HAIDEMENOS
INTEGRATED PRINTING SERVICES

# HAIDEMENOS INTEGRATED PRINTING SERVICES S.A.

## General Electronic Commercial Registry (G.E.MI) 121638160000

## 4 Archaiou Theatrou, Alimos, Attica

**Annual Financial Report**

**(for the Period from 1 January to 31 December, 2021)**

**In compliance with Article 4, Law 3556/2007**

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**A. REPRESENTATIONS OF THE MEMBERS OF THE BOARD OF DIRECTORS**

The below statements, made in compliance with Article 4, Par. 2 of the Law 3556/2007, as currently effective, are made by the following representatives of the Company Board of Directors:

1. Georgios E. Haidemenos – The Chairman of the BoD, Non-executive Member
2. Efstratios G. Haidemenos - The Deputy Chairman of the BoD & Chief Executive Officer, Executive Member
3. Marina G. Haidemenou – The BoD Member, Executive Member
4. Antonia G. Haidemenou – The BoD Member, Executive Member

The following Members who sign the financial statements, under our capacities as Members of the Board of Directors, specifically appointed for this purpose by the Board of Directors of HAIDEMENOS S.A. declare and certify to the best of our knowledge that:

A. The attached Financial Statements of the company HAIDEMENOS S.A. for the annual period 01/01/2021-31/12/2021 prepared according to the applicable accounting standards, present truly and fairly the assets and liabilities, the equity and the financial results of the Company as well as of the companies included in the consolidation in aggregate, and

B. The BoD Report provides a true view of the Company's evolution, performance and position. A description of the main risks and uncertainties to which it is exposed is also encompassed in the Report.

Alimos, 26/04/2022

The designees

| | | |
|---|---|---|
| The Deputy Chairman of the BoD & Chief Executive Officer | Member of the BoD | Member of the BoD |
| Efstratios G. Haidemenos | Marina Haidemenou | Antonia Haidemenou |
| ID Num. T049887 | ID Num. Σ650680 | ID Num. AN687016 |

B. Independent Auditor's Report

To the Shareholders of the Company HAIDEMENOS INTEGRATED PRINTING SERVICES S.A.

## Report on the Financial Statements

### Opinion

We have audited the accompanying financial statements of HAIDEMENOS INTEGRATED PRINTING SERVICES S.A. ("the Company"), which comprise the statement of financial position as at December 31, 2021, statements of comprehensive income, changes in equity and cash flows for the year then ended and a summary of significant accounting policies and methods and other explanatory information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Company HAIDEMENOS INTEGRATED PRINTING SERVICES S.A. as at 31 December 2021, its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards that have been adopted by the European Union.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) incorporated into the Greek Legislation. Our responsibilities under those standards are described in the Auditor's Responsibilities for the Audit of the financial statements section of our report. We are independent of the Company throughout our entire audit in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) incorporated into the Greek Legislation and ethical requirements relevant to the audit of financial statements in Greece and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Key Audit Matters**

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial statements of the current year. These matters and the related risks of material misstatement were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not express a separate opinion on these matters.

| **Key Audit Matters** | **How our audit addressed the key audit matters** |
|---|---|
| **Assessment of trade receivables recoverability** | |
| On 31.12.2021, as referred to in Note 9.8 to the financial statements, the Company's trade receivables amount to 4,094,683 (€ 4,707,740 on 31.12.2020), while the relevant accumulated impairment, included in the above amount, stands at € 2.148.836 (€ 2.148.836 on 31.12.2020).<br><br>In order to estimate the amount of the necessary impairment of its trade receivables, the management assesses the recoverability of trade receivables by reviewing the maturity of the customers balances, their credit history, the creditworthiness of every customer, the agreement for progressive repayment settlement, judicial action provided by law for voluntary or obligatory repayment of the remaining balances, as well as the expected credit losses.<br><br>Given the importance of the matter and the level of judgment and assessments required, we consider it to be a key audit matter. | Our audit approach regarding recoverability of trade receivables included, inter alia, the following procedures:<br><br>• We have assessed the procedures applied by the management in respect of monitoring trade receivables and assessing their recoverability.<br><br>• We have reviewed the assumptions and the methodology used by the Company to assess the recoverability of its trade receivables or their classification as doubtful.<br><br>• We have examined maturity of year closing trade receivables balances and identification of potential debtors with balances exceeding the limits set up in the company's credit policy and indicating a relative inability of the debtor to settle the aforementioned balances.<br><br>• We have reviewed the attorneys' response letters regarding doubtful receivables handled during the year to identify any issues indicating balances arising from non-recoverable trade receivables.<br><br>• We have assessed recoverability of balances comparing the year closing amounts with subsequent collections/ settlements.<br><br>• We have recalculated the provision for impairment of trade receivables, taking into account specific parameters and procedures mentioned above for every customer, classified based on the criteria selected as significant.<br><br>• We have examined the adequacy and appropriateness of the disclosures made in the financial statements in respect to this matter. |

## Other Information

Management is responsible for the other information. The other information is included in the Board of Director's Report, the reference to which is made in the "Report on Other Legal and Regulatory Requirements" section of our Report and Statements of the Members of the Board of Directors, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on our audit, we conclude that there is a material misstatement therein, we are required to communicate that matter. No such issue has arisen.

## Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards that have been adopted by the European Union and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management's intention is to proceed with liquidating the Company or discontinuing its operations or unless the management has no other realistic option but to proceed with those actions.

The Company's Audit Committee (Article 44, Law 4449/2017) is responsible for overseeing the Company's financial reporting process.

**Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as an aggregate, are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs, incorporated into the Greek Legislation, will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to affect the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, incorporated into the Greek Legislation, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters.

**Report on Other Legal and Regulatory Requirements**

**1. Management Report of the Board of Directors**

Taking into consideration the fact that under the provisions of Par. 5, Article 2 (part B), Law 4336/2015, management has the responsibility for the preparation of the Board of Directors' Report, the following is to be noted:

a) The Management Report of the Board of Directors includes a declaration of corporate governance, which provides the information specified in article 152 of Law 4548/2018.

b) In our opinion, the Board of Directors' Report has been prepared in compliance with the effective legal requirements of Article 150 and paragraph 1(cases c and d) Article 152 of Law 4548/2018, and its content corresponds to the accompanying financial statements for the year ended as at 31/12/2021.

c) Based on the knowledge we acquired during our audit, we have not identified any material misstatements in the Board of Directors' Report in relation to the Company HAIDEMENOS INTEGRATED PRINTING SERVICES S.A. and its environment.

**2. Additional Report to the Audit Committee**

Our audit opinion on the financial statements is consistent with the additional report to the Audit Committee referred to in article 11 of EU Regulation 537/2014.

**3. Provision of Non-Audit Services**

We have not provided to the Company any non-authorized non-audit services referred to in article 5 of EU Regulation No 537/2014 or other authorized non-audit services.

The non-prohibited services provided to the Company during the year ended December 31, 2021 have been disclosed in Note 9.20 to the accompanying financial statements.

**4. Operating Regulations**

The Company has in place operating regulations in accordance with the content provided by the provisions of article 14, L. 4706/2020.

**5. Auditor's Appointment**

We were appointed as statutory auditors for the first time by the General Assembly of shareholders of the Company on 30/06/2000. Our appointment has been, since then, uninterrupted renewed by the Annual General Assembly of shareholders of the Company for 22 consecutive years based on the annual decisions of the Statutory General Assembly of shareholders.

## 6. Assurance Report on financial statements in European Single Electronic Format (ESEF)

We examined the digital records of HAIDEMENOS INTEGRATED PRINTING SERVICES S.A. (hereinafter the Company), prepared in accordance with the European Single Electronic Format (ESEF) requirements defined in the Delegated Regulation of the European Commission (EU) 2019/815, as amended following the Regulation (EU) 2020/1989 (hereinafter ESEF Regulation). We also examined the digital records, as well as those, including the financial statements of the Company for the year ended as of 31 December 2021, in XHTML format "**213800U1X1AUHOCHFF48-2021-12-31-el**" with the appropriate mark-up, on the aforementioned separate financial statements.

**Regulatory Framework**

The digital records of the European Single Electronic Format (ESEF) are prepared in accordance with the ESEF regulation and the Commission Interpretative Communication 2020/C379/01 as of November 10th , 2020, in compliance with the provisions of Law 3556/2007 and the relevant announcements of the Hellenic Capital Market Commission and the Athens Stock Exchange (hereinafter "ESEF regulatory framework").

The requirements set out in the current ESEF regulatory framework constitute the appropriate criteria for reaching a conclusion with reasonable assurance.

**Responsibilities of Management and Those Charged with Governance**

Management is responsible for the preparation and submission of the separate and consolidated financial statements of the Company for the year ended as at December 31st, 2021 in accordance with the requirements defined in the ESEF Regulatory Framework and for such internal control as management determines is necessary to enable the preparation of digital records that are free from material misstatement, whether due to fraud or error.

**Auditor's Responsibilities**

Our responsibility is to design and conduct this assurance engagement in accordance with no. 214/4 / 11-02-2022 Decision of the Board of Directors of the Hellenic Accounting and Auditing Standards Oversight Board (HAASOB) and the "Guidelines on the auditors' involvement and assurance report in European Single Electronic Format (ESEF) on of issuers with a regulated market listed securities" as issued by the Institute of Certified Public Accountants of Greece on 14/02/2022 (hereinafter "ESEF Guidelines"), in order to obtain reasonable assurance that the separate and the consolidated financial statements of the Company prepared by the management in accordance with ESEF are in compliance, in all material respects, with the effective ESEF Regulatory Framework.

We conducted our audit in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) as transposed in Greek legislation and we have fulfilled our ethical obligations for independence, in accordance with Law 4449/2017 and EU Regulation 537/2014.

The assurance engagement we conducted restrictively covers the items included in the ESEF Guidelines and was carried out in accordance with the International Standard on Assurance Engagements (ISAE) 3000, "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information". Reasonable assurance is a high level of assurance, but is not a guarantee that our audit will always detect a material misstatement regarding non-compliance with the requirements of the ESEF Regulation.

**Conclusion**

Based on the procedures we performed and the evidence we obtained, we conclude that the separate financial statements of the Company for the year ended as of December 31, 2021, in XHTML format "**213800U1X1AUHOCHFF48-2021-12-31-el**", with the appropriate mark-up, on the above financial statements have been prepared, in all material respects, in accordance with the requirements of the ESEF Regulatory Framework.

Athens, 26 April 2022
Certified Accountant

Elpida Leonidou
I.C.P.A. Reg. No.: 19801

Grant Thornton
Chartered Accountants Management Consultants
58, Katehaki Av., 115 25 Athens, Greece
Registry Number SOEL 127

**C. Annual Report of the Board of Directors for 2021 (Including Corporate Governance Statement)**

Pursuant to the provisions of Art. 150, 152 Law 4548/2018, provisions of Art. 4 Law 3556/2007, the Hellenic Capital Market Commission decision No. 8/754 / 14.4.2016 and the Company's Articles of Association, we are submitting to you the Annual Report of the Board of Directors for the closing year from 01/01/2021 to 31/12/2021, which includes the audited separate Financial Statements, the Notes to the Financial Statements and the Independent Auditor's Report. This Report accompanying the financial statements for 2021 (01.01.2021-31.12.2021) briefly describes the information about the Company Haidemenos SA, financial information aiming at general update of the shareholders and the investors about the financial position and results, the overall course and changes within the closing corporate year (01/01/2021 - 31/12/2021), significant events that took place and their impact on its financial statements in the same period. Moreover, it describes the main risks and uncertainties that the Company may face in the future and lists the most significant transactions between the issuer and its affiliates. The Corporate Governance Statement is also included in the section of this Annual Report of the Board of Directors.

**C1. Financial Developments and Performance for the reporting period**

**TURNOVER :** The Company's sales recorded an increase of 9% in 2021 compared to 2020 and amounted to € 14,952,767 against € 13,770,130 respectively.
The increase in the Company's turnover in 2021 compared to 2020 is due to the fact that in 2021 the Company undertook printing forms for new customers.

**GROSS PROFIT:** The Company's gross profit increased by 84% and amounted to € 1,944,571 for 2021 compared to € 1,055,986 in 2020.

**EARNINGS BEFORE TAX :** In 2021, Earnings before tax amounted to profit of € 263,678 against loss of € 1,505,259 in 2020, recording a decrease of loss of 118% compared to the previous year.

**EARNINGS AFTER TAX:** In 2021, Earnings after tax amounted to profit of € 225,184 against loss of € 1,315,700 in 2020 respectively, recording a decrease of loss of 117% compared to the previous year.

**EBITDA :** In 2021, EBITDA increased by 690% and stood at €392,885 versus € 49,737 in 2020.

**BORROWING :** On 31.12.2021, the Company's short-term borrowing amounted to € 8,673,349 compared to € 9,685,063 on 31.12.2020.

On 31.12.2021, long-term liabilities amounted to € 2,622,625 against € 62,607 and pertained to lease liabilities amounting to € 129,768 and bank loan liabilities amounting to € 2,492,857.

The Company's financial results for 2021 and 2020 are briefly presented in the following table:

| Company's results | 31/12/2021 | 31/12/2020 |
|---|---|---|
| Sales | 14.952.767 | 13.770.130 |
| Gross Profit | 1.944.571 | 1.055.986 |
| EBITDA | 392.885 | 49.737 |
| EBIT | (299.330) | (1.265.250) |
| EBT | 263.678 | (1.505.259) |
| EAT | 225.184 | (1.315.700) |

**Adding Value and Performance Valuation Factors**

**(In the context of the implementation of the Guidelines "Alternative Performance Indicators" of the European Securities and Markets Authority (ESMA / 2015 / 1415el) which apply from 3 July 2016 to the Alternative Performance Indicators (APIs))**

The Company evaluates its results and performance on a monthly basis, timely and effectively identifying deviations from the objectives and taking corrective measures. The Company's performance is measured applying the globally used financial performance ratios.

**EBITDA (Earnings Before Interest Taxes Depreciation & Amortization) -** The ratio adjusts earnings before interest tax depreciation & amortization, profit / loss from sale of tangible and intangible assets, profit / loss from valuation of shares and amortization of grants. The higher the ratio, the more efficient the business operation.

