

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	Peny Rizou
Current position on the Board	-
Position for which the report is submitted	Independent Non-Executive Member
Date of the evaluation	26/03/2026

CHAPTER B - Criteria for the suitability of candidate

1. General conclusion of individual suitability:

Mrs. Rizou is a candidate member of the Board of Directors with strong skills and extensive experience in the travel, financial technology (fintech), telecommunications, and consumer electronics sectors. Her outstanding academic background and rich professional experience make her a valuable addition to the Company's Board of Directors.

Independence - conflict of interest

Based on the signed declaration submitted in response to the relevant questionnaire, we have determined that Mrs. Rizou meets the independence criteria set out in Article 9 of Law 4706/2020 and that no circumstances of conflict of interest exist in her case.

Furthermore, the Company's contracts register, as well as its accounting records and books, were reviewed in order to verify that Mrs. Rizou does not receive any remuneration or benefits, nor does she maintain any other relationship with the Company that could create a dependency relationship which would render her non-independent under the independence requirements of Article 9 of Law 4706/2020.

Education – training

The candidate graduated from the Department of Business Administration of the University of Piraeus and holds a postgraduate degree in Banking & Finance from the University of Stirling in Scotland.

Professional experience

Ms. Rizou has over 20 years of experience in leadership roles, having started her career in the consumer electronics and telecommunications sector. Specifically, from 2003 to 2007, she served as Group Reporting & Planning Manager at the Multirama Group (Germanos Group), and in 2007 she assumed the role of Director of Finance and Operations at Ontelecoms. Since 2010, her career has been closely associated with the Swedish group Etraveli Group, a leading global technology provider in the travel industry. She served as Chief Financial Officer (CFO) at eTravel SA (2010–2014), playing a key role in strengthening the company's financial position during its international expansion. She then took on the role of Director of Global Payments and Fraud Prevention for the Group, and since 2023 she has held the position of Chief Fintech Officer. In this role, she also leads the management and development of the PRECISION platform, an innovative risk management and fraud prevention solution specifically designed for the travel industry.

Ms. Rizou possesses in-depth knowledge of the global payments industry and regularly participates in international conferences and panels, promoting knowledge in the travel and fintech sectors.

Her experience in the tourism and financial technology sectors is complementary and contributes to the overall suitability of the Board of Directors in an area of expertise that is particularly important for both the Board and the Company.

Personal skills

Based on the meeting of the Candidacy and Remuneration Committee held with Ms. Rizou, we conclude that she possesses the personal skills required to be an effective member of the Company's Board of Directors. Indicatively, we highlight her professionalism, critical thinking, communication skills, commitment to quality, and strong sense of responsibility, as well as the independent perspective required for her role as an independent non-executive member of the Board of Directors.

Reputation, ethics, honesty, and integrity

Following an assessment conducted through discussion, and taking into account certificates and personal declarations of the candidate, we conclude that there are no final or pending administrative or judicial decisions of any kind against her.

Allocating sufficient time

Based on the candidate's professional and other commitments, as well as her personal assurances, the Committee concludes that there is no concern that she will be unable to adequately perform her duties and responsibilities as an independent non-executive member of the Board of Directors.

Therefore, Ms. Rizou meets the criteria set out in the Company's Suitability Policy concerning the members of the Board of Directors.

2. Establishment of collective eligibility criteria

The addition of the candidate to the Board of Directors is expected to bring added value to its operations, particularly in matters of management, organization, strategic development, and technology. Her significant experience in these areas makes her ideally suited to contribute to the Company's growth.

The fact that she possesses both an outstanding academic background and extensive professional experience makes her a valuable addition to the Company's Board of Directors. Furthermore, the inclusion of Ms. Rizou on the Board further strengthens balanced gender representation within the corporate body.

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

Following the evaluation of her curriculum vitae, the personal interview, and the review of documents and other information obtained, the Committee concluded that the candidate, Ms. Peny Rizou, meets the criteria of the Company's Suitability Policy and therefore recommends her positively for appointment 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.

Kifisia, 26 March 2026

The Candidacy and Remuneration Committee