

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	Philippe Costeletos
Current position on the Board	-
Position for which the report is submitted	Non-executive member of Board of Directors
Date of the evaluation	12/12/2022

CHAPTER B - Criteria for the suitability of candidate

1. General conclusion of individual suitability:

Mr. Costeletos has a long standing and substantial experience in investment matters and in being part of upper management committees. He has worked for leading Companies of private investment globally as an upper management executive and/or advisor, and has been member of Boards of Directors. Additionally, he has founded Stemar Capital Partners (SCP), an investment company specializing in long term investment platforms.

Independence - conflict of interest

Mr. Costeletos was studying in Yale and Columbia simultaneously with the Chief Executive Officer, Mr. Eftixios Vasilakis, with whom he keeps a close friendship to this day. Therefore, Mr. Costeletos is not a candidate for independent non-executive BoD member, thus independence review requirements are excluded.

No conflict of interest can be deduced from the submitted documents as at the time of his candidacy review.

Education – training

Mr Costeletos graduated magna cum laude with a BA with distinction in Mathematics from Yale University and received an MBA from Columbia University.

Professional experience

Mr. Philippe Costeletos has over three decades of private investment and board governance experience and is the Founder of Stemar Capital Partners (SCP), an investment firm focused on building long-term investment platforms. He was formerly Chairman of International of Colony Capital, a global real estate and investment management firm. Previously, he was Head of Europe at TPG, a leading global private investment firm and a member of TPG's Global Management and Investment Committees. Prior to that, Mr Costeletos was member of the Management Committee at Investcorp, a leading manager of alternative investment products. Previously, Mr. Costeletos held positions at JP Morgan Capital, JP Morgan's Private Equity Group and Morgan Stanley. Mr. Costeletos is Senior Independent Director, Chairman of the Remuneration and Conflicts Committees and a member of the Nominations and

Valuation Committee of RIT Capital Partners. He is Chairman of Mistral Fertility and a board member of Digital Care, Vangest Group and Generation Home. He is a Senior Advisor to the Blackstone Group. Mr. Costeletos is a member of the President's Council on International Activities at Yale University and the Yale Center for Emotional Intelligence Advisory Board. He graduated magna cum laude with a BA with distinction in Mathematics from Yale University and received an MBA from Columbia University.

His experience in investment related matters and involvement in Boards of Directors committees, is complementary and contributes to the collective competence of the Board of Directors in an area of expertise that is extremely important for the Board of Directors for the review and implementation of corporate strategy in investments, as well as relevant risk assessment.

Personal skills

From the Nominating and Compensation Committee's prior meeting with Mr. Costeletos, we conclude that his personal skills will make him an effective member of the Company's Board of Directors. These include his professionalism, critical thinking, independence in thought and objectivity, perceptiveness in questions posed, experience in crisis management issues, his communication and leadership skills which are required for his role as non-executive member of BoD.

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 a non-executive member of the Board of Directors. We therefore conclude that Mr. Costeletos 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. Flegas resignation as a non- executive BoD member it is desirable to staff the Board of Directors with additional non-executive members. The members of the Board of Directors currently have significant knowledge and experience in financial and business administration matters, legal and compliance areas. Therefore, the candidate can offer significant added value to the functioning of the Board of Directors especially in areas of strategic decision making with regard to new corporate investments.

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

Therefore, he can actively and effectively contribute to substantive monitoring of matters related to strategic decisions regarding investments as well as recognition and management of relevant risks.

Mr. Costeletos, as non-executive member, can monitor and assess the corporate strategy and its implementation, as well as the achievement of goals set and assure the effective monitoring of executive members, especially in relation to the latter's performance review.

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. Philippe Costeletos 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, in line with the Company's Remuneration Policy, the Committee recommends the regular remuneration to be set in an annual basis as for the other non-executive directors.

Kifissia, 12/12/2022

The Candidacy and Remuneration Committee