In 2021, the ratio for the Company amounted to € 393 k and in 2020 - to € 50 k.

**ROCE (Return on Capital Employed) -** The ratio divides EBIT by the total Working Capital, which is the sum of the Average Equity of the last two years and the Average of the Total Debt of the last two years. The higher the ratio, the more efficient the use of employed capital.

In 2021, the ratio for the Company stood at -1,08% and in 2020 - at -4,66%.

| 31/12/2021 | | 31/12/2020 | |
|---|---|---|---|
| Earnings before interest and tax | -299.330,39 | Earnings before interest and tax | -1.265.250,04 |
| Average Equity | 17.113.193,63 | Average Equity | 17.691.258,42 |
| Average Loan Liabilities | 10.521.821,79 | Average Loan Liabilities | 9.454.067,00 |
| **ROCE** | **-1,08%** | **ROCE** | **-4,66%** |

**ROE (Return on Equity) -** The ratio divides profit after tax from continuing operations with the Average Equity of the last two years. The higher the ratio, the more efficient the use of Equity.
In 2021, the ratio for the Company stood at 1.32% and in 2020 - at -7.44%.

| 31/12/2021 | | 31/12/2020 | |
|---|---|---|---|
| Earnings after tax | 225.183,52 | Earnings after tax | -1.315.700,47 |
| Average Equity | 17.113.193,63 | Average Equity | 17.691.258,42 |
| **ROE** | **1,32%** | **ROE** | **-7,44%** |

Investments and Prospects.
The Management will proceed along the same lines, using the experience of the successful management of the prolonged crisis, combining assurance with the increase in its key financial sizes.

**C2. Significant Events**

The significant events that took place during the fiscal year 2021, for the Company are the following:

- The Annual Regular General Meeting of the Shareholders of the Company was held on 14.07.2021 and was attended in person or by representatives of shareholders who owned 78.98% of the shares of the Company and decided on the following:

1. ***Approval of the Annual Financial Statements for FY from 1.1.2020 to 31.12.2020 along with the the Board of Directors Report and the Independent Auditor's Report***

   The Company's financial statements for 2020 were approved.

   Number of shares for which valid votes were cast: 6,587,216
   Percentage on the share capital: 78.98%
   Total number of valid votes: 6,587,216
   Voting and percentages of valid:
   For: 6.587.216 Votes (100%). Against 0 Votes (0%). Blank /Abstention: 0 Votes (0%).

2. ***Approval of the overall management of the Board of Directors and discharge of the Auditors from liabilities for 2020***

The overall management was approved and the Certified Auditors for the FY 2020 were discharged from liability.

Number of shares for which valid votes were cast: 6,587,216
Percentage on the share capital: 78.98%
Total number of valid votes: 6,587,216
Voting and percentages of valid:
For: 6,587,216 votes (100%). Against 0 votes (0%). Blank / Abstention: 0 votes (0%)

3. ***Appointment of the Statutory Auditor for FY from 1.1.2021 to 31.12.2021 and determination of Auditor's fees***

The auditing firm GRANT THORNTON SA CHARTERED ACCOUNTANTS MANAGEMENT CONSULTANTS, SOEL Reg. Num. 127 was appointed as Statutory Auditor for FY from 1.1.2021 to 31.12.2021 with the fees according to those proposed.

Number of shares for which valid votes were cast: 6,587,216
Percentage on the share capital: 78.98%
Total number of valid votes: 6,587,216
Voting and percentages of valid:
For: 6,587,216 votes (100%). Against 0 votes (0%). Blank / Abstention: 0 votes (0%)

4. ***Submission the Remuneration Report for the year 1.1.2020 to 31.12.2020 to the General Meeting for discussion and voting***

The Remuneration Report for the year 1.1.2020 to 31.12.2020 was voted in favor - the voting has an advisory character.

Number of shares for which valid votes were cast: 6,587,216
Percentage on the share capital: 78.98%
Total number of valid votes: 6,587,216
Voting and percentages of valid:
For: 6,587,216 votes (100%). Against 0 votes (0%). Blank / Abstention: 0 votes (0%)

5. ***Recalling all the members of the Board of Directors***

All members of the Board of Directors were recalled.

Number of shares for which valid votes were cast: 6,587,216
Percentage on the share capital: 78.98%
Total number of valid votes: 6,587,216
Voting and percentages of valid:
For: 6,587,216 votes (100%). Against 0 votes (0%). Blank / Abstention: 0 votes (0%)

6. ***Election of members of the Board of Directors with the appointment of the independent members***

Efstratios Haidemenos, Marina Haidemenou, Antonia Haidemenou, Georgios Haidemenos, Alexandros Gatsonis, Michalis Karis and Agamemnon Roumeliotis were elected as members of the Board of Directors. Alexandros Gatsonis, Michalis Karis and Agamemnon Roumeliotis were appointed as independent non-executive members. The term of the BoD is five years.

Number of shares for which valid votes were cast: 6,587,216
Percentage on the share capital: 78.98%
Total number of valid votes: 6,587,216
Voting and percentages of valid:
For: 6,587,216 votes (100%). Against 0 votes (0%). Blank / Abstention: 0 votes (0%)

7. ***Recalling all the members of the Audit Committee***

All members of the Audit Committee were recalled.

Number of shares for which valid votes were cast: 6,587,216
Percentage on the share capital: 78.98%
Total number of valid votes: 6,587,216
Voting and percentages of valid:
For: 6,587,216 votes (100%). Against 0 votes (0%). Blank / Abstention: 0 votes (0%)

8. ***Determination of the Audit Committee as a committee of the Board of Directors, its term, number of its members and their capacities***

The Audit Committee was appointed as a committee of the Board of Directors in accordance with the provisions of Art. 44 Law 4449/2017, its term of office will be equal to that of the Board of Directors and will be three-member consisting of three independent non-executive members of the Board of Directors.

Number of shares for which valid votes were cast: 6,587,216
Percentage on the share capital: 78.98%
Total number of valid votes: 6,587,216

Voting and percentages of valid:
For: 6,587,216 votes (100%). Against 0 votes (0%). Blank / Abstention: 0 votes (0%)

9. ***<u>Approval of the amendment to the remuneration policy and its harmonization with the provisions of Law 4706/2020</u>***

The General Meeting approved the amended remuneration policy, which is valid for four years.

Number of shares for which valid votes were cast: 6,587,216
Percentage on the share capital: 78.98%
Total number of valid votes: 6,587,216
Voting and percentages of valid:
For: 6,587,216 votes (100%). Against 0 votes (0%). Blank / Abstention: 0 votes (0%)

10. ***<u>Approval of the Suitability Policy of the members of the Board of Directors according to Art. 3 Law 4706/2020</u>***

The General Meeting approved the Suitability Policy of the members of the BoD.

Number of shares for which valid votes were cast: 6,587,216
Percentage on the share capital: 78.98%
Total number of valid votes: 6,587,216
Voting and percentages of valid:
For: 6,587,216 votes (100%). Against 0 votes (0%). Blank / Abstention: 0 votes (0%)

11. ***<u>Submission of the Annual Report of the activities of the year 2020 of the Audit Committee to the General Meeting</u>***

The Annual Report for 2020 was submitted to the General Meeting.
No vote was taken on the issue, as it is not provided by law.

12. ***<u>Miscellaneous announcements</u>***

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- The Company "HAIDEMENOS INTEGRATED PRINTING SERVICES S.A." (G.E.MI. Nr. 121638160000) announces that on 14 07 2021 the new Board of Directors was elected by the Regular General Meeting of Shareholders and the same day was formed as follows:

1. GEORGIOS HAIDEMENOS, father's name EFSTRATIOS, Chairman of the BoD - Non-Executive Member.

2. EFSTRATIOS HAIDEMENOS, father's name GEORGIOS, Deputy Chairman of the BoD & CEO, Executive Member.

3. MARINA HAIDEMENOU, father's name GEORGIOS, Executive Member.

4. ANTONIA HAIDEMENOU, father's name GEORGIOS, Executive Member.

5. ALEXANDROS GATSONIS, father's name STERGIOS, Independent Non-Executive Member.

6. MICHALIS KARIS, father's name TAKIS, Independent Non-Executive Member - Supreme Independent Member.

7. AGAMEMNON ROUMELIOTIS, father's name THEODOROS, Independent Non-Executive Member.

The term of the Board of Directors is five years until 14 07 2026.

- The Company "HAIDEMENOS INTEGRATED PRINTING SERVICES S.A." (G.E.MI. Nr. 121638160000) announces that with the decision of 14.7.2021 of the Company's Board of Directors were appointed as members of the Audit Committee the three independent non-executive Alexandros Gatsonis, father's name Stergios, Michalis Karis, father's name Takis and Agamemnon Roumeliotis, father's name Theodoros. The term of office of the members of the Audit Committee is equal to the term of office of the members of the Company's Board of Directors, ie it expires on 14.7.2026. It is to be noted that with the decision of the General Meeting dated 14.7.2021 (issue 8th) it was defined that the Audit Committee of the Company will be a committee of the Board of Directors in accordance with the provisions of Art. 44 Law 4449/2017, its term of office will be equal to that of the Board of Directors and will be three-member consisting of three independent non-executive members of the Board of Directors. With the decision of 14 07 2021 of the Audit Committee, it was formed into a body and took over duties, appointing Mr. Alexandros Gatsonis, father's name Stergios, as its chairman.
- The Company " HAIDEMENOS INTEGRATED PRINTING SERVICES S.A." with d.t. "HAIDEMENOS SA" informs the investors that, as of 30.07.2021, in accordance with the decision of 28.07.2021 of the Company's Board of Directors, following a relevant proposal of the Audit Committee, Mr. Athanasios Ioannou assumes the duties of Head of the Company's Internal Audit Unit, replacing Mr. Georgios Karanikas. Mr. Athanasios Ioannou, meets the criteria and conditions of the relevant provisions of Article 15 of Law 4706/2020 and the provisions of the Company's Rules of Procedures, ie he is full-time and exclusively employed, has personal and operational independence, is not a member Board of Directors or a member with the right to vote in regular committees of the Company, has no close ties with anyone who holds one of the aforementioned positions in the Company and has the appropriate knowledge and relevant professional experience to assume the above position. In particular, Mr. Athanasios Ioannou is a graduate of the Department of Accounting of the

TEI of Piraeus and has been trained at the Training Institute of the Body of Certified Public Accountants.

- The Company "HAIDEMENOS S.A." pursuant to the provisions of paragraph 4.1.3.1 of the Athens Stock Exchange Regulation and Article 17 par. 1 of Regulation (EU) 596/2014 notifies the investors that the Company's tax audit has been completed by the Certified Public Accountant for the year 2020 (tax year 2020) according to Art. 65A L.4174 / 2013 and an "unqualified conclusion" tax compliance report was issued.

**C3. Risks and Uncertainties**

The main risks and uncertainties related to the Company's activities are as follows.

The Company is exposed to risks and sets limits in relation to the respective control procedures.

The usual risks to which the Company is exposed and may have faced during 2021 are the following:

Credit risk analysis

Credit risk exposure is mainly affected by the characteristics of each customer.

The Management has set a specific credit policy based on which the creditworthiness of each customer is examined.

The Company internally examines the creditworthiness of the customers and determines the respective credit limits according to the credit characteristics of the maturity of their receivables. Certainly, in a period of wider economic crisis, this risk is real, but its effects are limited.

The Company's exposure to credit risk is limited to financial assets, which at the Balance Sheet date are analyzed as follows:

| **Current Assets<br>Trade and other receivables** | **31.12.2021** | **31.12.2020** |
|---|---|---|
| Trade and Other receivables | 4.678.236 | 4.965.054 |
| Cash and cash equivalents | 7.257.558 | 6.010.947 |
| **Total** | **11.935.794** | **10.976.001** |

The Company constantly monitors its receivables, either individually or in groups, and incorporates this information into established credit control procedures.

As at 31.12.2021 none of the financial assets of the Company had been insured with any form of credit insurance.

Interest rate risk

The Company finances its investments as well as its needs for working capital through bank borrowing, sight deposits and time deposits and consequently its profit or loss is burdened with debit interest.

The Company is exposed to the risk of increasing interest rates, its financial needs are monitored on a budget and consequently the Management decisions on the term and relevance with the floating interest rates are taken separately on a case by case basis.

The following table presents the sensitivity of profit or loss of the year as well as the equity to a reasonable change of the interest rate of + 1.00%, -1.00%.

| | 31.12.2021 | | 31.12.2020 | |
|---|---|---|---|---|
| | 1,00% | -1,00% | 1,00% | -1,00% |
| Income Statement for the year | (91.258) | 91.258 | (93.145) | 93.145 |
| Equity | (91.258) | 91.258 | (93.145) | 93.145 |

Liquidity risk

The Company's approach in the effort to minimize liquidity risk is to ensure adequate cash and approved credit limits.

To avoid liquidity risks, cash flow provisions are made for a period of one year during the preparation of the annual budget as well as on a monthly rolling basis to ensure sufficient cash available in order to meet operating needs and financial liabilities. With this policy, the Company maintains liquidity risk at low levels. On 31 December 2021, the maturity of the Company's financial liabilities is analyzed as follows:

| | 31/12/2021 | | | |
|---|---|---|---|---|
| **Amounts in €** | **Short-term** | | **Long-term** | |
| | **Within 6 months** | **6 to 12 months** | **2 to 5 years** | **Over 5 years** |
| Long-term lease liabilities | 0 | 0 | 129.768 | 0 |
| Long-term Loan Liabilities | 0 | 0 | 2.492.857 | 0 |
| Trade liabilities | 594.043 | 486.035 | 0 | 0 |
| Short-term Lease Liabilities | 1.247 | 59.950 | 0 | 0 |
| Short-term bank borrowing | 4.461.069 | 4.461.069 | 0 | 0 |
| Other short-term Liabilities | 747.793 | 0 | 0 | 0 |
| Tax payable | 153.218 | 153.218 | 0 | 0 |
| **Total** | **5.957.371** | **5.160.273** | **2.622.625** | **0** |

| Amounts in € | 31/12/2020 | | | |
|---|---|---|---|---|
| | Short-term | | Long-term | |
| | Within 6 months | 6 to 12 months | 2 to 5 years | Over 5 years |
| Long-term lease liabilities | 0 | 0 | 52.607 | 0 |
| Long-term Loan Liabilities | 0 | 0 | 10.000 | 0 |
| Trade liabilities | 542.733 | 444.054 | 0 | 0 |
| Short-term Lease Liabilities | 1.950 | 43.629 | 0 | 0 |
| Short-term bank borrowing | 4.908.707 | 4.908.707 | 0 | 0 |
| Other short-term liabilities | 565.917 | 0 | 0 | 0 |
| Tax payable | 164.337 | 164.337 | 0 | 0 |
| **Total** | **6.183.644** | **5.560.727** | **62.607** | **0** |

The aforementioned contractual maturities reflect gross cash flows, which may differ from the carrying amounts of liabilities at the balance sheet date.

