

**Report of the Board of Directors of EKTER S.A,  
as per Article 111 par. 2 of Law 4548/2018,  
to the Ordinary General Meeting of the Company's shareholders held on 28.06.2024  
on the draft Remuneration Policy**

The present Report has been prepared by the Board of Directors of EKTER S.A., in accordance with article 111 par.2 of Law 4548/2018, in order to describe and explain the proposed modifications to the Company's remuneration policy.

The current Remuneration Policy had been approved by decision of the General Meeting of Shareholders held on 28.06.2019 and revised by decision of the General Meeting of Shareholders held on 15.07.2022.

Furthermore, pursuant to Article 110 par.2 of Law 4548/2018, the duration of the approved remuneration policy shall not exceed four (4) years from the date of its approval by the General Meeting, therefore, it is appropriate to prepare and approve anew the Company's remuneration policy.

In this context, the Board of Directors, upon the recommendation of the Remuneration and Nomination Committee, has proposed as appropriate to maintain the current Remuneration Policy, with a four-year horizon, with the removal of the limits that had been set on the amount of the fixed and variable remunerations of the members of the Board of Directors and management executives, in order to leave a wider scope to the Company's Remuneration and Nomination Committee to determine such remuneration, subject to the terms of the Remuneration Policy and to the approval of the General Meeting.

The full text of the proposed Remuneration Policy, with clear notation of the proposed modifications to the current Remuneration Policy, is available on the Company's website (<http://www.ekter.gr>).

June 2024  
THE BOARD OF DIRECTORS