

Report on the evaluation of candidates or re-evaluation of existing members of the Board of Directors

CHAPTER A - Candidate/existing member

Name of Candidate	Konstantinos Deligiannis
Current position on the Board	-
Position for which the report is submitted	Executive member of Board of Directors
Date of the evaluation	01/11/2023

CHAPTER B - Criteria for the suitability of candidate

1. General conclusion of individual suitability:

Mr. Deligiannis is a candidate with high skills and many years of experience. His excellent studies and vast work experience both in Greece and abroad make him an important addition to the Company's Board of Directors.

Independence - conflict of interest

Mr. Deligiannis has been Deputy CEO of the Company since September 2023, therefore his nomination concerns an executive member.

From the information provided, no conflict of interest emerges at the time of consideration of his candidacy.

Education – training

The candidate has studied Mechanical Engineering with a minor in Economics at Tufts University (Massachusetts, USA) and holds a Master in industrial Robotics and Manufacturing Automation from Imperial College (London, UK).

Professional experience

Mr Deligiannis has thirty years of experience in the market of consumer products and services, in Greece and abroad. He started his career at United Distillers Boutaris and Neoset in operations and supply chain roles in the five years 1992-1997. He followed an eleven-year career at Info Quest Technologies, as Operations and Commercial Director. In 2008 he joined the Olympia Group as Chief Operating Officer of the companies Public and Multirama. This was followed by an eleven-year tenure at Amazon.com in Luxembourg (2012-2023), with three different positions of responsibility for Amazon's European consumer business.

His experience in matters of management and strategic decisions works in a complementary way and contributes to the collective suitability of the Board of Directors by offering goodwill in the examination and implementation of the Group's strategic goals.

Personal skills

From the Nominating and Compensation Committee's prior meeting with Mr. Deligiannis, we conclude that his personal skills will make him an effective member of the Company's Board of Directors. Indicatively, Mr. Deligiannis stands out for his communication skills and leadership nature, qualifications required for his role as an executive member of the Board of Directors. His professionalism, his acumen and his ability to positively influence his partners and the company's course are qualities that will contribute to the success of the Board of Directors and the company as a whole.

Reputation, ethics, honesty, and integrity

Following an evaluation carried out through discussion and considering the candidate's certificates and personal statements, we consider that there are no final or pending administrative/judicial decisions of any kind against the candidate.

Allocating sufficient time

Judging from the professional and other obligations of the candidate, we conclude that there is no possibility that he cannot adequately perform his duties and responsibilities as an executive member of the Board of Directors. We therefore conclude that Mr. Deligiannis meets the criteria of the Suitability Policy concerning the members of the Board of Directors of the Company.

2. Establishment of collective eligibility criteria.

Although the composition of the current Board of Directors already meets the criteria of Law 4706/2020 in terms of form and substance, although Mr. Mangioros resignation as a non- executive BoD member it is desirable to staff the Board of Directors with additional executive members. The completion of the Board of Directors with the candidate is considered to add value to the operation of the Board of Directors, especially in matters of administration, organization and strategic development. His significant experience in various areas, from distribution and production to sales and e-commerce, makes him ideal to contribute to the development of the company.

The candidate's exceptional education background combined with work experience in Greece and abroad render him a considerable addition to the Company's BoD.

Based on the above, the addition of Mr. Deligiannis to the Board of Directors seems to contribute significantly to the development, management, and achievement of the Group's strategic goals.

CHAPTER C - Final recommendation of the Candidacy and Remuneration Committee on the suitability of the candidate.

Following the evaluation of the curriculum vitae, the personal discussion and the review of documents and other information obtained, the Committee concluded that the candidate Mr. Konstantinos Deligiannis meets the criteria of the Company's political suitability and therefore positively recommends his selection as a member of the Board of Directors.

On the issue of remuneration, the Candidacy and Remuneration Committee recommends the regular remuneration to be set in an annual basis as provided by the Company's Remuneration policy.

Kifissia, November 1 2023

The Candidacy and Remuneration Committee