Finance Arrangements, which amended IAS 7 Statement of Cash Flows and IFRS 7 Financial Instruments: Disclosures. The new amendments require an entity to provide

additional disclosures about its supplier finance arrangements. The amendments aim to provide users of financial statements with information that enable them a) to assess how supplier finance arrangements affect an entity's liabilities and cash flows and b) to understand the effect of supplier finance arrangements on an entity's exposure to liquidity risk and how the entity might be affected if the arrangements were no longer available to it. The amendments to IAS 7 and IFRS 7 are effective for accounting periods on or after 1 January 2024. The amendments have no impact on the company's Financial Statements. The above have been adopted by the European Union with an effective date of 01/01/2024.

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.

- **Amendments to IAS 21 “The Effects of Changes in Foreign Exchange Rates: Lack of Exchangeability (effective for annual periods starting on or after 01.01.2025)**

In August 2023, the International Accounting Standards Board (IASB) issued amendments to IAS 21 “The Effects of Changes in Foreign Exchange Rates” that require entities to provide more useful information in their financial statements, when a currency cannot be exchanged into another currency. The amendments introduce a definition of currency exchangeability and the process by which an entity should assess this exchangeability. In addition, the amendments provide guidance on how an entity should estimate a spot exchange rate in cases where a currency is not exchangeable and require additional disclosures in cases where an entity has estimated a spot exchange rate due to a lack of exchangeability. The amendments to IAS 21 are effective for accounting periods on or after 1 January 2025. The Company will examine the impact of the above on its Financial Statements, although they are not expected to have any impact. The above have been adopted by the European Union with an effective date of 01/01/2025.

- **IFRS 9 & IFRS 7 “Amendments to the Classification and Measurement of Financial Instruments” (effective for annual periods beginning on or after 01/01/2026)**

In May 2024, the IASB issued amendments to the classification and measurement requirements of IFRS 9 “Financial Instruments” and corresponding disclosures of IFRS 7 “Financial Instruments: Disclosures”. In particular, the new amendments clarify when a financial liability should be derecognized when its settlement is made through an electronic payment. They also provide additional guidance on the assessment of contractual cash flow characteristics for financial assets linked to ESG (environmental, social and governance) criteria. In addition, the disclosure requirements regarding investments in equity securities recorded at fair value through other comprehensive income were amended and disclosure requirements were added for financial instruments with potential features not directly related to underlying risks and borrowing costs. The amendments are effective for annual periods beginning on or after 1 January 2026. The Company will assess the impact of all of the above on its Financial Statements, although they are not expected to have any impact. The above have not been adopted by the European Union.

- **Annual Improvements to IFRSs-Volume 11 (effective for annual periods beginning on or after 01/01/2026)**

In July 2024, the IASB issued “Annual Improvements to IFRSs”, which include minor amendments to the following accounting Standards: IFRS 1 “First-time Adoption of International Financial Reporting Standards”, IFRS 7 “Financial Instruments: Disclosures”, IFRS 9 “Financial Instruments”, IFRS 10 “Consolidated Financial Statements” and IAS 7 “Statement of Cash Flows”. The amendments are effective for accounting periods on or after January 1, 2026. 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 have not been adopted by the European Union.

- **Amendments to IFRS 9 and IFRS 7 – “Contracts Referencing Nature-dependent Electricity” (effective for annual periods beginning on or after 01/01/2026)**

On December 18, 2024, the International Accounting Standards Board (IASB) issued amendments to IFRS 9 “Financial Instruments” and IFRS 7 “Financial Instruments: Disclosures” to help companies better report the financial effects of nature-dependent electricity reference contracts, also known as Power Purchase Agreements (PPAs). These contracts are used by companies to secure the supply of electricity from renewable sources, such as wind and solar power. However, the amount of energy produced can vary due to external factors, such as weather conditions. The amendments aim to better reflect these contracts in the financial statements by: a) clarifying the requirements for applying the concept of “own-use”, b) allowing hedge accounting in cases where these contracts are used as hedging instruments and c) adding new disclosure requirements, in order for investors to better understand the impact of these contracts on the financial results and cash flows of companies. The amendments are effective for accounting periods beginning on or after 1 January 2026, with early adoption permitted. The Company will consider the impact of all of the above on its Financial Statements, although they are not expected to have any impact. The above have not been adopted by the European Union.

- **IFRS 18 “Presentation and Disclosure in Financial Statements” (effective for annual periods beginning on or after 01/01/2027)**

In April 2024, the IASB issued a new Standard, IFRS 18, which replaces IAS 1 “Presentation of Financial Statements”. The purpose of the Standard is to improve the way information is being provided via an entity’s financial statements, in particular in the income statement and the disclosures on the financial statements. Specifically, the Standard will improve the quality of financial reporting due to: a) the requirement for specified subsets in the income statement, b) the requirement to disclose in a separate note to the financial statements the performance indicators that have been determined by the company’s management (Management-defined Performance Measures) and c) the new principles for grouping/separating information (aggregation – disaggregation). 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 have not been adopted by the European Union.

- **IFRS 19 “Subsidiaries without Public Accountability: Disclosures” (effective for annual periods beginning on or after 01/01/2027)**

In May 2024, the IASB issued a new Standard, IFRS 19 “Subsidiaries without Public Accountability: Disclosures”. The new standard allows eligible entities that meet its conditions to choose to apply the reduced disclosure requirements of IFRS 19 instead of the disclosure requirements set out in other IFRSs. IFRS 19 operates in parallel with other IFRSs, as subsidiaries will have to apply the measurement, recognition and presentation requirements set out in other IFRSs and the reduced disclosure requirements set out in IFRS 19. This simplifies the preparation of financial statements for subsidiaries that meet the conditions for applying this standard while maintaining their usefulness to users. IFRS 19 is effective for annual periods beginning on or after 1 January 2027, whereas early adoption is being permitted. The Company will assess the impact of all of the above on its Financial Statements, although it is not expected to have any impact. The above has not been adopted by the European Union.

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

Significant 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 certain 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 2024. 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 material accounting policies

4.1 General Information

The material 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

Other tangible assets

The remaining tangible assets are reflected in their acquisition values, minus 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	3-30 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, insurance premiums and rents 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 customers

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 the 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, i.e. 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 retains 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 assets and liabilities

The financial assets 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 & 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 (i.e. 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-of-use" assets and a "lease liability".

Leases in which the company is a lessee of tangible assets (right-of-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-of-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:

Amounts in €

Results per segment 31/12/2024	Metal constructions of all types	Electricity generation (photovoltaic park)	TOTAL
Sales			
Sales to external customers	60,471,514	325,355	60,796,870
Sales to other segments	-	-	-
Net sales per segment	60,471,514	325,355	60,796,870
Operating result			
Cost of raw materials	(38,274,383)	-	(38,274,383)
Benefits to personnel	(4,152,507)	(825)	(4,153,332)
Depreciation of tangible assets, amortization of intangible assets and impairment of non-financial assets	(1,024,246)	(85,019)	(1,109,266)
Other expenses/income	(10,602,705)	(11,230)	(10,613,936)
Operating result per segment	6,417,673	228,280	6,645,954

Amounts in €

Results per segment 31/12/2023	Metal constructions of all types	Electricity generation (photovoltaic park)	TOTAL
Sales			
Sales to external customers	42,652,008	307,343	42,959,350
Sales to other segments	-	-	-
Net sales per segment	42,652,008	307,343	42,959,350
Operating cost			
Cost of raw materials/inventory	(28,268,131)	-	(28,268,131)
Benefits to personnel	(3,376,808)	(1,909)	(3,378,716)
Depreciation of tangible assets, amortization of intangible assets and impairment of non-financial assets	(826,264)	(85,019)	(911,284)
Other expenses/income	(6,256,297)	(13,545)	(6,269,842)
Operating result per segment	3,924,508	206,869	4,131,377

Assets per segment 31/12/2024	Metal constructions of all types	Electricity generation (photovoltaic park)	TOTAL
Assets per segment	26,471,435	638,616	27,110,052
Other assets	120,255	-	120,255
Current assets	42,176,681	13,605	42,190,286
Non-categorized assets	-	-	-
Total assets per segment	68,768,371	652,222	69,420,593
Assets' impairment per segment	-	-	-
Total liabilities per segment	34,978,325	4,749	34,983,075

Assets per segment 31/12/2023	Metal constructions of all types	Electricity generation (photovoltaic park)	TOTAL
Assets per segment	25,418,999	723,636	26,142,635
Other assets	135,245	-	135,245
Current assets	26,577,494	14,302	26,591,796
Non-categorized assets	-	-	-
Total assets per segment	52,131,739	737,938	52,869,676
Assets' impairment per segment	-	-	-
Total liabilities per segment	21,913,655	5,485	21,919,140

It is noted that during the closing fiscal year of 2024, there were five (5) customers, in relation to which the revenue of each exceeded 10% of the Company's total sales. The Revenue from those five customers settled at a cumulative amount of 47,686,790 euros and was included in the Metal constructions of all types business segment (compared to two (2) customers in 2023 with total revenue of 19,710,373 euros).

