

**VOTING RESULTS 23rd ANNUAL ORDINARY GENERAL MEETING 27.04.2023**

No.	Items of the Agenda	Valid votes submitted (no. of shares)	Quorum %*	Total valid votes submitted (no. of shares)	Voting and percentage of valid votes						
					For	%	Against	%	Abstain	%	Voting Results
1	Submission and approval of the Company's Standalone and Consolidated Financial Statements for the financial year 2022 (01/01/2022 - 31/12/2022) and of the relevant Board of Directors' and Auditors' Report.	287.748.956	79,60%	287.748.956	287.407.489	99,88%	143.755	0,05%	197.712	0,07%	Approved
2	Submission of the joint Independent Non-Executive Board Members' report for the year 2022 (non-voting item).	Non Voting Item									
3	Submission of the annual Activity Report of the Audit Committee for the year 2022 (non-voting item).	Non Voting Item									
4	Approval of the overall management of the Company and discharge of the Statutory Auditors of the Company for the financial year 2022 (01/01/2022 - 31/12/2022).	287.748.956	79,60%	287.748.956	287.093.676	99,77%	265.827	0,09%	389.453	0,14%	Approved
5	Election of Auditing Company for the statutory audit of the Company's Standalone and Consolidated Financial Statements for the financial year 2023 (01/01/2023 - 31/12/2023) and the issuance of the annual tax report.	287.748.956	79,60%	287.748.956	287.740.766	100,00%	8.190	0,00%	0	0,00%	Approved
6	Approval of the distribution of Net Profits for the financial year 2022 (01/01/2022 - 31/12/2022).	287.748.956	79,60%	287.748.956	287.659.765	99,97%	89.191	0,03%	0	0,00%	Approved
7	Approval of the distribution of part of the Company's Net Profits of the financial year 2022 (01/01/2022 - 31/12/2022) to Executive Members of the Board of Directors, other senior management personnel and employees of the Company.	287.748.956	79,60%	287.748.956	285.932.080	99,37%	1.816.876	0,63%	0	0,00%	Approved
8	Approval of the Company's new Remuneration Policy.	287.748.956	79,60%	287.748.956	281.748.145	97,91%	5.997.811	2,08%	3.000	0,00%	Approved
9	Approval of the distribution of part of the Company's Net Profits of the financial year 2022 to Executive Members of the Board of Directors and other senior management personnel of the Company by virtue of and in accordance with the Long-Term Incentive Scheme approved by the 20th AGM of the Shareholders of the Company dated 25/06/2020.	287.748.956	79,60%	287.748.956	234.308.470	81,43%	53.440.486	18,57%	0	0,00%	Approved
10	Approval of a new Long Term Incentive Scheme with distribution of part of the Net Profits of the Company to Executive Members of the Board of Directors and other senior management personnel of the Company.	287.748.956	79,60%	287.748.956	282.695.849	98,24%	5.053.107	1,76%	0	0,00%	Approved
11	Submission for discussion and voting of the Remuneration Report of the Board of Directors for the financial year 2022 (01/01/2022 - 31/12/2022).	287.748.956	79,60%	287.748.956	283.018.356	98,36%	4.557.125	1,58%	173.475	0,06%	Approved
12	Share capital increase by the amount of €163,503,836.55 through capitalization of equal amount from the share premium account.	287.748.956	79,60%	287.748.956	287.745.756	100,00%	200	0,00%	3.000	0,00%	Approved
13	Share capital decrease by the amount of €163,503,836.55 and capital return to shareholders.	287.748.956	79,60%	287.748.956	287.659.765	99,97%	86.191	0,03%	3.000	0,00%	Approved
14	Amendment of article 5 of the articles of association of the Company.	287.748.956	79,60%	287.748.956	287.659.765	99,97%	86.191	0,03%	3.000	0,00%	Approved
15	Approval for the acquisition of the Company's own shares (Share buy-back programme).	287.748.956	79,60%	287.748.956	285.754.529	99,31%	1.980.615	0,69%	13.812	0,00%	Approved

\* Total No. of shares: 363,341,859 - Total No. of voting rights excluding own shares: 361,512,235