Raw material price risk

The Company is exposed to fluctuations in the prices of raw material supplied internationally or domestically. These fluctuations arose mainly from sharp changes in the price of oil products or other chemicals, a significant increase in transportation costs and in particular the shipping expenes for container transport as well as increases in energy, resulting in increases especially in paper, which is the basic raw material, in some cases standing at 50%.

Of course in many cases the printing of the produced products can be implemented with customer's raw material (paper).

To facilitate addressing this risk, the Company's inventory policy as well as commercial policy are adjusted accordingly as far as possible.

However, this risk is assessed as particularly significant by the Management in case of inability to substantially transfer the increase of the cost of raw material into the price of the final product.

Energy price risk (Electricity and Gas)

Consumption of electricity and natural gas in combination with the price is also a cost factor in relation to the productive activity of the Company.

The ratio of the cost of electricity and Natural gas in the cost of sales of the Company for 2021 represented 11% and indicatively the changes in the prices of electricity and Natural gas may increase the ratio of the cost of sales to 25%.

The Company to address this risk, adjusts its commercial policy accordingly to the extent possible and is assessed by the Company Management.

**C4. Projected Course and Development of the Company in 2022**

Currently, reasonable and well-established concerns are effective regarding the course of the global economy.

The gradual de-escalation of the pandemic in combination with the possibility of treating the coronavirus with vaccination and antiviral medicine, as well as the gradual lifting of restrictions are factors that will contribute to the normalization of the Company's operations.

However, the Russian invasion of Ukraine in February 2022, as a result of which the already increased prices of A & B materials as well as the electricity of the Natural gas, fuel and the cost of transport increased to unprecedented levels, creates new data in the global economy and consequently in Greece.

The prospects and results expected in 2022 are directly related to the conditions prevailing not only in the global economy, but also in the domestic economy and market.

The Company's Management constantly monitors, evaluates and analyzes the developments, the economic and social changes and based on the projected short-term and long-term market conditions, in order to maintain a high level of adaptability, with coordinated changes in order to strengthen the mechanisms that will assure its basic financial sizes and the implementation of its business plans.

**C5. Significant Transactions with Related Parties**

<u>Transactions and balances with affiliates</u>

The Company's transactions with related parties have been carried out under arm’s length principle.

In 2021, the Company’s most significant transactions with related parties within the meaning of IAS 24, are analyzed below:

**COMPANY**

| **Sales of Services** | **31/12/2021** | **31/12/2020** |
|---|---|---|
| Other related parties | 628 | 628 |
| **Total** | **628** | **628** |

Revenues and receivables mainly concern income from rents from the company Haidemenos Holdings SA.

<u>Transactions and balances with key Management executives</u>

Remuneration and other benefits of the members of the Board of Directors as well as of the Executives for 2021 are presented in the following table:

**COMPANY**

| **DESCRIPTION** | **31/12/2021** | **31/12/2020** |
|---|---|---|
| BoD members' gross indemnities | 241.893 | 301.893 |
| Social security contributions | 47.161 | 44.711 |
| **Total** | **289.054** | **346.604** |
| | 314.861 | 332.002 |
| Executives gross indemnities | 55.839 | 58.889 |
| Social security contributions | **370.700** | **390.891** |
| **Total** | **659.754** | **737.495** |
| **General Total** | | |

The remuneration (Fees and expenses and other benefits) of the members of the BoD for the year 2021 amounted to € 289,054 while in 2020 amounted to € 346,604. Of this amount, € 184,666 relates to the regular salaries of the members of the BoD while the remaining € 104,388 relate to performance fees for the BoD meetings.

### C6. Dividend Policy

It is to be noted that the Company's Board of Directors intends to propose to the Annual Regular General Meeting of Shareholders not to distribute a dividend for the year 2021.

### C7. Non-financial information

### Labor and Environmental Policy

- Responsibility for the Employees

The Company provides an environment of trust, hygiene and safety to its staff, and promotes active participation, diversity of views, advocacy, open communication, taking responsibility, security, volunteering, teamwork, training and personal development, achieving goals and recognizing when expectations are met.

The Company's strategy for 2022, in the pillar of Human Resources, is as follows:

- The principle of equal opportunities and equal treatment for men and women
- The principle of non-discrimination and equal treatment of employees
- Job maintanance
- Maintenance of salaries
- Maintenance of benefits
- Emphasis on education

The Company's approach is always human-centered as are the systems and procedures it implements. It invests in its people by offering them job security, training, evaluation and additional benefits.
The Company provides Equal Opportunities to all individuals regardless of gender, age, disability, color, race, ethnic origin, socioeconomic background, religion or political beliefs.

- **Care for the environment**

The Company's Management considers the protection of the environment as an obligation of all and is committed to the implementation of every possible measure, process, system to minimize the adverse environmental impact and maximize the positive environmental aspects.

In the context of the implementation of an Environmental Management System according to the ISO 14001: 2015 standard and a Sustainable Management System according to the FSC Chain of Custody standard, it identifies the environmental aspects of its activities and products, in order to identify those that have or may have significant effects on environment. The Company's policy is to fully comply with all legal requirements related to environmental protection, cooperating with the required recycling companies and taking care to take all necessary measures in advance, in order to avoid the risk of non-timely compliance with the effective legislative and regulatory framework. The Company has set and monitors objective quality goals by defining quality and environmental indicators.

HAIDEMENOS S.A. is committed to:

- Comply with applicable legal and other requirements in order to ensure the protection of the environment.
- Recognize and evaluate the environmental aspects of its operations.
- Provide appropriate environmental training to employees.
- Save natural resources through reuse and recycling of materials, supply of recycled material and use of recyclable packaging and other material.
- Use energy responsibly in all its operations.

- Protect employees and the society in which it operates, adopting safe technologies and operating procedures.
- Communicate its commitment to environmental protection to employees, suppliers, customers, public services and the community in which it operates.
- Continuously improve the Company's Environmental Management System.

**D. Corporate Governance Statement**

The principles and practices applied by the Company are reflected in the Articles of Association, the Internal Rules of Procedure and other regulations and policies of the Company that regulate its separate operations.

(This statement is prepared in accordance with the provisions of Articles 152 and 153 of Law 4548/2018, as well as Article 18 of law 4706/2020 and is part of the Annual Report of the Board of Directors of the Company)

The Company does not apply corporate governance practices in addition to the provisions of the law (ie Law 4706/2020, Article 44 Law 4449/2017 and Law 4548/2018 in the points it covers relevant issues) as detailed in Annex V of the Hellenic Code of Corporate Governance, which is posted on the website of the company HELLENIC EXCHANGES - ATHENS STOCK EXCHANGE, and under the exceptions/deviations mentioned below.

**1. Corporate Governance Code**

1.1 Notification of voluntary compliance of the Company with the Corporate Governance Code.

1.2 Deviations from the Corporate Governance Code and their justification. Special provisions of the Code that the company does not apply and an explanation of the reasons for non-application.

**2. Board of Directors and other management, supervisory bodies or committees of the Company**

2.1 Composition and mode of operation of the Board of Directors

2.2. Information for the members of the Board of Directors

2.3 Suitability Policy

2.4. External professional commitments of the members of the Board of Directors

2.5 Audit Committee

2.6 Remuneration and Nominations Committee

**3.General Meeting of Shareholders**

3.1 Mode of operation of the General Meeting and key responsibilities

3.2 Rights of shareholders and how to exercise them

## INTRODUCTION

Every entity, whose shares or other securities are listed at regulated market shall include a Corporate Governance Statement in its Annual Management Report, This Statement shall include, among other things, the Corporate Governance Code and practices, which the enmity is submitted to or has voluntarily decided to apply.
The term "Corporate Governance" describes the way a company is managed and controlled. It is structured as a system of relations, as defined by the Corporate Governance Principles of the OECD, between the Company Management, its shareholders and other stakeholders.
It constitutes the structure through which the goals of the company are approached, sets the means of achieving these goals and makes possible the monitoring of the performance of the Management during the implementation procedures of the aforementioned. It establishes standards of best governance practices and promotes increased transparency in all the company's operations and activities.

## 1.Corporate Governance Code

1.1 Notification of voluntary compliance of the Company with the Hellenic Corporate Governance Code

Law 4706/2020, which entered into force in July 2021, introduces new provisions for the corporate governance system of public limited companies with shares listed on a regulated market. The BoD of HAIDEMENOS SA adopted, in accordance with Article 17 of Law 4706/2020 and Decision 2/905 / 3.3.2021 of the Board of Directors of the Hellenic Capital Market Commission, the Hellenic Corporate Governance Code ("HCGC"), which has been prepared by Hellenic Corporate Governance Council (HGCC), and is posted on the website www.esed.org.gr.
HCGC does not enter into matters that constitute mandatory legal regulations (laws and regulations). HCGC either completes the mandatory provisions, or introduces stricter principles, drawing on experience from European and international best practices, always guided by the characteristics of the Greek business and the Greek stock market. It includes best practices and recommendations of self-

regulation based on the particular characteristics of the companies, their shareholder composition and the criteria they choose, as the case may be. HCGC has been prepared on the basis of the "Comply or Explain" principle, requiring either compliance with all its provisions or a reasoned explanation of the reasons for non-compliance with its specific practices.

1.2 Deviations from the Greek Corporate Governance Code and their justification. Special provisions of the Code that the Company does not apply and an explanation of the reasons for non-implementation

The Company is in full compliance with the relevant national legislation (Law 4548/2018, Law 4706/2020, Law 4449/2017), its provisions and regulations, as well as its corporate values aimed at achieving long-term development of the company and has been adapted to the provisions of the institutional framework on corporate governance.
These minimum requirements are incorporated in the above Hellenic Corporate Governance Code to which the Company is subject, but this Code also includes a number of additional (minimum requirements) specific practices and principles. In relation to these additional practices and principles, there are currently some discrepancies (including the case of non-implementation), for which a brief analysis follows as well as an explanation of the reasons justifying them.

| HELLENIC CORPORATE GOVERNANCE CODE | Explanation/Justification for deviation from the specifics practices of the Greek Corporate Governance Code |
|---|---|
| 1.7 The Board of Directors ensures that the values and strategic planning of the company are in line with the corporate culture. The values and purpose of the company are translated and applied in practice and influence practices, policies and behaviors within the company at all levels. The Board of Directors and the senior management set the standard for the characteristics and behaviors that shape the corporate culture and are an example of its application. At the same time, they use tools and techniques aimed at integrating the desired culture into the company's systems and procedures. | The company applies its corporate values as well as its corporate purpose at all its hierarchical levels and operations through the policies and procedures it has adopted in practice. In 2022, it will also complete its code of ethics, which will constitute the key guide to all the levels and will include specific standards of ethics and conduct based on the company's values and best practices. |

| | |
|---|---|
| 1.13 The non-executive members of the Board of Directors meet at least annually, or exceptionally when judged appropriate without the presence of executive members in order to discuss the performance of the latter. At these meetings the non-executive members shall not act as a de facto body or a committee of the Board of Directors. | The the Nominations Committee - which consists of independent non-executive members and meets for this purpose - annually evaluates the executive members of the Board of Directors. The meeting is also attended by the Chairman of the BoD who, as a non-executive member, evaluates the Chief Executive Officer with the assistance of the Committee. According to the specific composition and structure of the Board of Directors, no other meeting of the non-executive members is considered necessary except the aforementioned. |
| 1.15 The Board of Directors shall establish its internal regulation, which shall at least describe the manner in which it meets and takes decisions and the procedures it follows, taking into account the relevant provisions of the Articles of Association and the mandatory provisions of the law. 1.16 The internal regulation of the Board of Directors is drawn up in compliance with the principles of the Code or otherwise explaining the deviations. | The mode of operation of the Board of Directors is analyzed in the Company's Internal Regulation and the Articles of Association, taking into account the applicable legal provisions. Based on the size and composition of the Board of Directors, it is not considered necessary to prepare the Internal Regulation of the Board of Directors. |
| 1.17 At the beginning of each calendar year, the Board of Directors shall adopt a calendar of meetings and an annual action plan, which shall be revised according to the developments and needs of the company, in order to ensure the correct, complete and timely fulfillment of its tasks, as well as the examination of all matters on which it takes decisions. | The Company's Board of Directors meets on a regular basis (monthly) as well as extraordinarily when necessary according to the developments and needs of the Company, in order to ensure correct, complete and timely fulfillment of its duties, as well as the examination of all issues, on which it makes decisions. It is therefore not necessary to draw up a meeting log and an annual action plan. |
| 2.2.16 The selection criteria of the members of the Board of Directors ensure that the Board of Directors, collectively, can understand and manage issues related to the environment, social responsibility and governance (ESG19), within the framework of its strategy. | The company has taken into account in the selection criteria of the members of the Board of Directors the assurance of the understanding of the issues related to the environment, the social responsibility and the governance (ESG19) and will include the above in the policy suitability of the Members of the BoD. |

| | |
|---|---|
| 2.3.1 The company has a framework for filling positions and succession of the members of the Board of Directors, in order to identify the needs for filling positions or replacements and to ensure each time the smooth continuation of the management and the achievement of the company's purpose.<br><br>2.3.2. The company ensures the smooth succession of the members of the Board of Directors with their gradual replacement in order to avoid the lack of management<br><br>2.3.3 The succession framework shall in particular take into account the findings of the evaluation of the Board of Directors in order to achieve the necessary changes in composition or skills and to maximise the effectiveness and collective suitability of the Board of Directors. | The company has not prepared a succession plan for the members of the BoD, taking into account that information such as knowledge of the object of activity, experience and the skills required to ensure the smooth continuation of management and achieve the company's goal are held by the existing senior management. company executives who meet the general criteria of suitability based on the relevant company policy. These executives in case of any emergency due to resignation or other loss of membership of the Board of Directors from the existing members could replace them in order to maintain the efficiency and the collective suitability of the Board of Directors. |
| 2.4.14 The contracts of the executive members of the Board of Directors provide that the Board of Directors may require the refund of all or part of the bonus awarded, due to breach of contractual terms or incorrect financial statements of previous years or generally based on incorrect financial data, used for the calculation of this bonus. | The contracts of the executive members of the Board of Directors were drawn up before the adoption of the Greek Corporate Governance Code and did not include the specific term. In their first renewal within the year 2022, they will cover the specific provision of the Code. |
| 3.3.16 The Board of Directors shall include in the Corporate Governance Statement a brief description of its individual and collective evaluation process, of the committees, as well as a summary of any findings and corrective actions. | The Company has adopted a process of evaluation of its Board Members at an individual and collective level. Given that the current Board of Directors was elected in July 2021, this evaluation was not carried out until 31/12/2021 and is scheduled for the end of 2022. Its results as well as any corrective actions will be included in its Corporate Governance Statement for 2022. |

| | |
|---|---|
| 5.3 Sustainability is determined by the impact of the company's activities on the environment and the wider community and is measured on the basis of non financial factors related to the environment, social responsibility and governance (Environmental, Social, Governance "ESG") which are economically significant (essential) for the company and the collective interests of key stakeholders, such as employees, customers, suppliers, local communities and other important stakeholders.<br><br>5.6 The company adopts and implements a policy on ESG and sustainable development (Sustainability Policy). | Although the Company is under no legal obligation not but also based on its size and structure to measure non-financial factors, its main commitment is to operate and integrate principles of sustainable Development and apply sound business practices regarding sustainable development and management of social and environmental issues as well as governance issues (ESG) in 3 main Pillars (Governance, Social, Environmental) and Modules (Administration, Society, Employees, Customers, Environment). |