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
	31/12/2024	31/12/2023	31/12/2024	31/12/2023
GREECE	50,924,890	36,811,751	27,230,306	26,277,880
UK	6,748,959	1,847,800	-	-
SWEDEN	1,149,178	1,688,030	-	-
FRANCE	1,117,323	1,707,958	-	-
ROMANIA	624,552	858,867	-	-
DENMARK	122,658	41,632	-	-
SPAIN	54,880	-	-	-
OTHER COUNTRIES OUTSIDE EUROPEAN UNION	54,431	3,312	-	-
TOTAL	60,796,870	42,959,350	27,230,306	26,277,880

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:

	31/12/2024	31/12/2023
Segments Sales		
Total sales per segment	60,796,870	42,959,350
Other income	-	-
Sales	60,796,870	42,959,350
Segments' results		
Segments' total results	6,645,954	4,131,377
Non-categorized operating income and expenses	-	-
Operating result	6,645,954	4,131,377
Loss from valuation of other investments	(19,120)	(21,813)
Gain/(losses) from valuation of investment property	179,416	217,517
Gain/(losses) from valuation of financial assets valued through results	90	168
Financial expenses	(341,534)	(303,206)
Financial income	97,175	54,516
Other financial results	24	-
Profit/ (losses) before Taxes for the year	6,562,004	4,078,559

Assets items	31/12/2024	31/12/2021
Total items of assets of presented segments	69,420,593	52,869,676
Assets items of Financial Position Statement	69,420,593	52,869,676

6.3 Sale analysis per segment

Sales classified based on the size (weight) of products manufactured and by category of services provided are analyzed as follows:

	31/12/2024	31/12/2023
Manufacture of lightweight products and parts thereof	4,459,140	2,981,009
Manufacture of heavy metal products and parts thereof	1,186,059	1,353,537
Manufacture of metal parts of photovoltaic systems	52,997,569	36,910,166
Electricity generation	325,355	307,343
Other inventories	762,229	1,208,278
Sales of Products	59,730,352	42,760,333
Processing of third parties' materials	862,408	26,356
Other service work	204,110	172,661
Sales from provision of services	1,066,518	199,018
Sales	60,796,870	42,959,350

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 7.30, there are no other mortgages and notes, or any other encumbrances, on the fixed assets. Tangible assets are analyzed as follows:

<i>Amounts in €</i>	Land	Premises	Mechanical equipment & technical facilities	Transportation means	Furniture and other equipment	Assets under construction	Total
Acquisition cost on 1/1/2023	5,691,874.00	10,787,361.41	18,275,159.77	258,134.50	538,674.92	232,429.20	35,783,633.80
Minus: Accumulated depreciation	-	(178,314.36)	(13,466,824.57)	(206,964.24)	(447,980.35)	-	(14,300,083.52)
Net book value on 1/1/2023	5,691,874.00	10,609,047.05	4,808,335.20	51,170.26	90,694.57	232,429.20	21,483,550.28
Additions	-	3,847.86	967,349.16	63,189.69	88,498.83	202,311.82	1,325,197.36
Sales/ Write offs	-	(3,892.98)	(70,607.97)	(12,619.75)	-	-	(87,120.70)
Other transfers and movements	-	132,907.61	60,856.98	-	4,092.22	(365,116.41)	(167,259.60)
Depreciation for the year	-	(237,636.28)	(611,863.40)	(7,384.62)	(34,340.51)	-	(891,224.81)
Depreciation of sold / deleted	-	881.13	41,032.90	12,319.75	-	-	54,233.78
Acquisition cost on 31/12/2023	5,691,874.00	10,920,223.90	19,232,757.94	308,704.44	631,265.97	69,624.61	36,854,450.86
Minus: Accumulated depreciation	-	(415,069.51)	(14,037,655.07)	(202,029.11)	(482,320.86)	-	(15,137,074.55)
Net book value on 31/12/2023	5,691,874.00	10,505,154.39	5,195,102.87	106,675.33	148,945.11	69,624.61	21,717,376.31
Additions	-	581.84	1,232,912.50	-	161,583.10	422,720.95	1,817,798.39
Sales/ Write offs	-	-	(264,035.59)	-	(34,228.51)	-	(298,264.10)
Other transfers and movements	-	38,712.31	331,627.70	-	-	(297,225.29)	73,114.72
Depreciation for the year	-	(238,809.93)	(791,046.00)	(8,944.72)	(49,585.80)	-	(1,088,386.45)
Depreciation of sold / deleted	-	-	130,095.82	-	34,227.54	-	164,323.36
Acquisition cost on 31/12/2024	5,691,874.00	10,959,518.05	20,533,262.55	308,704.44	758,620.56	195,120.27	38,447,099.87
Minus: Accumulated depreciation	-	(653,879)	(14,698,605.25)	(210,974)	(497,679)	-	(16,061,138)
Net book value on 31/12/2024	5,691,874.00	10,305,638.61	5,834,657.30	97,730.61	260,941.44	195,120.27	22,385,962.23

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), with a level 2 ranking, given that there is an active market for both industrial buildings and land for sale in the area.

From the aforementioned revaluation of the real estate at 31.12.2022 at fair value, a surplus value of the value of the own-used 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).

No other events occurred during the year under consideration that would justify the necessity of conducting a new valuation.

If the Company did not apply the fair value policy, the book values of the property (land - premises) based on their acquisition costs on 31.12.2024 and 31.12.2023 would amount to 13,065.16 thousand euro and 13,246.70 thousand euro respectively.

7.2 Intangible assets

Intangible assets are analyzed as follows:

<i>Amounts in €</i>	Software	Know-how-technology- Other	Total
Acquisition cost on 1/1/2023	962,788	488,764	1,451,551
Minus: Accumulated amortization	(849,041)	(389,339)	(1,238,380)
Net book value on 1/1/2023	113,746.59	99,425.00	213,171.59
Additions	20,301	-	20,301
Amortization expense for the year	(13,472)	(6,150)	(19,622)
Acquisition cost on 31/12/2023	983,089	488,764	1,471,853
Minus: Accumulated amortization	(862,514)	(395,489)	(1,258,002)
Net book value on 31/12/2023	120,575	93,275	213,850
Additions	35,595	-	35,595
Amortization expense for the year	(11,238)	(6,150)	(17,388)
Acquisition cost on 31/12/2024	1,018,684	488,764	1,507,447
Minus: Accumulated amortization	(873,752)	(401,639)	(1,275,391)
Net book value on 31/12/2024	144,932	87,125	232,057

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 Right-of-Use Assets – Lease liabilities

The recognized right-of-use assets and lease liabilities reported in the Statement of Financial Position as of December 31, 2024 and December 31, 2023 are analyzed as follows:

<i>Amounts in €</i>	Right of Use in Transportation Means	Total
Net book value on 01/01/2023	-	-
Additions	13,963	13,963
Depreciation expense for the year	(436)	(436)
Acquisition cost on 31/12/2023	13,963	13,963
Minus: Accumulated depreciation	(436)	(436)
Net book value on 31/12/2023	13,527	13,527
Additions/Adjustments	-	-
Depreciation expense for the year	(3,491)	(3,491)
Acquisition cost on 31/12/2024	13,963	13,963
Minus: Accumulated depreciation	(3,927)	(3,927)
Net book value on 31/12/2024	10,036	10,036

Amounts in €

Lease liabilities	31/12/2024	31/12/2023
Long term part	6,409	9,596
Short term part	3,936	3,936
Total	10,345	13,532

The amounts recognized in the statement of comprehensive income and the movement in the right-of-use assets and lease liability from January 1, 2024 to December 31, 2024 are analyzed as follows:

Amounts in €	Right-of-use assets			Lease liabilities
	Transportation means	Other assets	Total	
Opening Balance at 1.1.2023	-	-	-	-
Additions	13,963	-	13,963	13,963
Depreciation expense for the year	(436)	-	(436)	
Financial cost	-	-	-	71
Payments	-	-	-	(503)
Ending Balance at 31.12.2023	13,527	-	13,527	13,532
Additions/Adjustments	-	-	-	-
Depreciation expense for the year	(3,491)	-	(3,491)	
Financial cost	-	-	-	749.48
Payments	-	-	-	(3,936)
Acquisition cost on 31/12/2024	13,963	-	13,963	
Minus: Accumulated depreciation	(3,927)	-	(3,927)	
Net book value on 31/12/2024	10,036	-	10,036	10,345

The lessee's implied borrowing rate at the inception of the lease that was applied to determine the lease liabilities as of December 31, 2023 was 6.28%.

