

**MINUTES OF THE MEETING OF THE REMUNERATIONS & NOMINATIONS COMMITTEE OF THE COMPANY UNDER THE NAME "HAIDEMENOS MODEL INDUSTRY OF GRAFIC ARTS S.A." , with distinctive title as "HAIDEMENOS S.A."**

**- Number in the General Commercial Registry: 121638160000**

**Held on July 15, 2021**

In Alimos, this day, July 15, 2021, Thursday, at 13:00, at the offices of the Societe Anonyme under the name "HAIDEMENOS MODEL INDUSTRY OF GRAFIC ARTS S.A." , located at 4 Archaïou Theatrou Str., 4 Ethnikis Antistaseos & 4 Trachonon Str., in Alimos, the members of the Remunerations & Nominations Committee of the Societe Anonyme under the name "HAIDEMENOS MODEL INDUSTRY OF GRAFIC ARTS S.A." met to discuss and decide on the following agenda item:

**AGENDA ITEM:**

Formation of the Remunerations & Nominations Committee.

**ATTENDING MEMBERS**

1. Alexandros Gkatsonis, of Stergios, \_\_\_\_\_ resident of \_\_\_\_\_ , at \_\_\_\_\_ street, no. \_\_\_\_\_, holder of Identity Card no. \_\_\_\_\_, issued by the Police Precinct of \_\_\_\_\_ (Taxpayer Identification No. \_\_\_\_\_).
2. Michalis Karis, of Takis, resident of \_\_\_\_\_, at \_\_\_\_\_ street, no. \_\_\_\_\_, holder of passport no. \_\_\_\_\_, of \_\_\_\_\_ (Taxpayer Identification No. \_\_\_\_\_).
3. Agamemnon Roumeliotis, of Theodoros, resident of \_\_\_\_\_, at \_\_\_\_\_ street, no. \_\_\_\_\_, holder of Identity Card no. \_\_\_\_\_, issued by the Police Precinct of \_\_\_\_\_ (Taxpayer Identification No. \_\_\_\_\_).

By the decision of the Board of Directors of the company dated 15.7.2021, it was decided to create a single Remuneration & Nominations Committee, whose members were appointed the three independent non-executive members of the Board of Directors, namely Alexandros Gkatsonis, Michalis Karis and Agamemnon Roumeliotis.

The above-mentioned appointees accept their appointment as members of the Remunerations & Nominations Committee of the Company and the Committee is formed as follows:

1. Alexandros Gkatsonis, of Stergios, \_\_\_\_\_ resident of \_\_\_\_\_ , at \_\_\_\_\_ street, no. \_\_\_\_\_, holder of Identity Card no. \_\_\_\_\_, issued by the Police Precinct of \_\_\_\_\_ (Taxpayer Identification No. \_\_\_\_\_), Chair
2. Michalis Karis, of Takis, resident of \_\_\_\_\_, at \_\_\_\_\_ street, no. \_\_\_\_\_, holder of passport no. \_\_\_\_\_, of \_\_\_\_\_ (Taxpayer Identification No. \_\_\_\_\_), Member

3. Agamemnon Roumeliotis, of Theodoros, \_\_\_\_\_ resident of \_\_\_\_\_ , at \_\_\_\_\_ street, no. \_\_\_\_\_, holder of Identity Card no. \_\_\_\_\_, issued by the Police Precinct of \_\_\_\_\_ (Taxpayer Identification No. \_\_\_\_\_),  
Member

The members of the Remunerations and Nominations Committee declare that they meet the independence criteria stipulated in art. 9, par. 1 and 2 of law 4706/2020, and there is no impediment in their person under the provisions mentioned above, which would affect their independence. All of the aforementioned members of the Remunerations and Nominations Committee as independent members of the Board of Directors have already submitted to the company sworn declarations, in which they confirm that they meet the independence criteria laid in art. 1 and 2 of law 4706/2020 and that they undertake to inform the company immediately, by submitting a new solemn declaration, in the event of any change in the aforementioned data on their persons or persons in their close family environment.

The term of office of the members of the Remunerations and Nominations Committee is equal to the term of office of the members of the Board of Directors of the Company, i.e. expires on 14.7.2026, extended, if necessary, until the expiration of the period within which the next Annual General Meeting of the Company must be convened and until the relevant decision for the election of a new Board of Directors is taken in accordance with the provisions of art. 18, par. 2 of the Company's Articles of Association and art. 85 par. 1 of law 4548/2018.

The Chairman of the Remunerations and Nominations Committee Mr. Alexandros Gkatsonis is granted the right to issue and certify copies and extracts of the minutes of the Remunerations and Nominations Committee.

Having no further subject for discussion the meeting is adjourned.

THE PRESIDENT

ALEXANDROS GKATSONIS

THE MEMBERS

Michalis Karis                      Agamemnon Roumeliotis

*True copy from the book of minutes of the  
Remunerations and Nominations Committee  
Alimos, issued on the same day  
For the Remunerations and Nominations Committee*

*Alexandros Gkatsonis  
President*