**2. Board of Directors**

2.1 Composition and mode of operation of the Board of Directors

The Board of Directors of the Company, according to Article 18 of its Articles of Association, consists of three (3) to seven (7) members, who are elected by the General Meeting of Shareholders with an absolute majority of votes, represented in the General Meeting. The members of the Board of Directors can be shareholders of the Company or other natural persons or legal entities (non-shareholders). The members of the Board of Directors are re-elected and freely recalled by the General Meeting regardless of the expiry of their term.
The maximum term of office of the members of the Board of Directors is not four years, but longer (at least five years). At the end of the term of the present BoD it will be decided to elect new members with a five-year term. In case no new Board of Directors has been elected at the end of the term, the term is automatically extended until the first Regular General Meeting after the end of its term, which, however, may not exceed six years. Each member shall attend and participate regularly in the meetings of the Board of Directors.

Every member of the BoD is obliged to strictly observe any confidentiality of the company which may come to his/her knowledge due to his/her capacity.

The Board of Directors convenes whenever is required by law, the Articles of Association or the Company's requirements, at the invitation of the Chairman or the Deputy either at the Company's registered offices or in the region of another Municipality within the prefecture of the registered offices. Moreover, the invitation shall clearly indicate the items on the agenda, otherwise decision-making is allowed only if all members of the Board of Directors are present or represented and no one objects to the decision-making.

The Board of Directors is in quorum and convenes validly, when fifty percent (50%) plus one (1) of the members are present or represented. However, in no case, the number of members present in person can be less than three (3).

The Board of Directors decides by an absolute majority of its members, who are present or represented. Each member has one (1) vote. Exceptionally, one member may have two (2) votes when he/she represents another member. The voting in the Board of Directors shall be by open ballot, unless by its decision it is determined that a secret ballot will be held for a specific issue, in which case the voting is conducted with a ballot paper.

Discussions and decisions of the Board of Directors are summarized in a special book, which can be kept in the computer system and which is signed by the Chairman and the Deputy and by the members present at the meeting. At the request of a member of the Board of Directors, the Chairman is obliged to record in the minutes an accurate summary of his/her opinion. This book also records a list of members present or represented at the meeting of the Board of Directors. The preparation and signing of the minutes by all members of the Board of Directors or their representatives is equivalent to a decision of the Board of Directors, even if no previous meeting has taken place.

The Board of Directors may delegate the exercise of all or some of its powers and responsibilities (except those that require collective action) as well as the Company's internal control, and its representation, to one or more persons, or members or not, determining at the same time the extent of this assignment.

If, for any reason, a position of a Member is vacated due to resignation, death or loss of membership in any other way, the remaining Members, if there are at least three, are temporarily elected to replace a member for the remainder of the term of the Member provided that this replacement is not possible by the alternate members, who may have been elected by the General Meeting. The above election by the Board of Directors is made by decision of the remaining members, if there are at least three (3) and is valid for the remainder of the term of the replaced member. The decision of the election is published according to Article 13 of Law 4548/2018 and is announced by the Board of Directors at the next General Meeting, which can replace the elected, even if no relevant issue is on the agenda.

In the event of resignation, death or any other means of loss of membership or membership of the members of the Board of Directors, the remaining members may continue to manage and represent the Company without replacing the missing members in accordance with the previous paragraph, provided that their number exceeds half of the members, as they had before the occurrence of the above events. In any case, these members may not be less than three (3).

The executive members deal with the day-to-day management issues of the Company and the supervision of the execution of the decisions of the Board of Directors and are among others responsible for the implementation of the strategy, determined by the Board of Directors, and consult with the non-executive members of the Board of Directors on a regular basis on the appropriateness of the implemented strategy.

Non-executive members of the Board of Directors, including independent non-executive members, have, in particular, the following obligations: a) monitoring and examining the Company's strategy and its implementation, as well as the achievement of its objectives, b) ensuring the effective supervising of the executive members, including monitoring and controlling their performance, (c) examining and expressing views on the proposals submitted by the executive members, on the basis of existing information. Independent non-executive members are the members of the Board of Directors, who meet the terms and conditions of independence of Art. 9 Law 4706/2020. The independent non-executive members of the Board of Directors have the opportunity to submit, separately or jointly, separate reports and reports to the General Meeting of the Company. The Chairman of the Board of Directors of the Company is non-executive and one of the independent non-executive members has been appointed as Senior Independent Director. The Senior Independent Director, as the case may be, has the following responsibilities: to supports the Chairman, to act as a liaison between the Chairman and the members of the Board of Directors, to coordinate the independent non-executive members and to lead the evaluation of the Chairman.

<u>2.2 Information on the members of the Board of Directors</u>

2.2.1 The current Board of Directors of the Company consists of seven members as follows:

| NAME | Capacity | opening | End |
|---|---|---|---|
| GEORGE HAIDEMENOS | Chairman of the BoD – Non-Executive Member | 14-07-2021 | 14-07-2026 |
| EFSTRATIOS HAIDEMENOS | Deputy Chairman of the BoD & Chief Executive Officer, Executive Member | 14-07-2021 | 14-07-2026 |
| MARINA HAIDEMENOU | Executive Member | 14-07-2021 | 14-07-2026 |
| ANTONIA HAIDEMENOU | Executive Member | 14-07-2021 | 14-07-2026 |
| ALEXANDROS GATSONIS | Independent Non-Executive Member | 14-07-2021 | 14-07-2026 |
| MICHALIS KARIS | Independent Non-Executive Member - Senior Independent Member | 14-07-2021 | 14-07-2026 |
| AGAMEMNON ROUMELIOTIS | Independent Non-Executive Member | 14-07-2021 | 14-07-2026 |

The aforementioned Board of Directors was elected by the Annual General Meeting of the Company's shareholders held on July 14, 2021 and its term expires on July 14, 2026, extended in accordance with the above, until the Regular General Meeting of 2026.
The General Meeting after a proposal of the Board of Directors elected the new Board of Directors in accordance with the provisions of the Company's Articles of Association, Law 4706/2020 and the Suitability Policy, approved on 14 07 2021 by the Board of Directors and appointed its independent members .

The Company's general management is exercised by Efstratios Haidemenos, father's name Georgios, who is accompanied by a staff of Key Executives. Brief biographies of the members of the Board of Directors and the executives are presented below as follows:

**George E. Haidemenos:** Chairman of the Board of Directors, non-executive member. George Haidemenos was born in 1937 and has long experience in the field of printing. He started his career in the company Aspioti Elka in 1960 and became a founding member of HAIDEMENOS SA.

**Efstratios G. Haidemenos:** Vice Chairman of the Board of Directors & CEO. Efstratios Haidemenos was born in 1967 and has been working for the company since its establishment, taking on various duties, such as lithographer, production manager, sales manager. Today he is the Chief Executive Officer and has taken over the general management and organization of the Company.

**Marina G. Haidemenou:** Executive member of the Board of Directors - Quality Management Manager. Marina Haidemenou was born in 1972. She is a graduate of the Department of Economics of the Athens University of Economics and Business (AUEB). She has been in charge of the quality management department since 1997.

**Antonia G. Haidemenou:** Born in 1978, she has been a member of the Board of Directors since September 2013. She has been working for the company since 1998 and has taken over the management of the Digital and Silkscreen department.

**Alexandros S. Gatsonis:** Independent non-executive member of the Board of Directors. Born in 1968 in Germany. Alexandros Gatsonis holds the position of Accounting & Taxation Director of the company International Athens Airport SA . He has studied Business Administration at the Technical University of Berlin (TUB) and has worked for multinational industrial and commercial companies in various fields of financial management.

**Michalis T. Karis:** Independent non-executive member of the Board of Directors. Michalis Karis was born in 1969 in Athens. He has studied Business Administration at the University of Piraeus and has a master's degree from the University of Salford in Manchester and has worked at major publishing companies and media companies. He is a shareholder and director of the company Metrolia Ltd, providing business and financial advice to companies.

**Agamemnon Th. Roumeliotis:** Independent non-executive member of the BoD. Agamemnon Roumeliotis was born in Athens in 1970 and studied at the Department of Economics of AUEB (former ASOEE). He started it his professional career from the auditing space, working as an Assistant Auditor at PriceWaterhouseCoopers with a focus on banking. He entered the banking sector in 1997 and since then has been an executive in various strategies Retail Banking jobs. Today he works at the National Bank, as a Risk & Control Officer of Retail Banking, while supporting the general monitoring and coordination of Retail operations (under the General Directorate of Retail Banking).

In 2021, the Board of Directors convened 26 times and all the meetings were attended by all the members.

As at 31.12.2021, the number of shares held by every member of the Board of Directors and every key executive in the Company according to Article 18, par. 3 of Law 4706/2020 is as follows:

Haidemenou Antonia, father's name George (number of shares 667,480 / percentage: 8%)
Haidemenou Angeliki, father's name George (number of shares 660.844 / percentage: 7.92%)
Haidemenos Efstratios, father's name George (number of shares 433,275 / percentage: 5.19%)
Haidemenou Marina, father's name George (number of shares 157.009 / percentage: 1.88%)

## 2.3 Suitability Policy

The Company has adopted a Suitability Policy which is in accordance with the provisions of the Company's Internal Regulation and the Corporate Governance Code applied by the Company, is clear, sufficiently documented and governed by the principle of transparency and proportionality. During the formulation of the Suitability Policy, size, internal organization, risk-taking disposition, nature, scale and complexity of the Company's operations have been taken into account. The Suitability Policy takes into account the more specific description of the responsibilities of every member of the Board of Directors, their participation or not in committees, the nature of their duties (executive or non-executive member of the Board of Directors) and his characterization as an independent or non-member of the Board of Directors, as well as in particular incompatible or characteristic or contractual commitments, related to the nature of the Company's operations or the Corporate Governance Code applied.

The Board of Directors shall have a sufficient number of members and an appropriate composition. The members of the Board of Directors shall have the skills and experience required based on the duties they undertake and their role on the Board of Directors, while at the same time they shall have sufficient time to perform their duties. The evaluation of individual and collective suitability must be taken into account when selecting, renewing the term of office and replacing a member. Candidate members of the Board of Directors, among other things, should be aware, as much as possible before undertaking the position, of the Company's culture, values, objectives, and general strategy. The Company constantly monitors the suitability of the members of the Board of Directors particularly to identify, in the light of any relevant new event, cases in which it is necessary to re-evaluate their suitability. For this purpose, the Nomination Committee assists the Board of Directors within the framework of its responsibilities for locating the appropriate persons and submitting proposals to the Board of Directors.

This policy is posted on the Company's website https://www.haidemenos.gr/.

**2.4 External professional commitments of the members of the Board of Directors** (including their professional duties as non-executive members in other companies, as well as non-profit organizations)

The members of the Board of Directors have notified the Company of their other professional commitments (including significant non-performing commitments to companies and non-profit institutions ), which, as at 31.12.2021, are as follows:

| Member of the BoD | Capacity | Legal Entity |
|---|---|---|
| Antonia Haidemenou | Deputy Chairman of the BoD & Chief Executive Officer | HAIDEMENOS HOLDINGS SA |
| Alexandros Gatsonis | Deputy member of the BoD | Professional Liability Fund of Athens International Airport |
| Michalis Karis | Administrator | ALGORA MANAGEMENT COMPANY IKE |
| Michalis Karis | Director | METROLIA Limited |

**2.5 Remuneration of the Board of Directors.**

Regarding the remuneration of the Board of Directors, the Company has established a remuneration policy, pursuant to the provisions of Art. 109 of Law 4548/2018, and in particular in compliance with the provisions of Art. 110, 111 and 112 Law 4548/2018 (the "Remuneration Policy"), as approved and / or amended by the General Meeting of the Company. The Remuneration Policy objective is to establish rules to attract executives who have the appropriate qualifications for the most effective management of the Company, and the most correct corporate governance, in order to ensure that the remuneration of the members of the Board of Directors are sufficient for their commitment and corresponding to their responsibilities, promotion of meritocracy, harmonization of the goals and motivations of the members of the Board of Directors, with those of the shareholders, as well as creation of incentives for achieving a stable and long-term performance of the participants in the Board of Directors members.