7.4 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:

Amounts in €	31/12/2024	31/12/2023
Opening balance for the year	122,702	144,515
Additions / reductions	-	-
Plus / minus : Fair value adjustments / impairments	(19,120)	(21,813)
Total	103,581	122,702

The above amount refers to the Company's participation in the Societe Anonyme company with corporate name "INDUSTRIAL PARK OPERATOR (IND.P.) 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%.

In the year ended, an additional impairment of this participation amounting to 19,120 euro was carried out, which burdened the results of the year.

Below are some basic financial elements of this investment:

31/12/2024									
Amounts in €	% Partic.	Country	Equity	Non-current assets	Current assets	Non-current liabilities	Current liabilities	Sales	Expenses
VIPANOT ASPROPYRGOS SA	16.25%	GREECE	637,506	-	639,273	-	1,767	-	18,031

31/12/2023									
Amounts in €	% Partic.	Country	Equity	Non-current assets	Current assets	Non-current liabilities	Current liabilities	Sales	Expenses
VIPANOT ASPROPYRGOS SA	16.25%	GREECE	755,184	6,250	758,232	-	9,298	-	24,090

7.5 Investment Property

The Management of the Company decided since the fiscal year 2018, 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.

Given that 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 during the fiscal year 2024 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 goodwill of a total amount of 179,416 euros (in fiscal year 2023, a corresponding goodwill of 217,517 euros had emerged), which was recorded as profit in the results of the closing fiscal year.

The movements of investment property are as follows:

Amounts in €	31/12/2024	31/12/2023
Opening balance for the year	4,197,882	3,785,077
Additions - Improvements	104,699	195,288
Revaluation surplus	179,416	217,517
Ending balance for the year	4,481,997	4,197,882

It is noted that a part of additions - improvements amounting to 104,699 euros for the current fiscal year relate to asphalt paving and fencing that were implemented on some of the investment properties.

7.6 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>	31/12/2024	31/12/2023
Guarantees	16,673	12,543
Total	16,673	12,543

7.7 Inventories

Inventories are analyzed below:

<i>Amounts in €</i>	31/12/2024	31/12/2023
Merchandise	11,827	11,827
Products finished and semi-finished, sub-products and residues	7,061,369	4,120,562
Raw and auxiliary materials, consumables, spare parts and packaging	3,103,375	3,874,013
Total	10,176,571	8,006,402

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 € 38,274,383 (financial year 2023: € 28,268,131).

7.8 Trade Receivables and Other Related Receivables

Receivables relating to customers are analyzed as follows:

<i>Amounts in €</i>	31/12/2024	31/12/2023
Customers	13,806,785	9,631,753
Cheques receivable (post dated)	5,608,395	1,819,874
Total receivables	19,415,180	11,451,627
Minus: Provisions/Impairments	(1,951,784)	(1,750,074)
Total	17,463,396	9,701,554

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:

	31/12/2024	31/12/2023
Less than 3 months	15,357,538	8,440,947
Between 3 and 6 months	1,987,309	241,148
Between 6 months and 1 year	29,837	621,044
Greater than 1 year	88,713	398,414
Total	17,463,396	9,701,554

The impairment provisions for trade receivables based on standard IFRS 9 for the years 2024 and 2023 are analyzed as follows:

	2024		
	Stage 1	Stage 2	Stage 3
Balance 1/1/2024	-	177,924	1,572,150
(Credit loss provision for the year)	-	172,076	31,792
Eliminations of customers	-	-	(2,158)
Balance 31/12/2024	-	350,000	1,601,784

	2023		
	Stage 1	Stage 2	Stage 3
Balance 1/1/2023	-	158,422	1,559,008
(Credit loss provision for the year)	-	19,502	29,234
Eliminations of customers	-	-	(16,092)
Balance 31/12/2023	-	177,924	1,572,150

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>	31/12/2024	31/12/2023
Book value at the beginning of year	1,750,074	1,717,430
Impairment/provisions at p/l	203,868	48,736
Reversal of provisions	(2,158)	(16,092)
Book value at the end of year	1,951,784	1,750,074

The time maturity of trade receivables from customers with further analysis of overdue and non-impaired receivables as at 31.12.2024 and 31.12.2023 is as follows:

<i>Amounts in €</i>	31/12/2024	31/12/2023
Trade and other receivables that are not due and are not impaired	17,374,683	9,303,139
Trade and other receivables overdue and non-impaired		
Between 12 and 18 months	165	156,889
Between 19 and 24 months	4,287	118,813
Over 24 months	84,261	122,711
	88,713	398,414
Total	17,463,396	9,701,554

The overdue and non-impaired receivables of 31.12.2024, of a total amount of 88,713 € (€ 398,414 on 31.12.2023) for which no provision has been made, were estimated to be recoverable through various settlements, legal actions and additional collateral.

7.9 Other Receivables

The Company's other receivables are analyzed as follows:

<i>Amounts in €</i>	31/12/2024	31/12/2023
Other prepayments	13,716	12,787
Other debtors	218,511	196,013
Prepayments to personnel	-	4,150
Receivables from Greek State	729,823	487,069
Receivables from VAT	2,158,520	1,769,795
Inventory orders	-	14,618
Total other receivables	3,120,570	2,484,431
Minus: Impairment provision of other debtors	(194,723)	(194,723)
Total net other receivables	2,925,847	2,289,708

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 (2023 € 194,723).

The impairment provisions for other receivables under the IFRS 9 standard for 2024 and 2023 are analyzed as follows:

	2024		
	Stage 1	Stage 2	Stage 3
Balance 1/1/2024	-	-	(194,723)
(Credit loss provision for the year)	-	-	-
Credit loss provision recovery for the year	-	-	-
Balance 31/12/2024	-	-	(194,723)
	2023		
	Stage 1	Stage 2	Stage 3
Balance 1/1/2023	-	-	(194,723)
(Credit loss provision for the year)	-	-	-
Credit loss provision recovery for the year	-	-	-
Balance 31/12/2023	-	-	(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.

7.10 Other Current Assets

The other current assets are analyzed as follows:

Amounts in €	31/12/2024	31/12/2023
Accrued income	326,420	27,648
Prepaid expenses	48,735	262,964
Other transitory accounts	15,539	978
Total other receivables	390,693	291,590
Total net other receivables	390,693	291,590

Regarding the accrued income for the fiscal year 2024, it is noted that an amount of 302.49 thousand euros concern receivables from Manpower Employment Organization (OAED) and an amount of 23.93 thousand Euro relates to the current year's revenue from sales and interest on bank deposits, the collection of which is considered certain.

Also, with regard to the prepaid expenses of the following years, it is noted that the total as per above amount (48.74 thousand euros) refers to prepaid fees of third parties and other expenses of the following year. Finally, the amount of 15.54 thousand euros in other transitory accounts relates to credit discounts for purchases in fiscal year 2024.

7.11 Financial items at fair value through results

<i>Amounts in €</i>	31/12/2024	31/12/2023
Shares/Rights	33,900	33,900
Total	33,900	33,900
Minus : Provisions/impairments	(33,394)	(33,485)
Total	506	415

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 31.12.2024.

The movement of the account of provisions / impairment of financial assets is as follows:

<i>Amounts in €</i>	31/12/2024	31/12/2023
Opening balance	33,485	33,653
Provisions for impairment	-	-
Reversal of impairment	(90)	(168)
Ending balance	33,394	33,485

7.12 Cash and cash equivalents

Cash and cash equivalents are as follows:

<i>Amounts in €</i>	31/12/2024	31/12/2023
Cash at hand	3,932	3,549
Cash at banks	11,229,342	6,298,579
Total	11,233,274	6,302,128

7.13 Equity

7.13.1 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:

<i>Amounts in €</i>	Number of shares	Ordinary shares	Share capital in Euro
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
Changes of year 2023			
Capitalization of share premium reserve	-	-	1,260,000
Share capital reduction and capital return to the shareholders	-	-	(1,260,000)
Balance 31/12/2023	10,500,000	10,500,000	9,975,000
Changes of year 2024	-	-	-
Balance 31/12/2024	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 31.12.2024).

