

**Report of the Board of Directors of EKTER S.A,  
in accordance with Article 111 par. 2 Law 4548/2018,  
to the Ordinary General Meeting of the Company's shareholders of 15.07.2022  
on the draft revision of the Remuneration Policy**

This Report has been prepared by the Board of Directors of EKTER S.A., in accordance with article 111 par.2 of Law 4548/2018, for the purpose of describing and explaining the proposed changes to the Company's remuneration policy.

Following the recommendation of the Remuneration and Nominations Committee, the Board of Directors considered that the current policy, which had been approved by the General Meeting of Shareholders on 28.06.2019, required modifications in order to be in line with the needs and objectives of the Company and to reflect more substantially the relevant legislative framework.

In this context, the Board of Directors considered it appropriate to introduce the possibility of granting variable remuneration to the executive members of the Board, depending on the fulfilment of specific criteria (based on the individual and/or corporate objectives set as a function of the Company's financial results), while ensuring the avoidance of excessive risk taking or orientation towards short-term benefit, while, at the same time, it enriched the factors for determining the remuneration of the policy, in order to include all modern factors that affect the strategic development and sustainability of the Company, taking into account the new legislative framework governing corporate governance and the relevant decisions of the Hellenic Capital Market Commission.

The policy also specified the procedures relating to the amendment and approval of the Policy, while the role of the Company's Remuneration and Nomination Committee was also explicitly set out.

The full text of the proposed revision of the Remuneration Policy, with the proposed amendments clearly marked, is available on the Company's website (<http://www.ekter.gr>)

June 2022

THE BOARD OF DIRECTORS