According to the provisions of the law, the remuneration report is prepared annually and approved by the Board of Directors following the formulation of proposals by the Remuneration Committee to the Board of Directors, which includes a complete overview of all remuneration regulated in the Remuneration Policy for the last financial year and is submitted for discussion to the Regular General Meeting.

In 2022, the Remuneration Report of the members of the Board of Directors will be submitted to the Regular General Meeting of shareholders regarding the salaries paid in 2021 in accordance with Article 112 of Law 4548/2018 and the Remuneration Policy. The Remuneration Policy and the annual Remuneration Reports are available in accordance with law on the Company's website https://www.haidemenos.gr/.

**2.6 Audit Committee**

The Company, fully complying with the provisions and requirements of the current legislation, elected at the annual Regular General Meeting of shareholders held on July 14, 2021 the Audit Committee consisting of the following composition:

- Alexandros Gatsonis, father's name Stergios, Chairman of the Audit Committee (non-member of the Company's Board of Directors).
- Michalis Karis, father's name Takis, member of the Audit Committee (Independent Non-Executive member of the Board of Directors,)
- Agamemnon Roumeliotis, father's name Theodoros, member of the Audit Committee (Independent Non-Executive member of the Board of Directors).

The term of office of the members of the Audit Committee is equal to the term of office of the members of the Company's Board of Directors, i.e. it expires on 14.7.2026, extended, if necessary, until the expiration of the term within which the next Regular General Meeting of the Company shall convene and until the relevant decision is made for the election of a new Board of Directors in accordance with the provisions of Art. 18 par. 2 of the Articles of Association of the Company and Art. 85 par. 1 Law 4548/2018.

It is noted that the above members of the Audit Committee are also Independent Non-Executive members of the Board of Directors.

The main responsibilities and obligations of the Audit Committee are as follows:

The Committee:

- Supervises and monitors the independence of Certified Public Accountants or Auditing Firms
- Is responsible for the assignment procedure of the Company's and the Group's Chartered Accountants or Auditing Firms and proposes the Chartered Accountants or the Auditing Firms that will be appointed
- Monitors the procedure and performance of the statutory audit of the separate and consolidated financial statements of the Company and the Group.

- Is responsible for monitoring, examining and evaluating the financial information process, i.e. the production mechanisms and systems, the flow and dissemination of financial information, produced by the involved organizational units of the Company and the Group.
- Monitors, examines and evaluates the effectiveness of all the policies, procedures and controls of the Company and the Group, regarding the internal control system and the quality assurance and the assessment and management of risks, in relation to the financial information.
- Further, monitors and inspects the sound operation and effectiveness of the Company's Internal Audit Unit in relation to financial information in accordance with professional standards and the applicable legal and regulatory framework and evaluates the project, its adequacy and effectiveness, however without affecting its independence.
- Informs the Board of Directors about its findings and submits proposals for the implementation of corrective actions, if deemed appropriate.

The operation of the Audit Committee as well as its responsibilities are analytically described in its Rules of Procedure, was approved and effective at the meeting of the Audit Committee held on 16.7.2021 and prepared in accordance with Art. 44 Law 4449/2017 and the provisions of Law 4706/2020 on Corporate Governance and posted on the Company's website https://www.haidemenos.gr/.

The members of the Audit Committee convene on a regular basis but also extraordinarily when required. The Chairman of the Committee informs the Board of Directors about the important issues arising and submits an annual official report, while attending the Regular General Meeting. He/she also answers questions concerning the Committee's activities. In 2021, the Audit Committee convened fifteen (15) times and made decisions on the following indicative issues: - the Rules of Procedures of the Internal Audit Unit, - the correctness of the Interim Financial Statements to be published of the Company HAIDEMENOS SA for the period 1 January to 30 June 2021, in accordance with the International Financial Reporting Standards (IFRS), - review and evaluation of the report of the Internal Audit Unit for every quarter of 2021, review and approval of the audit plan of the Internal Audit Unit for 2022, as well as selection of the certified public accountants for 2022. The operation of the Audit Committee is analytically described in the Rules of Procedure of the Audit Committee approved by the Company's Board of Directors and is posted on the website of the Company (www.haidemenos.gr). The Audit Committee uses any resources it deems appropriate to fulfill its objectives, including services of external consultants.

## 2.7 Remuneration and Nomination Committee

On July 14, 2021, at a meeting of the Company's Board of Directors, it was unanimously decided to establish a single Remuneration & Nomination Committee, whose members are the three independent non-executive members of the Board of Directors, i.e. the following:

- (a) Alexandros Gatsonis Chairman of the Remuneration and Nomination Committee (non-member of the Company's Board of Directors)

- (b) Michalis Karis Member of the Remuneration and Nomination Committee (Independent Non-Executive member of the Board of Directors).

- (c) Agamemnon Roumeliotis Member of the Remuneration and Nomination Committee (Independent Non-Executive member of the Board of Directors).

The term of office of the members of the Remuneration & Nomination Committee is equal to the term of office of the members of the Company's Board of Directors, i.e. it expires on 14.7.2026, extended, if necessary, until the expiration of the term within which the next Regular General Meeting of the Company and until the relevant decision is taken for the election of a new Board of Directors in accordance with the provisions of Art. 18 par. 2 of the Articles of Association of the Company and Art. 85 par. 1 Law 4548/2018.

Its indicative responsibilities are as follows:
The Committee:

(a)Makes proposals to the Board of Directors regarding the remuneration policy submitted for approval to the General Meeting, in accordance with par. 2 of Art. 110 of Law 4548/2018.

(b) Makes proposals to the Board of Directors regarding the remuneration of persons falling within the scope of remuneration policy, in accordance with Art. 110 of Law 4548/2018, and regarding the remuneration of the Company's executives, in particular the Head of the Internal Audit Unit.

(c) Examines the information included in the final draft of the annual remuneration report, providing its opinion to the Board of Directors, before submitting the report to the General Meeting, in accordance with Art. 112 of Law 4548/2018.

As a Nomination Committee, it:

(a) Locates and proposes to the Board of Directors persons suitable for undertaking the status of a member of the Board of Directors. In this context, the Committee examines the CVs of the interested parties and gathers the necessary information regarding the persons concerned in compliance with the provisions for the protection of personal data in order to formulate its proposal. If it deems it appropriate, the Committee may turn to executive recruitment companies for proposals for candidates for the Board of Directors.

(b) For the selection of the candidates, the Committee takes into account factors and criteria determined by the Company, in accordance with the Suitability Policy adopted.

(c) Evaluates the knowledge, skills and experience of the members of the Board of Directors.

(d) Examines adequacy, efficiency and effectiveness of the Board of Directors.

(e) Periodically, evaluates the suitability of the structure, size and composition of the Board of Directors and submits suggestions, in relation to any required changes.

(f) Submits proposals for the Suitability Policy, which includes at least adequate gender representation.

(g) Monitors and suggests to the Board of Directors, regarding the appropriateness and adequacy of the political selection and recruitment of senior executives followed by the Company's Management.

The Company has Rules of Procedure of the Remuneration and Nomination Committee which was approved and effective at the meeting of the Remuneration and Nomination Committee held on 16.7.2021 and was prepared in accordance with Art. 10 - 12 of Law 4706/2020 on Corporate Governance and is posted on the website (https://www.haidemenos.gr/) of the company.

In 2021, the Remuneration and Nomination Committee within its responsibilities convened four (4) times with a participation rate of 100% of its members.

## 3. General Meeting of Shareholders

### 3.1 Mode of operation of the General Meeting and its key responsibilities

The General Meeting of the shareholders of the Company is its supreme body and has the right to decide on any case concerning the Company. Moreover, its legal decisions bind its absent or dissenting shareholders.

The General Meeting is the only one competent to decide on: a) Amendments to the Articles of Association. Modifications are also considered as increases, regular or extraRegular, and capital reductions. b) Election of members of the Board of Directors and Auditors. c) Approval of the overall management and the discharge of the Auditors. d) Approval of the annual and any consolidated financial statements. e) Distribution of annual profits. f) Approval of remuneration or advance payment of remuneration to members of the Board of Directors. g) Approval of the remuneration policy and the remuneration report. h) Merger, division, conversion, revival, extension or liquidation of the Company and i) Appointment of liquidators. The General Meeting of Shareholders is convened by the Board of Directors and meets at the Company's headquarters, at least once a year until the tenth calendar day of the ninth month after the end of the corporate year. The Board of Directors may convene an Extraordinary General Meeting of Shareholders when deemed appropriate.

The General Meeting, with the exception of recurring meetings, shall be announced at least twenty (20) full days before the day of the meeting. The day of publication of the invitation to the General Meeting and the day of its meeting are not counted. The invitation to the General Meeting shall include at least the exact address, date and time of the meeting, the items on the agenda clearly, the shareholders entitled to participate, as well as precise instructions on how the shareholders will be able to attend in order to participate in the meeting and to exercise their rights in person or through a representative. Regarding the content of the invitation, the provisions of Art. 121 par. 4 Law 4548/2018 are applied. Ten (10) days before the regular General Meeting, the Company makes available to its shareholders its annual financial statements, as well as the relevant reports of the Board of Directors and the Auditors. As to the remainder, the provisions of Art. 123 Law 4548/2018 are applied.

Every shareholder is entitled to participate in the General Meeting in person or through a representative. In particular, the General Meeting (initial meeting and recurring) may be attended by the person holding the shareholder status at the beginning of the fifth day before the day of the initial meeting of the General Meeting (registration date). The above registration date is also valid in case of postponement or recurring meeting, provided that the postponed or recurring meeting is not more than thirty (30) days from the registration date. If this is not the case or if a new invitation is published in the case of a General Meeting, the person holding the shareholder status shall participate in the General Meeting at the beginning of the third day before the day of the adjournment or the General Meeting. Shareholders can prove their status by any legal means and in any case based on the information received by the company from the central securities depository, if it provides registration services or through the participating and registered intermediaries in the central securities depository in any other case.

Shareholders who do not comply with the deadline of paragraph 4 of Article 128 of law 4548/2018 for the appointment and revocation or replacement of the representative or representative in the General Meeting, participate in the General Meeting, unless the General Meeting refuses this participation for a good reason that justifies its refusal.

The General Meeting is in quorum and discusses the issues of the agenda when at least twenty percent (20%) of the paid-up Share Capital is represented at it.

If no such quorum is achieved at the first meeting, a recurring Meeting is convened within twenty (20) days from the date of the 14th meeting that was canceled, by invitation dispatched at least ten (10) days before. This recurring meeting is in quorum and meets validly to discuss the issues of the initial agenda, whatever the part of the paid-up Share Capital is represented at it.

The decisions of the General Meeting are made through absolute majority of the votes represented at the Meeting.

As an exception, the General Meeting is in quorum and validly discusses the issues of the agenda, if one half (1/2) of the paid-up Share Capital is represented at it, when it comes to decisions concerning: a) Extension of the term, merger, division, conversion or liquidation of the company. b) Change of the nationality of the company. c) Change of the objective of the company's business. d) Regular increase of the Share Capital unless required by law or done by capitalization of reserves or reduction of the Share Capital. e) Issuance of a loan with bonds. f) Change in the way profits are distributed. g) Increase of the obligations of the shareholders and h) In any other case in which the law determines that an increased quorum is required for a certain decision making by the General Meeting.

If the quorum of the previous paragraph is not achieved at the first meeting, within twenty (20) days from this meeting and after an invitation dispatched at least ten (10) days ago, a recurring meeting is convened, which is in quorum and validly discusses the issues of the initial agenda, when at least one fifth (1/5) of the paid-up Share Capital is represented at it.

All the decisions under the current Article are made though a majority of two thirds (2/3) of the votes represented at the meeting. The General Meeting is temporarily chaired by the Chairman of the Board of Directors or when the Deputy Chairman is disabled. The duties of a secretary are temporarily performed by a person appointed by the Chairman.

Following the approval of the list of shareholders entitled to vote, the General Meeting proceeds with the election of its Chairman and a Secretary, who shall also act as a teller.

The discussions and decisions of the General Meeting are limited to the items on the agenda.

Minutes signed and decided by the Chairman and the Secretary of the General Meeting are kept for the issues discussed and decided at the General Meeting.

Copies and excerpts of the minutes shall be certified by the Chairman of the Board of Directors- or by the Deputy Chairman.

**Shareholders' rights**

**Right to participate and vote at the General Meeting**

Only natural persons and legal entities, recorded as shareholders of the Company in the archives of "Hellenic Central Securities Depository SA", have the right to participate and vote at the Regular General Meeting at the beginning of the fifth day preceding the meeting.

Shareholders can prove their status by any legal means and in any case based on information received by the Company with a direct electronic connection with the files of "Hellenic Central Securities Depository SA", or through the participating and registered intermediaries in the central depository in every other case. In case of non-compliance with the provisions of Art. 128 par. 4 Law 4548/2018 regarding the appointment, revocation or replacement of a representative or delegate, the shareholders participate in the Regular General Meeting, unless the latter refuses this participation for a significant reason, which justifies its refusal.