7.13.2 Share Premium

The movement of share premium reserve during the current year 2024 is as follows:

<i>Amounts in €</i>	31/12/2024	31/12/2023
Opening balance	1,029,579	2,295,475
Change due to the increase of the share capital	-	(1,260,000)
Share capital increase's expenses	-	(7,560)
Deferred taxation due to the share capital increase's expenses	-	1,663
Total	-	(1,265,897)
Closing balance	1,029,579	1,029,579

7.13.3 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 01/01/2023	7,612,905	7,612,905
Changes of fiscal year 2023		
Other adjustments	-	-
Balance on 31/12/2023	7,612,905	7,612,905
Changes of fiscal year 2024		
Other adjustments	-	-
Balance on 31/12/2024	7,612,905	7,612,905

The other reserves of the Company are analyzed as follows:

<i>Amounts in €</i>	Ordinary Reserve	Special Reserves	Other Reserves	Total
Balance on 1/1/2023	1,083,645	1,844,326	299,097	3,227,069
Changes of the year				-
Statutory reserve's creation	158,367	-	-	158,367
Balance on 31/12/2023	1,242,013	1,844,326	299,097	3,385,436
Changes of the year				
Statutory reserve's creation	158,578	-	-	158,578
Balance on 31/12/2024	1,400,591	1,844,326	299,097	3,544,014

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.

7.14 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>	31/12/2024		31/12/2023	
	Assets	Liabilities	Assets	Liabilities
Tangible Assets	-	1,992,389	-	2,032,764
Investment property	-	176,902	-	137,430
Intangible assets	8,999	-	8,129	-
Other investments	42,024	-	37,818	-
Inventories	-	17,274	-	736
Trade receivables	100,780	-	35,438	-
Benefits to personnel	76,335	-	61,082	-
Subsidies	53,116	-	66,644	-
Other	-	25,761	-	26,048
Financial items at fair value	7,347	-	7,367	-
Deferred tax asset/(liability)	288,600	2,212,325	216,476	2,196,978
Balance of asset/(liability)		(1,923,725)		(1,980,502)

Deferred tax assets arising from unutilized tax losses are recognized to the extent that it is probable that they will be offset against future taxable earnings.

The deferred tax that was recorded in the results of the closing year 2024 is analyzed as follows:

<i>Amounts in €</i>	31/12/2024		31/12/2023	
	Expense	Income	Expense	Income
Tangible Assets	-	40,375	-	56,250
Investment property	39,472	-	47,854	-
Intangible assets	-	870	-	1,939
Other investments	-	4,206	-	4,799
Inventories	16,538	-	-	1,050
Trade receivables	-	65,342	81,615	-
Benefits to personnel	413	-	-	4,336
Subsidies	13,528	-	15,710	-
Other	-	287	-	1
Financial items at fair value	20	-	37	-
Total	69,970	111,081	145,215	68,376
Deferred tax (Expense)/Income		41,110		(76,839)

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%).

7.15 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>Amounts in €</i>	31/12/2024	31/12/2023
Liabilities of Financial Position Statement at the beginning of year	281,310	270,120
Pension benefits	(2,074)	19,709
Amount recorded directly in Equity	71,211	(8,519)
Total	350,446	281,310
Charges recorded in the income statement		
Pension benefits (provisions and payments) reversal of provision	(2,074)	19,709
Total	(2,074)	19,709

The changes in the net liability are analytically as following:

<i>Amounts in €</i>	31/12/2024	31/12/2023
Net liability at the beginning of the year	281,310	270,120
Actuarial gains / (losses)	71,211	(8,519)
Expense to be recorded to the Income statement	73,082	42,511
Benefits paid in the current year	(75,156)	(22,801)
Net liability at the end of the year	350,446	281,310

The analysis of the amounts recorded in the income statement is as follows:

<i>Amounts in €</i>	1/1-31/12/2024	1/1-31/12/2023
Cost of current employment	25,736	27,185
Finance cost	8,383	7,293
Benefits paid by the employer	(75,156)	(22,801)
Cost of cut-offs / settlements / termination	38,964	8,033
Total	(2,074)	19,709

The main actuarial assumptions that were utilized are the followings:

	31/12/2024	31/12/2023
Discount rate	2.78%	2.98%
Salary increase	2.20%	2.20%
Inflation	2.00%	2.10%

The number of the employed personnel as at 31 December 2024 and 31 December 2023 respectively is analyzed as follows:

	31/12/2024	31/12/2023
Employees	38	31
Technical Personnel	79	81
Total	117	112

The total amount of payroll expense is analyzed as follows:

<i>Amounts in €</i>	1/1-31/12/2024	1/1-31/12/2023
Salaries	1,356,467	869,748
Wages	1,993,300	1,813,356
Personnel grants	57,230	89,077
Social security contributions for salaries	294,795	189,882
Social security contributions for wages	451,540	416,653
Total	4,153,332	3,378,716

7.16 State subsidies on assets

The movement of assets' subsidies is as follows:

<i>Amounts in €</i>	Subsidies' movements	Total
Book value on 1/1/2023	525,224	525,224
Transfer of depreciation at the income statement	(97,176)	(97,176)
Book value on 31/12/2023	428,048	428,048
Receivables from investment plans	294,175	294,175
Transfer of income to the results of the year	(94,049)	(94,049)
Book value on 31/12/2024	628,174	628,174

The unamortized balances of the subsidies will benefit the results of the following years.

7.17 Loan liabilities

Both long-term and short-term loan liabilities are analyzed in the following table:

Long-term loan liabilities

<i>Amounts in €</i>	31/12/2024	31/12/2023
Bond loan	3,000,002	2,783,334
Total (a)	3,000,002	2,783,334

Short-term loan liabilities

<i>Amounts in €</i>	31/12/2024	31/12/2023
Bank debt	603	501,060
Long term liabilities payable in the following year	1,388,401	1,117,313
Total (b)	1,389,005	1,618,373
Total borrowings (a) + (b)	4,389,007	4,401,707

The actual weighted average borrowing rates at the balance sheet date are the following:

	31/12/2024	31/12/2023
Average borrowing rate	5.962%	5.611%

The expiration dates for the total borrowings are the following:

Amounts in €

Borrowings on 31/12/2024	2 years and less	Between 2 and 5 years	Over 5 years	Total
Total long term loans	2,721,733	1,666,670	-	4,388,403
Total short term loans	603	-	-	603
Total	2,722,337	1,666,670	-	4,389,007

Borrowings on 31/12/2023	2 years and less	Between 2 and 5 years	Over 5 years	Total
Total long term loans	2,233,979	1,666,668	-	3,900,647
Total short term loans	501,060	-	-	501,060
Total	2,735,039	1,666,668	-	4,401,707

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 2024 and 2023 respectively:

<i>Amounts in €</i>	Statement of Financial Position 31.12.2023	Collection from cash flows	Payments from cash flows	Transfers	Statement of Financial Position 31.12.2024
Long term loan liabilities	2,783,334	4,200,000	(3,712,244)	(271,088)	3,000,002
Short term loan liabilities	1,618,373	-	(500,457)	271,088	1,389,005
	4,401,707	4,200,000	(4,212,701)	-	4,389,007

<i>Amounts in €</i>	Statement of Financial Position 31.12.2022	Collection from cash flows	Payments from cash flows	Transfers	Statement of Financial Position 31.12.2023
Long term loan liabilities	3,900,000	3,000,000	(4,456,017)	339,351	2,783,334
Short term loan liabilities	2,512,724	950,000	(1,505,000)	(339,351)	1,618,373
	6,412,724	3,950,000	(5,961,017)	-	4,401,707

7.18 Suppliers and related liabilities

The analysis of suppliers' balances and other related liabilities is as follows:

<i>Amounts in €</i>	31/12/2024	31/12/2023
Suppliers	21,391,071	8,506,902
Clients' advances	1,338,793	2,884,510
Total	22,729,864	11,391,412

All liabilities are short-term and therefore no discount is required at the date of annual financial statements' preparation.

7.19 Current tax liabilities

Current tax liabilities are analyzed as follows:

<i>Amounts in €</i>	31/12/2024	31/12/2023
Income tax	1,555,254	1,092,832
Other tax (apart from income tax)	174,726	97,066
Total	1,729,980	1,189,898

7.20 Other short term liabilities

The analysis of the other short term liabilities is as follows:

<i>Amounts in €</i>	31/12/2024	31/12/2023
Salaries and wages payable	181,336	136,557
Social security contributions	255,642	153,352
Dividends payable	46,557	17,300
Accrued expenses	1,986,010	43,673
Accrued income	-	192
Other short term liabilities	1,101,603	2,162,968
Other accrued accounts	832	-
Total other liabilities	3,571,980	2,514,042

The balance of accrued expenses of 1,986.01 thousand euros mainly concerns fees for consulting services and commissions for the fiscal year 2024.

7.21 Sales

Sales are analyzed as follows:

<i>Amounts in €</i>	1/1-31/12/2024	1/1-31/12/2023
Sale of merchandise	1,000	-
Sale of final products	58,968,123	41,552,054
Other sales	761,229	1,208,278
Services provision	1,066,518	199,018
Total	60,796,870	42,959,350

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:

	1/1-31/12/2024	1/1-31/12/2023
<u>Metal constructions of all types</u>		
Manufacture of lightweight products and parts thereof	4,459,140	2,981,009
Manufacture of heavy metal products and parts thereof	1,186,059	1,353,537
Manufacture of metal parts of photovoltaic systems	52,997,569	36,910,166
Other inventories	762,229	1,208,278
Total (a)	59,404,997	42,452,990
<u>Electricity generation (photovoltaic park)</u>		
Electricity generation from photovoltaic park	325,355	307,343
Total (b)	325,355	307,343
<u>Services provision</u>		
Process of third party materials	862,408	26,356
Other service provision works	204,110	172,661
Total (c)	1,066,518	199,018
Total sales (a)+ (b)+ (c)	60,796,870	42,959,350

As of December 31, 2024, there are orders to be executed for a total amount of 51,315,874 euro (respectively on 31.12.2022: 26,772,933 euro).

7.22 Cost of sales / Administrative-distribution & research expenses

The expenses are categorized as follows:

Fiscal Year 2024

<i>Amounts in €</i>	Cost of sales	Administrative expenses	Distribution expenses	Operation expenses and research & development	Total
Inventory cost recognized as an expense	38,274,383	-	-	-	38,274,383
Remuneration and staff costs	2,755,371	776,375	445,377	176,209	4,153,332
Fees and expenses of third party	3,966,610	364,581	4,674,043	20,486	9,025,720
Benefits to third parties	670,348	306,863	133,187	27,075	1,137,473
Tax and duties	28,487	61,570	7,252	2,088	99,397
Various expenses	169,769	13,264	554,102	1,078	738,212
Depreciation	1,001,440	62,401	27,885	17,540	1,109,266
Own-production	(383,829)	-	-	-	(383,829)
Total	46,482,579	1,585,053	5,841,845	244,476	54,153,953

Fiscal Year 2023

<i>Amounts in €</i>	Cost of sales	Administrative expenses	Distribution expenses	Operation expenses and research & development	Total
Inventory cost recognized as an expense	28,268,131	-	-	-	28,268,131
Remuneration and staff costs	2,380,561	561,534	263,702	172,921	3,378,716
Fees and expenses of third party	1,542,375	237,630	3,360,428	41,161	5,181,594
Benefits to third parties	757,880	165,051	69,918	13,132	1,005,981
Tax and duties	27,487	66,927	6,502	1,609	102,525
Various expenses	173,641	15,572	365,984	2,252	557,449
Depreciation	821,856	49,316	26,929	13,183	911,284
Own-production	(359,856)	-	-	-	(359,856)
Total	33,612,073	1,096,030	4,093,463	244,257	39,045,823

It is noted that the participation of operating expenses (administration, distribution and research & development) as a percentage of turnover for the fiscal year 2024 amounted to 12.62% (fiscal year 2023: 12.65%).

7.23 Other operating income / expense

The other operating income and expense have as follows:

Other Operating income

Amounts in €	1/1-31/12/2024	1/1-31/12/2023
Income from Government subsidies / grants	1,250	20,750
Revenue from ancillary activities	194,630	220,417
Exchange rate differences-income	11,996	22,410
Other operating income	825	304
Income from previous years	108	-
Amortization of Government grants for fixed assets	94,049	97,176
Profit from sale of fixed assets	-	3,539
Total	302,858	364,596

Other Operating expenses

Amounts in €	1/1-31/12/2024	1/1-31/12/2023
Exchange rate differences - debit	3,030	32,736
Other expenses	202	337
Loss from sale of fixed assets	5,180	21,105
Other extra-ordinary compensations	25,000	24,707
Provisions for bad debt	201,710	32,643
Provisions for employee termination benefits	64,699	35,218
Total	299,821	146,746

7.24 Financial expense / income

The amounts that have been included in the comprehensive income statement and refer to financial expenses-income are analyzed as follows:

Financial Expenses

<i>Amounts in €</i>	1/1-31/12/2024	1/1-31/12/2023
Interest expenses of bank loans	279,321	268,389
Guarantee letters' commissions	48,641	10,829
Other bank expenses	4,417	16,623
Other interest expenses	23	-
Interest expenses from leases	749	71
Discounting to PV of staff leaving indemnities / benefits	8,383	7,293
Total	341,534	303,206

Financial Income

<i>Amounts in €</i>	1/1-31/12/2024	1/1-31/12/2023
Interest income	97,175	54,516
Total	97,175	54,516

7.25 Income tax

The tax on profits / (losses) before taxes is analyzed as follows:

<i>amounts in €</i>	1/1-31/12/2024	1/1-31/12/2023
Income tax	(1,554,725)	(830,159)
Deferred tax	41,110	(76,839)
Total	(1,513,615)	(906,998)

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:

Earnings/(losses) before taxes	6,562,004	4,078,559
Tax rate	0.22	0.22
Expected tax expense	(1,443,641)	(897,283)
Other adjustments		
- Impact from permanent difference among accounting and tax base	(49,500)	1,663
- Other non tax deductible expenses	(19,782)	(16,126)
- Change in tax from tax losses	(471)	4,968
- Other taxes	(220)	(220)
Actual tax expense	(1,513,615)	(906,998)

7.26 Other Comprehensive Income/Expenses

The analysis of the other comprehensive income/expense is as follows:

<i>Amounts in €</i>	1/1-31/12/2024	1/1-31/12/2023
Actuarial gains / (losses) directly recorded in equity	(71,211)	8,519
Deferred taxation from actuarial gains / (losses) directly recorded in equity	15,666	(1,874)
Total	-55,544	6,645

7.27 Transactions with related parties

The amounts of sales and purchases cumulatively from the beginning of the year 01.01.2024 as well as the balances of receivables and liabilities of the Company at the end of the closing year (31.12.2024), 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	
	1/1-31/12/2024	1/1-31/12/2023
Sales of goods and services		
To subsidiaries	-	-
To other related parties	-	-
Purchases of goods and services		
From subsidiaries	-	-
From other related parties	700,352	357,952
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	30,935	25,414

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 as at 31.12.2024 and 31.12.2023 respectively are as follows:

TABLE 2	THE COMPANY	
	1/1-31/12/2024	1/1-31/12/2023
Benefits to the management and executives of the company		
Remuneration of executives and members of the management	700,352	357,952
Transactions of executives and members of the management	-	-
Total	700,352	357,952
Receivables and liabilities towards the management and executives of the company	THE COMPANY	
	31/12/2024	31/12/2023
Receivables from executives and members of the management	-	-
Liabilities towards the executives and the members of the management	30,935	25,414

Transactions and remuneration of executives and members of the management (Analysis of Table 2)

	THE COMPANY			
	Period 1/1-31/12/2024			
	Remuneration-Salaries	Social Security cost	Other transactions	Total
Executive members	319,930	21,070	-	341,000
Non-executive members	175,988	36,580	-	212,568
Managers	123,091	23,693	-	146,784
Total	619,009	81,343	-	700,352

	THE COMPANY			
	Period 1/1-31/12/2023			
	Remuneration-Salaries	Social Security cost	Other transactions	Total
Executive members	74,818	14,045	-	88,863
Non-executive members	67,722	15,562	-	83,284
Managers	154,872	30,932	-	185,804
Total	297,412	60,539	-	357,952

	THE COMPANY			
	31/12/2024		31/12/2023	
	Receivables	Liabilities	Receivables	Liabilities
Outstanding balance of receivables-liabilities				
Executive members	-	4,172	-	2,724
Non-executive members	-	18,814	-	15,472
Managers	-	7,949	-	7,219
Total	-	30,935	-	25,414

No loans have been granted to members of the Board or to other company executives and their families.