**Minority shareholders rights**

The Company informs the shareholders that according to the provisions of Art. 141 par. 2 Law 4548/2018, shareholders, representing 1/20 of the paid-up share capital of the Company, are entitled to ask the Board of Directors to include additional items on the agenda of the Regular General Meeting upon request, which must be submitted at the Board of Directors at least 15 days before the General Meeting. The request for additional items on the agenda is accompanied by a justification or a draft decision for approval at the Regular General Meeting and the revised agenda is made public in the same way as the previous agenda, 13 days before the date of the Regular General Meeting and at the same time it is made available to the shareholders on the company's website, together with the justification or the draft decision submitted by the shareholders according to the provisions of par. 4 of Art. 123 Law 4548/2018. If these issues are not published, the requesting shareholders are entitled to request the postponement of the Regular General Meeting, according to par. 5 of Art. 141 Law 4548/2018 and to publish themselves at the expense of the Company. According to Art. 141 par. 3 Law 4548/2018, shareholders representing 1/20 of the paid-up capital have the right to submit draft decisions on issues included in the initial or any revised agenda of the Regular General Meeting. The relevant application must be submitted to the Board of Directors at least 7 days before the date of the Regular General Meeting, and the draft decisions are made available to the shareholders according to the provisions of par. 3 of Art. 123 of Law 4548/2018, at least 6 days before the date of the Regular General Meeting. According to Art. 141 par. 6 Law 4548/2018, following the request of any shareholder, submitted to the Company at least 5 full days before the Regular General Meeting, the Board of Directors is obliged to provide the Regular General Meeting with the requested specific information about the company's affairs , in so far as they are relevant to the items on the agenda. There is no obligation to provide information when the relevant information is already available on the Company's website, in particular in the form of Q/As. Also, at the request of shareholders, representing 1/20 of the paid-up capital, the Board of Directors is obliged to announce to the Regular General Meeting the amounts paid, during the last two years, to every member of the Board of Directors or the Company's Managers, as well as any provision to these persons for any reason or contract of the Company with them. In all aforementioned cases the Board of Directors may refuse to provide information for a substantial reason, which is recorded in the minutes. The Board of Directors can respond uniformly to shareholder requests with the same content. According to Art. 141 par. 7 Law 4548/2018, upon request of shareholders, representing 1/10 of the paid-in capital which is submitted to the Company at least 5 full days before the Regular General Meeting, the Board of Directors is obliged to provide the Regular General Meeting information on the course of corporate affairs and the assets of the Company. The Board of Directors may refuse to provide the information for a substantial reason, which is recorded in the minutes. Corresponding deadlines for any exercise of minority rights of shareholders apply in case of a repeated General Meeting. In all the above cases, the applicant shareholders must prove their shareholding status and, except in cases of individual right to information, the number of shares they hold when exercising the relevant right. Shareholders can prove their status by any legal means and in any case based on information received by the Company from the central securities depository, if it provides registry services, or through the participating and registered intermediaries in the central securities depository in any other case.

**Provision of information to the shareholders prior to the GM**

From the day of publication of the invitation to the General Meeting until the day of the General Meeting, the Company makes available to its shareholders at its registered office and posts on its website the following information: a) the invitation to the General Meeting, b) the total number shares and voting rights assigned to the shares as at the date of invitation, c) the forms to be used for voting by proxy or by mail or by electronic means, unless such forms are sent directly to every shareholder. In addition, from the day of publication of the invitation to the General Meeting until the day of the General Meeting, the Company makes available to its shareholders at its registered office, and posts on its website the documents to be submitted to the General Meeting, a draft decision on each item of the proposed agenda or , if no decision has been proposed for approval, comment of the Board of Directors, as well as the draft decisions that may have been proposed by the shareholders. Each shareholder can request ten (10) days before the Regular General Meeting the annual financial statements of the Company and the relevant reports of the Board of Directors and the Company's Auditors (article 123 par. 1 of Law 4548/2018). For more information regarding the General Meeting of the Company and the rights of the shareholders, also refer to the effective Articles of Association of the Company, posted on the Company's website https://www.haidemenos.gr/. For timely and exact information regarding the shareholders and the investing public in relation to corporate events, the Company has a Shareholder Service Department and a Corporate Announcements Department.

## 4. Internal control system and risk management

### 4.1 Main features of the internal control system

The Internal Control System (ICS) is part of the Company's Corporate Governance System and is defined as the set of internal control mechanisms including risk management, internal control and regulatory compliance. ICS continuously covers every activity of the Company and contributes to its safe and efficient operation. The effectiveness of the ICS presupposes the periodic reassessment of the nature and extent of the risks to which the Company is exposed, in order to manage these risks in a framework favorable to the Company.

The Company's ICS includes control environment, risk management, controls, information and communication and monitoring.

The Control Environment is the cornerstone of the ICS. It affects the way business strategies and goals are developed, the structure of corporate processes as well as the process of recognizing, evaluating and overall managing business risks. It also affects the design and operation of security valves, information & communication systems as well as ICS monitoring mechanisms. The control environment is essentially the sum of many individual elements, which determine the overall organization and way of management and operation of the Company.

Risk Management: The adequacy and effectiveness of the Company's ICS is based on: a) the type and extent of the risks it faces, b) the extent and categories of risks that the Board of Directors deems acceptable to undertake, c) the probability of occurrence of the above risks, d) the ability of the Company to reduce the impact of risks, if implemented, and e) the operating costs of specific safety valves. The Company has a Risk Management Policy which has been approved by the minutes of 21/07/2021 of the Audit Committee which describes the framework for identifying, recording, evaluating and managing the Company's risks as well as the role of the risk manager as well as other executives. and Management bodies of the Company Risk Management has as a precondition the definition of the objective objectives of the Company. Based on these, the important events that can affect them are identified (Event Identification), the relevant risks are evaluated (Risk Assessment) and the Company's response to them is decided (Risk Response).

Control Activities are the policies and procedures that ensure that the decisions of the Board of Directors regarding the risk management are implemented, which threaten the achievement of the Company's objectives. Safety valves include approvals, authorizations, confirmations, operational performance reviews, etc. Every safety valve applied is associated with the existence of a relative risk. When choosing between alternative security valves of similar level of efficiency, the choice is made on the basis of cost-benefit ratio.

Information & Communication: An element of the ICS is the way in which the Company ensures the recognition, collection and dissemination of information in such a time and manner, that allow its executives to perform their duties effectively. This flow can be in all directions, inside (vertically and horizontally) and outside the Company. All critical issues both in terms of business organization and operation, as well as in terms of compliance with legality can reach the level of the Board of Directors, which is responsible for adopting the appropriate measures.

Monitoring: The monitoring of the ICS lies in the continuous evaluation of the existence and operation of the components of the internal control system. This is achieved through a combination of ongoing monitoring activities but also individual evaluations mainly through the Internal Audit Unit and regulatory compliance. The identified deficiencies of the ICS are disclosed to the Board of Directors.

The Company has an Internal Audit Unit, which is an independent organizational unit within the Company, with the main purpose of monitoring and improving the Company's Internal Control System. The Internal Audit Unit operates in accordance with Art. 15 & 16 Law 4706/2020, the Greek Code of Corporate Governance, which has been voluntarily adopted by the Company, and its Internal Rules of Procedures. The internal auditors perform their duties in accordance with the principles of independence, objectivity and confidentiality, comply with applicable internal control standards, current legislation and the policies and procedures of the Company. The Head of the Internal Audit Unit is appointed by the Board of Directors of the Company, following a proposal of the Audit Committee, is a full-time and exclusive employee, personally and functionally independent and objective in the performance of his duties and has the appropriate knowledge and relevant professional experience. It reports administratively to the Chief Executive Officer and operationally to the Audit Committee. Operation, organization and responsibilities of the Internal Audit Unit are analytically described in its Rules of Procedure, approved by the Company's Board of Directors following a proposal of the Audit Committee with the minutes as of 07 10 2021.

The Company has also appointed a Regulatory Compliance Officer who operates in accordance with Law 4706/2020. 7.2. The Regulatory Compliance Officer's objective is the establishment and implementation of appropriate and up-to-date policies and procedures for the purpose of timely, complete and ongoing compliance of the Company with the applicable regulatory framework and control of the degree of achievement of this purpose. institutional and supervisory framework with the aim of timely and effective adaptation of the Company to it, in the context of the prevention and deterrence of regulatory risks, the provision of instructions and proposals for updating the internal policies implemented by the Company's service units and their adaptation to the current institutional and supervisory framework and the establishment and adoption of appropriate procedures, updates and training programs in order to systematically inform the Company's staff on regulatory compliance issues that arise and relate to its responsibilities

The Regulatory Officer reports functionally to the Board of Directors and administratively to the Chief Executive Officer, has access to all the required sources of information and has sufficient knowledge and experience.

The Company has detailed Rules of Regulatory Compliance, approved by the minutes of 21 07 2021 of the Board of Directors.

**6. Additional Information**

Article 10 (1) of Directive 2004/25 / EC of the European Parliament and of the Council of 21 April 2004 regarding the public acquisition proposals (see also Article 4 (7) of Law 3556/2007) provides the following concerning companies, whose securities are listed on a regulated market:

Significant direct participations in the Company's share capital and voting rights, within the meaning of Articles 9 to 11 of Law 3556/2007 (over 5%) are the following:

- The company HAIDEMENOS HOLDINGS SA, 3,433,908 shares and voting rights, percentage 41.17%.
- Varvara Haidemenou, 705,947 shares and voting rights 8.46% (direct participation)
- Antonia Haidemenou, 667,480 shares and voting rights 8% (direct participation)
- Angeliki Haidemenou, 660,844 shares and voting rights 7.92% (direct participation)
- Efstratios Haidemenos, 433,275 shares and voting rights 5.19% (direct participation)

The present Corporate Governance Statement constitutes an integral and special part of the Annual (Management) Report of the Company's Board of Directors.

**F. Information under paragraph 7 of Article 4, Law 3556/2007**

**EXPLANATORY REPORT OF THE BOARD OF DIRECTORS**
**(in accordance with paragraphs 7 & 8 of Article 4, Law 3556/2007)**

I. Structure of the Company's Share Capital

The Company's Share Capital amounts to nine million six hundred seventy five thousand two hundred seventy (9,675,270) euro, divided into 8,340,750 registered voting shares, of nominal value € 1.16 each. The Company's shares are listed on the Athens Stock Exchange.

The rights of the Company's shareholders with respect to their shares are proportional to the share capital stake to which the paid-in share value corresponds. Each share incorporates all the rights that are stipulated by the Law and Company's Articles of Association, and more specifically:

- The right to dividends which is determined by the annual or the liquidation profits of the Company following deduction of Art. 160 Law 4548/2018 and in accordance with the provisions of the Articles of Association and the decisions of the General Meeting. Dividend is entitled to every shareholder, who is registered in the Shareholders' Register on behalf of the Company on the date of determination of dividend beneficiaries. The dividend of each share will be paid to the shareholder within two months from the date of the Regular General Meeting that approved the annual financial statements. The right to receive payment of the dividend is subject to a time limitation and the respective unclaimed amount goes to the State upon the lapse of five (5) years from the end of the year during which the General Meeting approved the distribution of the said dividend,

- The right to reclaim the amount of one's contribution during the liquidation or, similarly, the writing off of the capital representing the share, provided that this is resolved upon by the General Meeting,

- The right of pre-emption at every share capital increase of the Company into cash and undertaking of new shares,

- Every shareholder is entitled to request the annual financial statements along with the relevant reports of the Company's Board of Directors,

- Shareholders participate in the Company's General Meeting in person or by delegate, vote, participation in discussions, submission of proposals on the items of the agenda, entry of one's opinion on the minutes of the Meeting and finally the right to vote.

- The right to participate in the General Meeting, exercising the following sub-rights: legitimacy, presence, participation in debates, submission of proposals on issues of the agenda, recording opinions in the minutes and voting.

- The General Meeting of the Company's shareholders retains all its rights during the liquidation (according to paragraph 4 of article 33 of its Articles of Association).

The shareholders' responsibility is limited to the nominal value of the shares held.

II. Restrictions on transferring the Company shares

The transfer of Company shares takes place based on procedures stipulated by the law, while there are no restrictions set by the Articles of Association on transfer of shares, since the shares are intangible shares listed on the Athens Stock Exchange.

III. Significant direct or indirect participations according to Articles 9-11 of Law N.3556/2007.

The shareholders (natural person or legal entity) who hold a direct or indirect percentage exceeding 5% of the total number of its shares are listed in the table below.

| Title | SHARES | PERCENTAGE |
|---|---|---|
| HAIDEMENOS HOLDINGS SA | 3.433.908 | 41,17025447 |
| VARVARA HAIDEMENOU | 705.947 | 8,46383119 |
| ANTONIA HAIDEMENOU | 667.480 | 8,00263765 |
| AGGELIKI HAIDEMENOU | 660.844 | 7,92307646 |
| EFSTRATIOS HAIDEMENOS | 433.275 | 5,19467674 |

IV. Shares with special control rights

There are no Company shares that provide special control rights to their holders.

V. Restrictions on voting rights

No restrictions on voting rights emanate from the Company shares according to the Articles of Association.

VI. Agreements among Company shareholders

The Company is not aware of any agreements among its shareholders, which would result in restrictions regarding the transfer of its shares or the exercise of voting rights arising from its shares.

VII. Regulations regarding the appointment and replacement of BoD members and amendments of the Articles of Association

The provisions of the Company's Articles of Association for the appointment and replacement of the members of the Board of Directors and the amendment of the provisions of its Articles of Association do not differ from those provided for in Law 4548/2018.

VIII. Responsibility of the BoD for the issuance of new shares or acquisition of equity shares

The Company's Articles of Association have no special provision for the responsibility of the board of directors or certain members of the board of directors, for the issuance of new shares or the acquisition of own shares therefore the provisions of art. 49 Law 4548/2018 apply.

IX. Significant agreements put in force, amended or terminated in case of a change in the Company's control following a public offer

There are no significant agreements of the Company that become effective, are amended or terminated in the event of change in the control of the Company following a public offer.

X. Agreement with the BoD members or the Company's employees

There are no agreements between the Company and the members of the Board of Directors or employees, which provide for the payment of compensation especially in case of resignation or dismissal without a valid reason or termination of their term or employment due to a public offer. The provisions made for compensations due to retirement as a consequence of the application of the provisions of Law 3371/2005 as at 31.12.2021 amounted to € 443,189.

The Deputy Chairman of the BoD & Chief Executive Officer
Efstratios Haidemenos

**D. Annual Financial Statements**

The attached Financial Statements were approved by the Board of Directors of **HAIDEMENOS S.A.** on 26/04/2021 and are available on the internet web address www.haidemenos.gr and on ASE website and will be publicly available for a period of at least five (5) years as from the publication date.

It is noted that the publicized financial data and information, arising from the financial statements aim at providing the reader with a general view on the Company's financial performance and results, but do not provide the reader with a complete picture of the financial position, financial performance and cash flows of the Company according to the IFRS.