7.28 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.

Amounts in €	1/1-31/12/2024	1/1-31/12/2023
Earnings after taxes	5,048,390	3,171,561
Weighted average number of shares	10,500,000	10,500,000
Basic earnings per share (€/share)	0.4808	0.3021

7.29 Dividend

The Annual Ordinary General Meeting of the Company's shareholders of June 20, 2024 decided to distribute (pay) a dividend to the Company's shareholders for a total amount of 1,575,000.00 Euros (gross amount), i.e. an amount of 0.15 Euros per share (gross amount) from the earnings of the fiscal year 2023. Furthermore the proportional dividend tax of 5% is going to be withheld from the above dividend.

By the same unanimous decision, the Annual Ordinary General Meeting set the respective dates as follows:

- (a) the cut-off date for the 2023 dividend **on Friday, July 5, 2024**,
- (b) the record date for determining the beneficiaries of the 2023 dividend **on Monday, July 8, 2024**, and
- (c) the date for initiating the payment of the 2023 dividend, through a credit institution or the Hellenic Exchange, **on Wednesday, July 10, 2024**. The dividend distribution process was carried out through the Société Anonyme under the name "PIRAEUS BANK S.A." in accordance with the provisions of the Athens Exchange Regulation, Greece.

7.30 Encumbrances

On the assets of the Company, there are on 31.12.2024 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 in favor of "National Bank of Greece S.A." of total amount of five million six hundred thousand (5,600,000) Euro, and in more detail:

- (a) loan lien of first class mortgage, amounting to two million one hundred thousand (2,100,000) Euro, plus interest and expenses, which was registered under no.6701S/02.07.2013 decision of the Athens Magistrates' Court (Injunction Procedure) to ensure all kinds of claims of the above Banking Company arising from the credit agreement with number 1127023758/11.03.2013 with current overdraft account facility, under which a credit was granted to the Company up to the amount of two million four hundred thousand (2,400,000) Euro, and which also concerns the received loan of 1.75 million Euro,
- (b) pre-notation of second class mortgage amounting to one million (1,000,000) Euro, plus interest and expenses, which was registered, pursuant to the decision number 4570S/20.12.2019 of the Athens Magistrates' Court (Injunction 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 overdraft account facility, under which the Company was granted credit for up to the amount of two million four hundred thousand (2,400,000) Euro, 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) Euro (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 Euro (€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 (Injunction Procedure), to secure all kinds of claims, arising or will derive from the credit agreement number 1127023758/11.03.2013 with an open overdraft 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 (overdraft) 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 Liosia, 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 Liosia, 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, 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) Euro, and in more detail:

(a) a pre-notation of a mortgage for the amount of one million two hundred thousand (1,200,000) Euro, plus interest and expenses, which was registered, pursuant to the decision No. 1444S/06.04.2015 of the Athens Magistrates' Court (Injunction 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, and

(b) A loan lien of a second class mortgage, amounting to one million (1,000,000) Euro, plus interest and expenses, which was registered under no. 3164S/13.11.2015 decision of the Athens Magistrates' Court (Injunction Procedure) 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) Euro was granted to the Company, and (ii) the credit agreement number 1829/23.12.2014 with current overdraft account facility, under which a credit of up to the amount of one million seven hundred thousand (1,700,000) Euro was granted to the Company.

7.31 Commitments from operating leases

The liabilities from operating leases of the Company's transportation means are analyzed as follows:

31/12/2024				
Liabilities from Operating Leases	1 years and less	Between 1 and 5 years	Over 5 years	Total
Rentals for operating leases of cars	3,936	7,369	-	11,305
Total	3,936	7,369	-	11,305
31/12/2023				
Liabilities from Operating Leases	1 years and less	Between 1 and 5 years	Over 5 years	Total
Rentals for operating leases of cars	3,936	11,305	-	15,241
Total	3,936	11,305	-	15,241

7.32 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:

Liabilities

Amounts in €	31/12/2024	31/12/2023
Guarantees to secure obligations for the proper execution of contracts with customers	6,711,132	187,850
Guarantees to secure contractual obligations of creditors-suppliers	15,535	10,035
Total	6,726,667	197,885

Receivables

Amounts in €	31/12/2024	31/12/2023
Bank Guarantees to secure customer receivables in hand	11,667,195	4,907,901
Total	11,667,195	4,907,901

7.33 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 2023 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 2024, 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 2018 has lapsed until 31.12.2024, 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.

7.34 Auditors fees

The fees of the auditors for the year 2024 were agreed as follows:

- (a) Statutory audit of the financial statements: 25,000 euro.
- (b) Tax audit: 12,000 euro.

Apart from the above audit services, contracts exist for permitted non-audit services of total amount 2,750 euro.

7.35 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>	1/1-31/12/2024	1/1-31/12/2023
Board of Directors Fees (apart from salaries)	14,140	12,140
Fees from the earnings of the year	225,000	-
Salaries of members of the management	196,092	103,090
Social security cost	50,949	27,875
Benefits in kind	23,878	17,779
Total	510,059	160,884

The remuneration from the corresponding earnings of the year as presented in the above table was approved by the Annual Ordinary General Meeting of the Company's shareholders of June 20, 2024. The Meeting decided, within the framework of the distribution of earnings, the payment-granting of remuneration to certain members of the Board of Directors from the earnings of the fiscal year 2023, in accordance with the specific provisions of article 109 of Law 4548/2018, as well as the article 27, paragraph 1 of the Company's Articles of Association.

In particular, the Company approved the payment of a remuneration to the executive members of the Board of Directors of total gross amount of 225,000 Euros on which there will be deductions provided for by the applicable insurance and tax legislation. The above individuals with their intense, systematic and uninterrupted activity contributed substantially and decisively towards a stronger extroversion for the Company, to the promotion of the Company's business objectives and plans, to the achievement of a wider recognition internationally, as well as to the significant expansion of its turnover and profitability.

7.36 Distribution Proposal for the Year 2024

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, will be the payment of a dividend for the financial year 2024 (01.01.2024-31.12.2024), in the amount of 2,625,000 Euro, i.e. € 0.25 per share.

7.37 Subsidies

Pursuant to decision No.: 6004/07.11.2023 (ADA: ΠΓ7ΛΗ-574) by the Ministry of Economy & Finance, was included and approved, within the framework of the Action "GREEN TRANSFORMATION of SMEs" of the Operational Programme Competitiveness, Entrepreneurship and Innovation, NSRF 2021-2027, the Company's investment (project with application code ANT04ΠΜ-0006935), with a total budget of 853,000 Euro and a grant amount of 300,425 Euro. This investment concerns the purchase of advanced and digitally controlled industrial equipment, CNC robotics technology as well as electrically powered forklifts, the supply of which will contribute to the increase of the Company's production capacity, the upgrading of the internal organization and the expansion of its existing production base. The Company has implemented this program and within 2025 will proceed with the application submission process for the collection of the corresponding investment grant.

Also by virtue of No. 7184/21.12.2023 (ADA: 9IFMH-BNP) decision of the Ministry of Economy & Finance, in the framework of the Action "CUTTING-EDGE DIGITAL TRANSFORMATION of SMEs " of the Operational Program for Competitiveness, Entrepreneurship and Innovation, NSRF 2021-2027, a company investment was included and approved (project with application code ΨMA-0004538), of a total budgeted amount of 1,200,000 Euro and with a grant amount of 421,875 Euro. This investment concerns the purchase of modern and highly specialized digitally controlled LASER cutting machines, the supply of which will contribute to the qualitative upgrade and increase of the Company's production capacity, aiming at a better and more efficient response of its production to the important current contracts to be executed.

The implementation of the above investment project of the Company is expected to be completed within the current fiscal year 2025.

7.38 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.