## 1. Statement of Comprehensive Income

| | Notes | 01.01-31.12.2021 | 01.01-31.12.2020 Amended |
|---|---|---|---|
| Sales | 9.19 | 14.952.767 | 13.770.130 |
| Cost of Sales | 9.20 | (13.008.196) | (12.714.144) |
| **Gross Profit** | | **1.944.571** | **1.055.986** |
| Distribution Expenses | 9.20 | (1.029.419) | (1.008.726) |
| Administrative Expenses | 9.20 | (1.441.818) | (1.492.172) |
| Other income | 9.22 | 228.341 | 186.249 |
| Other gains/(losses) – net | 9.22 | (1.006) | (6.587) |
| **Operating Profit** | | **(299.330)** | **(1.265.250)** |
| Financial income | 9.23 | 917.376 | 61 |
| Financial expenses – net | 9.23 | (354.367) | (240.070) |
| **(Losses) / Profit before Tax** | | **263.678** | **(1.505.259)** |
| Income Tax | 9.24 | (38.494) | 189.559 |
| **(Losses) / Profit after Tax** | | **225.184** | **(1.315.700)** |
| | | | |
| **Other Comprehensive Income** | | | |
| **Amounts not to be reclassifies in the income statement in subsequent periods:** | | | |
| Actuarial profit (loss) from defined benefit plans | | (29.302) | (54.815) |
| Deferred tax over actuarial profit (loss) from defined benefit plans | | 5.350 | 13.156 |
| **Other comprehensive income for the period after tax** | | **(23.952)** | **(41.659)** |
| **Total Comprehensive Income for the Period** | | **201.232** | **(1.357.359)** |
| | | | |
| **(Losses) / Profit per Share** | 9.25 | 0,0270 | (0,1577) |

***The Notes (p. 94-117) constitute an integral part of the annual financial statements.***

*(*) The comparative sizes in Company's Statement of Comprehensive Income for FY 2020 have been readjusted following the change to accounting policies under IAS 19 (see Note 8.5.3).*

## 2. Statement of Financial Position

| | Notes | THE COMPANY 31/12/2021 | 31/12/2020 Revised |
|---|---|---|---|
| **ASSETS** | | | |
| **Non-current Assets** | | | |
| Property, Plant and Equipment | 9.1 | 14.424.969 | 14.190.945 |
| Other Intangible Assets | 9.2 | 2.612 | 1.469 |
| Investments | 9.5 | 3.309 | 3.309 |
| Other Long-term Receivables | 9.4 | 53.631 | 49.787 |
| Deferred Tax Assets | 9.6 | 676.637 | 709.781 |
| **Total** | | **15.161.158** | **14.955.291** |
| **Current Assets** | | | |
| Inventory | 9.7 | 4.191.987 | 3.680.929 |
| Trade receivables | 9.8 | 4.094.683 | 4.707.740 |
| Other receivables | 9.9 | 583.552 | 257.314 |
| Financial assets at fair value through profit or loss | 9.10 | 243 | 211 |
| Cash and cash equivalents | 9.11 | 7.257.558 | 6.010.947 |
| **Total** | | **16.128.024** | **14.657.140** |
| **Total Assets** | | **31.289.181** | **29.612.431** |
| **EQUITY AND LIABILITIES** | | | |
| **Equity** | | | |
| Share Capital | | 9.675.270 | 9.675.270 |
| Share Premium | | 14.950.748 | 14.950.748 |
| Other reserves | | 2.911.570 | 2.935.521 |
| Profit/Loss carried forward | | (10.323.777) | (10.548.961) |
| **Total Equity** | | **17.123.810** | **17.012.578** |
| Non-controlling interests | | 0 | 0 |
| **Total Equity** | 9.12 | **17.123.810** | **17.012.578** |
| **Long-term liabilities** | | | |
| End of service employees benefit obligations | 9.14 | 443.189 | 452.241 |
| Government Grants | 9.18 | 201.900 | 277.815 |
| Long-term Loan Liabilities | 9.13 | 2..622.625 | 62.607 |
| Deferred Tax Liabilities | 9.6 | 0 | 0 |
| **Total** | | **3.267.714** | **792.663** |
| **Short-term Liabilities** | | | |
| Suppliers and other payables | 9.15 | 1.080.078 | 1.227.536 |
| Current tax obligations | 9.17 | 306.437 | 328.673 |
| Short-term Loan Liabilities | 9.13 | 8.673.349 | 9.685.063 |
| Other Short-term Liabilities | 9.16 | 747.793 | 565.917 |
| **Total** | | **10.807.657** | **11.807.191** |
| **Total Liabilities** | | **14.075.371** | **12.599.853** |
| **Total Equity and Liabilities** | | **31.289.181** | **29.612.431** |

***The Notes (p. 94-117) constitute an integral part of the annual financial statements.***

*(*) The comparative sizes in Company's Statement of Comprehensive Income for FY 2020 have been readjusted following the change to accounting policies under IAS 19 (see Note 8.5.3).*

## 3. Statement of Changes in Equity

| | Share capital | Share premium | Other reserves | Retained earnings | Total |
|---|---|---|---|---|---|
| **Balance as at 1 January 2021** | **9.675.270** | **14.950.748** | **2.935.521** | **(10.548.961)** | **17.012.578** |
| **Transactions with Owners** | **0** | **0** | **0** | **0** | **0** |
| **Results for the period 01.01 - 31.12.2021** | **0** | **0** | **0** | **225.184** | **225.184** |
| **Other comprehensive income:** | | | | | |
| Actuarial profit (loss) from defined benefits programs | 0 | 0 | (29.302) | 0 | **(29.302)** |
| Deferred tax on actuarial profit (loss) from defined benefits programs | 0 | 0 | 5.350 | 0 | **5.350** |
| **Other Comprehensive Income for the period** | **0** | **0** | **(23.952)** | **0** | **(23.952)** |
| **Total Comprehensive Income for the period** | **0** | **0** | **(23.952)** | **225.184** | **201.232** |
| **Balance as at 31st December 2021** | **9.675.270** | **14.950.748** | **2.911.570** | **(10.323.777)** | **17.213.810** |

| | Share capital | Share premium | Other reserves | Retained earnings | Total |
|---|---|---|---|---|---|
| **Balance as at 1 January 2020** | **9.675.270** | **14.950.748** | **2.978.236** | **(9.771.687)** | **17.832.567** |
| **Change in accounting policies under IAS 10** | | | **(1.054)** | **538.427** | **537.373** |
| **Revised balance 01.01.2020** | **9.675.270** | **14.950.748** | **2.977.182** | **(9.233.260)** | **18.369.940** |
| **Results for the period 01.01 - 31.12.2020** | **0** | **0** | **0** | **(1.315.701)** | **(1.315.700)** |
| **Other comprehensive income:** | | | | | |
| Actuarial profit (loss) from defined benefits programs | 0 | 0 | (54.815) | 0 | **(54.815)** |
| Deferred tax on actuarial profit (loss) from defined benefits programs | 0 | 0 | 13.156 | 0 | **13.156** |
| **Other Comprehensive Income for the period** | **0** | **0** | **(41.659)** | **0** | **(41.659)** |
| **Total Comprehensive Income for the period** | **0** | **0** | **(41.659)** | **(1.315.701)** | **(1.357.359)** |
| **Balance as at 31st December 2020** | **9.675.270** | **14.950.748** | **2.935.521** | **(10.548.961)** | **17.012.578** |

***The Notes (p. 94-117) constitute an integral part of the annual financial statements.***

*(*) The comparative sizes in Company's Statement of Comprehensive Income for FY 2020 have been readjusted following the change to accounting policies under IAS 19 (see Note 8.5.3).*

4. **Statement of Cash Flows**

**Statement of Cash Flows**

| | **THE COMPANY** | |
|---|---|---|
| | **1/1 - 31/12/2021** | **1/1 31/12/2021** |
| **Operating activities** | | |
| Proceeds from receivables | 18.565.725 | 16.933.426 |
| Payments to suppliers, employees etc. | (18.595.847) | (16.711.350) |
| Income tax payments | (48.933) | (113) |
| Interest paid | (238.675) | (242.626) |
| **Total inflows / outflows from operating activities (a)** | **(317.729)** | **(20.663)** |
| **Investing activities** | | |
| Payments for the acquisition of tangible and intangible assets | (861.882) | (467.858) |
| Proceeds from disposal of tangible and intangible assets | 10.100 | 120 |
| Grants received | 0 | 200.000 |
| Interest received | 40 | 60 |
| **Total inflows / (outflows) from investing activities (b)** | **(851.742)** | **(267.678)** |
| **Financing activities** | | |
| Payments for share capital decrease | 0 | 0 |
| Proceeds from issued / received loans | 6.471.359 | 2.160.000 |
| Loan repayments | (3.994.434) | (1.480.128) |
| Repayments of liabilities from finance leases (installments) | (60.842) | (67.865) |
| **Total inflows / (outflows) from financing activities (c)** | **2.416.083** | **612.008** |
| **Net increase (decrease) in cash and cash equivalents** (a)+(b)+(c) | **1.246.612** | **323.667** |
| **Opening cash and cash equivalents** | **6.010.947** | **5.687.280** |
| **Closing cash and cash equivalents** | **7.257.558** | **6.010.947** |

***The Notes (p. 94-117) constitute an integral part of the annual financial statements.***

HAIDEMENOS
INTEGRATED PRINTING SERVICES

**5. Segment Reporting**

Primary reporting segment – business segments

Based on its specific characteristics, Haidemenos SA estimates that the primary reporting segment emerges based on its business segments. The source and nature of a company's risks and returns determine whether the primary reporting will be conducted per business or by geographical characteristics.
The business risks and returns of the company depend on the products or services it provides, therefore the business segment is considered the primary reporting segment and the geographical segment – the secondary.

The company operates in the graphic arts segment, mainly in Greece and secondarily abroad, and specifically in the printing segment. In particular, the Company promotes the following products:

- Offset products,
- Prints/Books etc, and
- Digital products
- Stands products

The following tables present the primary reporting segment for years 2021 and 2020:

**(1.1 – 31.12.2021)**

| Primary presentation type – business segments<br>Results per segment as at 31.12.2021<br>Sales | OFFSET | DIGITAL | OTHER | Total |
|---|---|---|---|---|
| - to domestic clients | 13.781.938 | 700.130 | 470.700 | 14.952.767 |
| - to foreign clients | - | - | | - |
| **Net sales per segment** | **13.781.938** | **700.130** | **470.700** | **14.952.767** |
| **Operating Profit** | | | | |
| Cost of material/inventory | (5.603.167) | (154.266) | - | (5.757.433) |
| Employee benefits | (2.779.830) | (238.030) | | (3.017.860) |
| Depreciation / Amortization and impairment of non-financial assets | (699.442) | (71.766) | - | (771.208) |
| Other income | | | 228.341 | 228.341 |
| Other expenses | (5.410.572) | (347.749) | (175.617) | (5.933.938) |
| **Operating segment result** | **(711.073)** | **(111.681)** | **523.424** | **(299.330)** |
| Financial income | | | | 917.376 |
| Financial expenses - net | | | | (354.367) |
| Profit/(Loss) before Tax | | | | **263.678** |
| Income Tax | | | | (38.494) |
| **Net Profit /(Loss) for the period after tax** | | | | **225.184** |

| **Assets and liabilities as at 31.12.2021** | **OFFSET** | **DIGITAL** | **OTHER** | **Total** |
|---|---|---|---|---|
| Assets per segment | 14.676.502 | 1.290.242 | 161.280 | 16.128.024 |
| Investments in affiliates | - | | | - |
| Assets not allocated | - | | | 15.161.157 |
| **Total Assets per segment** | **14.676.502** | **1.290.242** | **161.280** | **31.289.181** |
| **Impairment of Assets** | **-** | **-** | **-** | **-** |

**(1.1 – 31.12.2020)**

| **Primary presentation type – business segments** | | | | |
|---|---|---|---|---|
| **Results per segment as at 31.12.2020** | **OFFSET** | **DIGITAL** | **OTHER** | **Total** |
| **Sales** | | | | |
| - to domestic clients | 12.720.386 | 687.553 | 214.406 | 13.622.345 |
| - to foreign clients | 147.785 | - | - | 147.785 |
| **Net sales per segment** | **12.868.171** | **687.553** | **214.406** | **13.770.130** |
| **Operating Profit** | | | | |
| Cost of material/inventory | (5.415.849) | (155.879) | - | (5.571.728) |
| Employee benefits | (2.747.219) | (238.776) | - | (2.985.995) |
| Depreciation / Amortization and impairment of non-financial assets | (1.342.677) | (54.110) | - | (1.396.787) |
| Other income | | | 186.249 | 186.249 |
| Other expenses | (4.479.260) | (317.570) | (470.289) | (5.267.119) |
| **Operating segment result** | **(1.116.834)** | **(78.782)** | **(69.634)** | **(1.265.250)** |
| Financial income | | | | 61 |
| Financial expenses - net | | | | (240.070) |
| Profit/(Loss) before Tax | | | | **(1.505.259)** |
| Income Tax | | | | 189.559 |
| **Net Profit /(Loss) for the period after tax** | | | | **(1.315.700)** |

| **Assets and liabilities as at 31.12.2020** | **OFFSET** | **DIGITAL** | **OTHER** | **Total** |
|---|---|---|---|---|
| Assets per segment | 13.337.997 | 1.172.571 | 146.571 | 14.657.140 |
| Investments in affiliates | | | | - |
| Assets not allocated | | | | 14.955.291 |
| **Total Assets per segment** | **13.337.997** | **1.172.571** | **146.571** | **29.612.431** |
| **Impairment of Assets** | **-** | **-** | **-** | **-** |

## 6. General Information

The Societe Anonyme under the title "HAIDEMENOS INTEGRATED PRINTING SERVICES S.A." and the distinctive title HAIDEMENOS S.A. was established on 02/01/1995 (Government Gazette 103/05.01.1995) following the merger of the spin-off sector of the company "HAIDEMENOS PRINTING SERVICES S.A. " (hereinafter "HAIDEMENOS SA") with the company "PELOPS PRINTING SERVICES S.A."

The company "HAIDEMENOS SA" was initiated as a result of the transformation of the General Partnership "G. Haidemenos GP" on 30/06/1983 (Government Gazette 2320 / 28.07.1983), with the objective of printing publications, books and magazines. The company "PELOPS PRINTING SERVICES S.A." was established on 25/07/1989 (Government Gazette 3271/28.08.1989), with the objective of printing posters and giant posters.

The Company belongs to graphic arts and printing segments, according to the Hellenic Statistical Authority (ESYE) data under the code 222. ESYE includes the Company in the corresponding codes: 222.2 printing activities m.a.k. 222.3 book binding and finishing and 222.9 other printing-related activities.