7.38.1 Currency risk

Although the Company operates globally, exposure to foreign exchange risk is assessed as relatively low and in any case controllable, 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. It is noted that due to the recent turmoil following the announcement of tariff measures by the US, the risk from exchange rates and their changes, due to the Company's limited transactions in US dollars, amounting to approximately 2% of total transactions, is considered limited and controllable. 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:

Amounts in €	31/12/2024		31/12/2023	
	USD	AUD	USD	AUD
Nominal amounts				
Trade and other receivables	31,357	2	294,669	2
Short term liabilities	(1,346,807)	-	(270,000)	-
Short-term exposure	(1,315,450)	2	24,669	2
Long-term liabilities	-	-	-	-
Long-term financial liabilities	-	-	-	-
Long-term exposure	-	-	-	-
Total	(1,315,450)	2	24,669	2
Positive Change to F/C (+5%)				
Nominal amounts	USD	AUD	USD	AUD
Trade and other receivables	32,925	2	309,402	2
Short term liabilities	(1,414,147)	-	(283,500)	-
Short-term exposure	(1,381,222)	2	25,902	2
Long-term liabilities	-	-	-	-
Long-term financial liabilities	-	-	-	-
Long-term exposure	-	-	-	-
Total	(1,381,222)	2	25,902	2
Changes in F/C	USD	AUD	USD	AUD
Result after tax for the year (Profit/(loss))	(51,303)	0	962	0
Equity	(51,303)	0	962	0
Negative Change to F/C (-5%)	USD	AUD	USD	AUD
Trade and other receivables	29,789	2	279,935	2
Short term liabilities	(1,279,466)	-	(256,500)	-
Short-term exposure	(1,249,677)	2	23,435	2
Long-term receivables	-	-	-	-
Long-term liabilities	-	-	-	-
Long-term exposure	-	-	-	-
Total	(1,249,677)	2	23,435	2
Changes in F/C	USD	AUD	USD	AUD
Result after tax for the year (Profit/(loss))	51,303	(0)	(962)	(0)
Equity	51,303	(0)	(962)	(0)

7.38.2 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 2024, 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 of the fiscal year 2024, in a reasonable percentage change of the interest rate by +1 or -1 of the unit (similarly for 2023: + 1 / -1).

					INTEREST EXPENSE BEFORE TAX	Tax Rate	INTEREST EXPENSE AFTER TAX
	€ 4,685,242	-1.000%	4.962%	€ 232,468	€ 47,503	22%	€ 37,052
AVERAGE TOTAL DEBT 2024	€ 4,685,242	5.962%	5.962%	€ 279,321			
	€ 4,685,242	1.000%	6.962%	€ 326,173	-€ 47,503	22%	-€ 37,052
					INTEREST EXPENSE BEFORE TAX	Tax Rate	INTEREST EXPENSE AFTER TAX
	€ 4,783,234	-1.000%	4.611%	€ 220,557	€ 48,497	22%	€ 37,827
AVERAGE TOTAL DEB 2023	€ 4,783,234	5.611%	5.611%	€ 268,389			
	€ 4,783,234	1.000%	6.611%	€ 316,222	-€ 48,497	22%	-€ 37,827

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 €	31/12/2024		31/12/2023	
	1.00%	(1.00%)	1.00%	(1.00%)
Result for the year after tax following interest rate change	(37,052)	37,052	(37,827)	37,827
Equity	(37,052)	37,052	(37,827)	37,827
Amounts in €	31/12/2024		31/12/2023	
	1.00%	(1.00%)	1.00%	(1.00%)
Result for the year after tax following interest rate change	5,011,337	5,085,442	3,133,734	3,209,389
Equity	34,050,019	34,124,124	30,631,399	30,707,054

7.38.3 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 2024 and 2023, are analyzed as follows:

Amounts in €	THE COMPANY	
	31/12/2024	31/12/2023
Cash and cash equivalents	11,233,274	6,302,128
Trade receivables and other current assets	20,779,936	12,282,851
Financial assets at fair value through results	506	415
Total	32,013,716	18,585,394

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 global economic conditions, 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.

7.38.4 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 2024 and 2023 is analyzed as follows:

Amounts in €	31/12/2024			
	Short-term		Long-term	
	within 6 months	6 until 12 months	1 until 5 years	more than 5 years
Bank debt	722,339	666,666	3,000,002	-
Trade liabilities	22,729,864	-	-	-
Other short-term liabilities	3,746,706	1,555,254	-	-
Total	27,198,909	2,221,920	3,000,002	-

Amounts in €	31/12/2023			
	Short-term		Long-term	
	within 6 months	6 until 12 months	1 until 5 years	more than 5 years
Bank debt	1,060,040	558,333	2,783,334	-
Trade liabilities	11,391,412	-	-	-
Other short-term liabilities	2,615,044	1,092,832	-	-
Total	15,066,497	1,651,165	2,783,334	-

7.38.5 Risk of raw materials' price increase

As a consequence of the pandemic crisis, but mainly of the energy crisis, it has occurred 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. The new economic/trade policy of the United States of America may lead to an increase in raw material prices, expressed in particular via the imposition of new tariffs, which may lead to an increase of import prices and consequently, in combination with a lower exchange rate of the US dollar, to a general increase in raw material prices. At the present time, this risk is not assessed as 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, and therefore at the time of preparation of the present Report the particular risk is assessed as significant and able to affect the performance and generally the results of the Company, but on the other hand 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.

7.38.6 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 adopted and continues to maintain (in combination with the relevant certifications it has received), 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 and quality from the existing competition. To the direction of differentiation contribute the high 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.

7.38.7 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.

7.38.8 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, for modern times, health crisis of the coronavirus pandemic, with its consequences in the last three years, as well as the ongoing war conflict between Russia and Ukraine at one hand and on the other hand, the war unrest in the geographical area of Middle East and the resulting adverse effects, is assessed as significant.

This fact is reiterated by the recent "shift" in the economic / trade policy of the United States of America through the imposition of additional tariffs and the effects this new policy on a global level. 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.

However, the adverse effects of all the above factors on financial stability, on the removal of uncertainty and on the effort regarding a potential restart of economic activity in general define at the present time 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 systematically monitors and periodically re-evaluates the available data and conditions that are being formed.

7.38.9 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.

7.38.10 Risks from 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.

7.38.11 Risks from current developments in Ukraine and the broader region in Middle East

The Company's business exposure to countries involved in conflict is almost zero, since during the year ended 2024 the Company performed sales only in the region of Israel representing a mere 0.006% of total turnover, and therefore no impact (direct or indirect) exists in the activities, results, financial position and performance of the Company. On the other hand, the Company's Management monitors on a systematic basis the developments taking place each time and proceeds accordingly in order to take the necessary and appropriate measures, so that the consequences of the above war conflicts do not lead to a further increase in operating costs or a decrease in demand for the Company's products.

At the present time, any prediction regarding the effects of the ongoing war conflicts both in the region of Ukraine and in the region of Middle East as well as their subsequent negative consequences is uncertain, since it is directly related to the duration of hostilities, the period of time that economic measures/sanctions will remain in force, the scope of escalation in the Middle East region, and the manner in which existing crises are ultimately resolved. However, the Company's Management operates responsibly, focusing on ensuring the efficiency 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.

7.38.12 Risks from the energy crisis

The ongoing energy crisis, combined with its duration and its negative consequences to date, which the Company has not fully absorbed and which was initially caused and in particular as a result of geopolitical confrontations in the Ukraine and Middle East region, as well as their negative consequences, continue to threaten both the Company's financial position and the global economy as a whole.

The maintenance of this severe energy crisis may lead to further increases in the Company's operational expenses and may also reduce demand for its products and services, depending on the duration and intensity of the phenomenon.

In any case, the Company's Management closely monitors developments on a daily basis and evaluates and implements appropriate measures accordingly. At the present time, the management assesses this particular risk as entirely controlled.

7.38.13 Personal data security risk.

The Sector in which the Company operates is directly related to a significant volume of personal data (with regard to employees, producers, partners), which is processed (always in accordance with the provisions of the General Regulation on the Protection of Personal Rights and the generally applicable legislative framework). Therefore the Company is inevitably exposed to the risk of non-compliance with the General Data Protection Regulation as well as the generally applicable legislative framework.

The risk in this case is based on the fact that any failure to adequately address data protection and/or privacy issues, even if unfounded, or to comply with applicable laws, regulations and data protection policies may lead to additional costs and liability for the Company. It may also create liability to the competent authorities as well as damage the Company's reputation and negatively affect its business activity.

In order to limit the above-described risk, the Company's Management constantly develops and evolves all necessary policies and procedures, always in accordance with and in application of the current legislative and regulatory framework, supervises, in constant collaboration with specialized consultants and its legal team, the implementation of these policies. The Company also designs new security systems and infrastructures and evaluates their effectiveness and compliance with the regulatory framework for the protection of personal data.

7.38.14 Legal and Regulatory Compliance Risk

The Company, in view of the strong extroversion that it systematically promotes and has developed in order to recuperate from the lower demand in the domestic market, operates in countries with a diversified legal and regulatory environment that is subject to frequent changes.

As it is self-evident from the above action, the Company is exposed to the risk of non-compliance with the applicable legal and regulatory framework on the business, labor, social and product level.

In addition, it is noted that in view of the strong shift that has taken place in recent years for the protection of the environment, the Company is exposed to the risk of non-compliance to a series of obligations arising from environmental legislation and more specifically with the terms of the environmental permits in relation to its industrial facilities.

In case of violation of the applicable regulations, the competent authorities may impose administrative fines or sanctions, as well as revoke or refuse to renew licenses and approvals.

In order to avoid risks and penalties from non-compliance or from improper compliance with the applicable laws and regulations, the Company's Management, in cooperation with the Head of the Regulatory Compliance Unit, ensures that the

competent persons-executives are being informed in a timely and regular manner about the obligations arising from the enactment of each legislation and about the importance of an accurate and timely compliance with these obligations. Furthermore, the Regulatory Compliance Officer carries out relevant audits to verify compliance with the relevant obligations.

7.38.15 Macroeconomic environment

The Company's activity is naturally affected by fluctuations in macroeconomic factors relating to both the domestic and international markets. These fluctuations in turn may significantly affect the Company's financial results.

In particular, global developments such as the increase in tariffs (according to the relevant announcements made by the President of the United States), the imposed duties and fees on imported products and the subsequent increase of prices, all kinds of monetary and fiscal policies as well as in general any type of macroeconomic factor (such as inflation, GDP, etc.) in an international environment may exert macroeconomic pressures on all those parties that carry out transactions with the Company, and indirectly affect the Company's financial results. In any case, the Company's Management systematically and closely monitors this risk in order to be able to take the necessary measures to address any crises that arise.

7.39 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 (earnings before interest, taxes, depreciation and amortization)" 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.

For the years ended December 31, 2024 and December, 31, 2023 respectively, the reported indicators were as follows:

	31/12/2024	31/12/2023
Long-term loans	3,000,002	2,783,334
Long-term loans payable in the following year	1,388,401	1,117,313
Short-term loans	603	501,060
Cash and cash equivalents	(11,233,274)	(6,302,128)
Financial items available for sale	(506)	(415)
Net debt of continued activities	(6,844,773)	(1,900,836)
EBITDA of continued activities	7,661,170	4,945,485
Net debt of continued activities / EBITDA of continued activities	-0.893	-0.384

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.

<i>Amounts in €</i>	31/12/2024	31/12/2023
Total equity	34,087,072	30,669,226
Less: Cash and cash equivalents	(11,233,274)	(6,302,128)
Less: Available-for-sale financial assets	(506)	(415)
Capital	22,853,292	24,366,683
Total equity	34,087,072	30,669,226
Plus: Loans	4,389,007	4,401,707
Total equity	38,476,079	35,070,934
Capital to Total Equity	59.40%	69.48%

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:

	31/12/2024	31/12/2023
Long-term loans	3,000,002	2,783,334
Long-term loans payable in the following year	1,388,401	1,117,313
Short-term loans	603	501,060
Total debt (a)	4,389,007	4,401,707
Minus: Cash and cash equivalents	(11,233,274)	(6,302,128)
Minus: Financial items available for sale	(506)	(415)
Net debt (b)	(6,844,773)	(1,900,836)
Total Equity (c)	34,087,072	30,669,226
Total capital employed (d)= (b+c)	27,242,299	28,768,391
Leverage ratio adjusted (e)= (a/d)	16.11%	15.30%

Target of the Company is the maintenance of the above index below 50%.

From the provisions of the legislation on Sociétés 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.

7.40 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 31.12.2024 and 31.12.2023:

Amounts in €

	31/12/2024			
Non-financial assets	LEVEL 1	LEVEL2	LEVEL 3	TOTAL
Own-used land plots	-	5,691,874	-	5,691,874
Investment land plots	-	4,481,997	-	4,481,997
Buildings	-	10,305,639	-	10,305,639
Net Fair Value	-	20,479,510	-	20,479,510

Amounts in €

	31/12/2023			
Non-financial assets	LEVEL 1	LEVEL2	LEVEL 3	TOTAL
Land plots	-	5,691,874	-	5,691,874
Investment land plots	-	4,197,882	-	4,197,882
Buildings	-	10,505,154	-	10,505,154
Net Fair Value	-	20,394,910	-	20,394,910

The movement of non-financial instruments classified in Level 2 for the years 2024 and 2023 are analyzed as follows:

	31/12/2024			31/12/2023		
Amounts in €	Own-used land plots	Investment land plots	Buildings and building installations	Own-used land plots	Investment land plots	Buildings and building installations
Opening balance	5,691,874	4,197,882	10,505,154	5,691,874	3,785,077	10,609,047
Purchases	-	-	39,294	-	195,288	136,755
Sales	-	-	-	-	-	(3,893)
Transfers from other category	-	104,699	-	-	-	-
Effect from valuation	-	179,416	-	-	217,517	-
Depreciation of goods sold	-	-	-	-	-	881
Depreciation	-	-	(238,810)	-	-	(237,636)
Closing balance	5,691,874	4,481,997	10,305,639	5,691,874	4,197,882	10,505,154

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 31.12.2024 and 31.12.2023:

Amounts in €

Financial items

	31/12/2024			
	LEVEL 1	LEVEL 2	LEVEL 3	TOTAL
Other investments	-	-	103,581	103,581
Financial items available for sale	506	-	-	506
Net fair value	506	-	103,581	104,087

Amounts in €

Financial items

	31/12/2023			
	LEVEL 1	LEVEL 2	LEVEL 3	TOTAL
Other investments	-	-	122,702	122,702
Financial items available for sale	415	-	-	415
Net fair value	415	-	122,702	123,117

The movement of the financial items that have been classified in Levels 1 and 3 of the Company for the fiscal year 2024 and 2023 are analyzed as follows:

Amounts in €

	31/12/2024		31/12/2023	
	LEVEL 1	LEVEL 2	LEVEL 3	TOTAL
Opening balance	415	122,702	247	144,515
Effect on the results	90	(19,120)	168	(21,813)
Closing balance	506	103,581	415	122,702

7.41 Events after the reporting date of the annual financial statements

1. In February 2025, the Company concluded a contract for the construction-production and supply of fixed metal support mounts for Photovoltaic Panels of a PV Park being implemented in the wider region of Thessaly, with a total estimated contractual value of approximately 7.35 million Euros. Based on the agreed schedule and the development and installation plan of the PV park, the production and delivery of the above fixed metal support mounts is expected to be completed within the first half of the current fiscal year 2025.

2. The Company, within March 2025, proceeded with a follow-up of previous contracts and signed a new significant agreement with INTRACOM DEFENSE SA for the manufacture of metallic parts of defense systems with an export orientation. This

agreement has a duration of approximately 24 months and amounts to USD 5.7 million, confirming the strategic decision of the Company's management to create, organize and operate a defense systems department with highly trained personnel and advanced means of production and control.

3. Within April 2025, the Company concluded a contract for the construction-production and supply of fixed metal mounts for a Photovoltaic Park being implemented in the wider region of Thessaly, with a total estimated value of approximately 9.46 million Euros. Based on the agreed schedule and the development and installation plan of the PV park, the production and delivery of the above fixed metal support mounts is expected to be completed within the current fiscal year 2025.

4. The Company also, in April 2025, entered into a subcontracting agreement undertaking the implementation of a significant construction project, within the framework of the regeneration of the Metropolitan Area of Hellinikon - Agios Kosmas: the construction of Canopy for the Riviera Galleria project.

Specifically, the Company undertook the design, supply of materials, construction and full coordination of the works for the commission of the metal structure, which constitutes a key architectural and functional element of the above mentioned complex. Riviera Galleria is expected to be one of the most impressive commercial and entertainment spots in Athens, Greece with a special architectural identity and international specifications. The total price of the project amounts to 10.45 million Euros, while its completion is scheduled for July 2026.

Apart from the above, no other event has occurred which may affect the financial structure or the business course of the Company from 31.12.2024 until the date of preparation of the annual financial statements for the year 2024.

THE SIGNATORIES

DIMITRIOS KOSTOPOULOS	Chairman of the Board of Directors
SPYRIDON DELENDAS	Chief Executive Officer
ANTONIOS ROUSSOS	Member of the BoD and Chief Financial Officer

Website of financial information upload

According to the provisions of the Decision 8/754/14.04.2016 of the Board of Directors of the Hellenic Capital Market Commission, the Company announces that the Annual Financial Report of the fiscal year 2024, 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 investor community for a period of at least ten (10) years from the date of its drafting and publication.



—
SpCh
SpCh
—