The Company's industrial facilities are located in the Municipality of Alimos, in the area of Trachones, 4 Archaiou Theatrou - Ethnikis Antistaseos & Trachonon 4 in a privately owned land plot.

The land plot in Thrakis and Trachonon streets has an area of 4,071 sq.m., while the total area of the industrial plants that have been built on it is 2,815 sq.m. The land plot at 4 Archaiou Theatrou Street has an area of 6,843 sq.m. while the total area of its building facilities, where the offices and factory premises of the Company are housed, has an area of 6, 866 sq.m.

The industrial facilities of the Company in Ethnikis Antistaseos & Trachonon streets in the Municipality of Alimos, Attica, operate on the basis of the operating license number Φ.14 ΑΛΙ 209/17.7.2002 of the Industries and Mines Department of Prefecture of Athens. The operating license term is indefinite.

A branch operates in a privately owned plot of 9,635 sq.m. and a building of 5,147 sq.m., at 74 Archimidous Street in Koropi. Moreover, a branch operates in the property acquired in 2020

through an auction in a plot of 4,440 sq.m., in a building - factory of a total area of 1,696 sq.m. in the Municipality of Kropia, at the location "TZIMA" on Anaxagoras Street, without numbering.
A rented storage space of 1,000 sq.m. operates in the area of Koropi, in Thiseos street, Lamprika location.

**6.1 Scope of Operations**

The Company operates in the graphic arts segment, mainly in Greece and secondarily abroad, specifically in the printing segment. In particular, the Company promotes the following products:

A. OFFSET Forms / Books
All kinds of publications and books such as corporate accounts, leaflets (triptychs and quatrains), cards, calendars, catalogs, maps, travel guides, art books, newspaper and magazine inserts, newsletters, magazine covers and any other paper application for posters of all sizes, up to giant posters aimed at advertising and promoting products.

B. Digital printing products
Digital printing products cover small and large surfaces (maximum print size is 5 x 50 meters without joint, while joining two or more pieces to create distinct large prints), produced applying state-of-the-art digital methods and indelible colors offering 4 years of resistance to the most adverse weather conditions. They are printed on various materials such as paper, vinyl, stickers, canvas, fabric, carpet, etc. and are intended for various uses depending on customer requirements, including: outdoor advertising, visual interventions in the exterior and interior of buildings (Athens Concert Hall, National Gallery, etc.), shop windows, sports facilities, sets of plays and television productions, projection on trolleys, trains, exhibition stands, etc., with the aim of advertising and promoting the products of their customers. The digital printing products are produced by the Company and are intended for the Greek market or exported to EU countries.
HAIDEMENOS SA main objectives are to keep the Company's recognition and trust of the customers at a high level, ensure the quality of the provided products, the capacity of the modern needs, the expansion of the customer base and the market share and the Company's leading position in the segment.
Regarding the environmental policy, the Company's Management strongly believes that protection of the environment is a universal responsibility, therefore, the Company is committed to implementation of every possible measure, process, system in order to minimize the negative environmental impact and maximize the positive environmental aspects.

## 7. Significant Events

- HAIDEMENOS SA completed the statutory tax audit for the year 2020 and received an Unqualified Conclusion Tax Compliance Report. It is noted that according to the circular POL. 1006 / 2016 the companies, subject to the above special tax audit, are not exempted from the conduct of the statutory tax audit by the competent tax authorities. The audit and the issuance of tax certificates, for the years 2016 onwards is optional.

- The outbreak of COVID-19 and its rapid spread around the globe have generated a highly uncertain environment, significantly worsening the outlook for the global economy. Currently, there are reasonable and well-grounded concerns about the course of the world economy.

  Gradual de-escalation of the pandemic in line with the possibility of treating the coronavirus with vaccination and antiviral drugs, as well as the gradual lifting the state restrictions are factors that will contribute to normalization of the Company's operations. However, the Russian invasion of Ukraine in February 2022, as a result of which the already increased prices of A & B materials as well as the electricity related to the Natural Gas and the fuel and the cost of transportation increased to unprecedented levels, generating new data in the world economy and, consequently, in Greece.

  The Company's Management constantly monitors, evaluates and analyzes the developments, the economic and social changes, based on the projected short-term and long-term market condition, in order to maintain a high level of adaptability and strengthen the mechanisms through coordinated movements to safeguard its key financial sizes and ensure implementation of its business plans.

## 8. Framework for Preparation of Financial Statements

### 8.1 Statement of Compliance

The annual financial statements of Haidemenos SA as of December 31st, 2021 covering the period from 1 January to 31 December 2021 have been prepared based on the historical cost principle, the going concern principle and are in accordance with the International Financial Reporting Standards (IFRS), issued by the International Accounting Standards Board (IASB) and their interpretations, issued by the IFRS Interpretations Committee (I.F.R.I.C.), adopted by the European Union until 31.12.2021.

The Company implements all the International Accounting Standards (IAS), the International Financial Reporting Standards (IFRS) and their interpretations that apply to its operations. The relevant accounting policies, summarized below in Note 8.7, have been applied consistently to all the presented periods.

**8.2 Presentation Currency**

The presentation currency is Euro - the Company's functional currency, i.e. the currency use din its primary economic environment.

**8.3 Use of Estimates**

The preparation of the financial statements according to IFRS requires the use of estimates and judgments on the application of the Company's accounting policies. Opinions, assumptions and Management estimates affect the valuation of several asset and liability items, the amounts recognized during the financial year regarding specific income and expenses as well as the presented estimates on contingent liabilities.

The assumptions and estimates are assessed on a continuous basis according to historic experience and other factors, including expectations on future event outcomes that are considered as reasonable given the current conditions. The estimates and assumptions relate to the future and, consequently, the actual results may deviate from the accounting calculations. The aspects requiring the highest degree of judgment as well as the aspects mostly affecting the Financial Statements are presented in Note 8.6.

In May 2021, the International Financial Reporting Interpretations Committee ("the Committee") issued the final agenda decision under the title "Attributing Benefits to Periods of Service" (IAS 19), which includes explanatory material regarding the way of distribution of benefits in periods of service following a specific defined benefit plan proportionate to that defined in Article 8 of Law 3198/1955 regarding provision of compensation due to retirement (the "Labor Law Defined Benefit Plan").

In particular, the aforementioned final decision of the Committee's agenda provides explanatory information on the application of the basic principles and regulations of IAS 19 in respect of the distribution of benefits in periods of service similar to that of the Labor Law Defined Benefit Plan.

This explanatory information differentiates the way in which the basic principles and regulations of IAS 19 have been applied in Greece in the previous years, and therefore, according to what is defined in the "IASB Due Process Handbook (par 8.6)", entities that prepare their financial statements in accordance with IFRS are required to amend their Accounting Policy accordingly.

Based on the above, the aforementioned final decision of the Committee's agenda will be treated as a Change in Accounting Policy. The aforementioned decision will be implemented in accordance with paragraphs 19-22 of IAS 8. The change in accounting policy will be applied retrospectively with a corresponding adjustment of the opening balance of every affected equity item for the older of the presented periods and other comparative amounts for every prior period presented as if the new accounting policy had always been effective. The requirements of IAS 8 on disclosures in cases of Changes in Accounting Policies should be applied accordingly. The validity of the above final decision of the Committee's agenda is of immediate effect.

**8.4 Comparative items and rounding**

Differences between the amounts in the financial statements and the corresponding amounts in the notes are due to rounding.

**8.5 Changes in Accounting Policies**

The Financial Statements have been prepared based on the accounting policies used under the preparation of the Financial Statements for 2020, adjusted to the new Standards and the revisions required by the IFRS for the fiscal years beginning on January 1, 2021.

Par. 8.5.1 presents the standards that are applicable to the Company and adopted from January 1, 2021, as well as the standards, mandatory from January 1, 2021, but not applicable to the Company's operations.

Par. 8.5.2 presents the standards, amendments to standards and interpretations to existing standards which have either not yet entered into force or have not been adopted by the EU.

**8.5.1 New Standards, Interpretations, Revisions and Amendments to existing Standards that are effective and have been adopted by the European Union**

The following new Standards, Interpretations and amendments of IFRSs have been issued by the International Accounting Standards Board (IASB), are adopted by the European Union, and their application is mandatory from or after 01/01/2021.

- **Amendments to IFRS 4 "Insurance Contracts" – deferral of IFRS 9 (effective for annual periods starting on or after 01/01/2021)**

In June 2020, the IASB issued amendments that declare deferral of the date of initial application of IFRS 17 by two years, to annual periods beginning on or after January 1, 2023. As a consequence, the IASB also extended the fixed expiry date for the temporary exemption from applying IFRS 9 "Financial Instruments" in IFRS 4 "Insurance Contracts", so that the entities are required to apply IFRS 9 for annual periods beginning on or after January 1, 2023. The amendments do not affect the separate Financial Statements.

- **Amendments to IFRS 9, IAS 39, IFRS 7, IFRS 4 and IFRS 16: " Interest Rate Benchmark Reform – Phase 2" (effective for annual periods starting on or after 01/01/2021)**

In August 2020, the IASB has finalized its response to the ongoing reform of IBOR and other interest benchmarks by issuing a package of amendments to IFRS Standards. The amendments complement those issued in 2019 and focus on the effects on financial statements when a company replaces the old interest rate benchmark with an alternative benchmark rate as a result of the reform. More specifically, the amendments relate to how a company will account for changes in the contractual cash flows of financial instruments, how it will account for a change in its hedging relationships as a result of the reform, as well as relevant information required to be disclosed. The amendments do not affect the separate Financial Statements.

- **Amendments to IFRS 16 "Leases": Covid-19 – Related Rent Concessions beyond 30 June 2021 (effective for annual periods starting on or after 01/04/2021)**

In March 2021, the IASB issued amendments to the practical expedient of IFRS 16, that extend the application period by one year to cover Covid-19-related rent concessions that reduce only lease payments due on or before 30 June 2022. The amendments affect the separate Financial Statements.

### 8.5.2 New Standards, Interpretations, Revisions and Amendments to existing Standards that have not been applied yet or have not been adopted by the European Union

The following new Standards, Interpretations and amendments of IFRSs have been issued by the International Accounting Standards Board (IASB), but their application has not started yet or they have not been adopted by the European Union.

- **Amendments to IFRS 3 "Business Combinations", IAS 16 "Property, Plant and Equipment", IAS 37 "Provisions, Contingent Liabilities and Contingent Assets" and "Annual Improvements 2018-2020" (effective for annual periods starting on or after 01/01/2022)**

In May 2020, the IASB issued a package of amendments which includes narrow-scope amendments to three Standards as well as the Board's Annual Improvements, which are changes that clarify the wording or correct minor consequences, oversights or conflicts between requirements in the Standards. More specifically:

- **Amendments to IFRS 3 Business Combinations** update a reference in IFRS 3 to the Conceptual Framework for Financial Reporting without changing the accounting requirements for business combinations.
- **Amendments to IAS 16 Property, Plant and Equipment** prohibit a company from deducting from the cost of property, plant and equipment amounts received from selling items produced while the company is preparing the asset for its intended use. Instead, a company will recognize such sales proceeds and related cost in profit or loss.
- **Amendments to IAS 37 Provisions, Contingent Liabilities and Contingent Assets** specify which costs a company includes when assessing whether a contract will be loss-making.
- **Annual Improvements 2018-2020** make minor amendments to IFRS 1 First-time Adoption of International Financial Reporting Standards, IFRS 9 Financial Instruments, IAS 41 Agriculture and the Illustrative Examples accompanying IFRS 16 Leases.

The Company will examine the impact of the above on its Financial Statements, though it is not expected to have any. The above have been adopted by the European Union with effective date of 01/01/2022.

- **IFRS 17 "Insurance Contracts" (effective for annual periods starting on or after 01/01/2023)**

In May 2017, the IASB issued a new Standard, IFRS 17, which replaces an interim Standard, IFRS 4. The aim of the project was to provide a single principle-based standard to account for all types of insurance contracts, including reinsurance contracts that an insurer holds. A single principle-based standard would enhance comparability of financial reporting among entities, jurisdictions and capital markets. IFRS 17 sets out the requirements that an entity should apply in reporting information about insurance contracts it issues and reinsurance contracts it holds. Furthermore, in June 2020, the IASB issued amendments, which do not affect the fundamental principles introduced when IFRS 17 has first been issued. The amendments are designed to reduce costs by simplifying some requirements in the Standard, make financial performance easier to explain, as well as ease transition by deferring the effective date of the Standard to 2023 and by providing additional relief to reduce the effort required when applying the Standard for the first time. The Company will examine the impact of the above on its Financial Statements, though it is not expected to have any. The above have been adopted by the European Union with the effective date of 01/01/2023.

- **Amendments to IAS 1 "Presentation of Financial Statements" (effective for annual periods starting on or after 01/01/2023)**

In February 2021, the IASB issued narrow-scope amendments that pertain to accounting policy disclosures. The objective of these amendments is to improve accounting policy disclosures so that they provide more useful information to investors and other primary users of the financial statements. More specifically, companies are required to disclose their material accounting policy information rather than their significant accounting policies. The Company will examine the impact of the above on its Financial Statements, though it is not expected to have any. The above have been adopted by the European Union with the effective date of 01/01/2023.

- **Amendments to IAS 8 "Accounting Policies, Changes in Accounting Estimates and Errors: Definition of Accounting Estimates" (effective for annual periods starting on or after 01/01/2023)**

In February 2021, the IASB issued narrow-scope amendments that they clarify how companies should distinguish changes in accounting policies from changes in accounting estimates. That distinction is important because changes in accounting estimates are applied prospectively only to future transactions and other future events, but changes in accounting policies are generally also applied retrospectively to past transactions and other past events. The Company will examine the impact of the above on its Financial Statements, though it is not expected to have any. The above have been adopted by the European Union with the effective date of 01/01/2023.

- **Amendments to IAS 1 "Classification of Liabilities as Current or Non-current" (effective for annual periods starting on or after 01/01/2023)**

In January 2020, the IASB issued amendments to IAS 1 that affect requirements for the presentation of liabilities. Specifically, they clarify one of the criteria for classifying a liability as non-current, the requirement for an entity to have the right to defer settlement of the liability for at least 12 months after the reporting period. The amendments include: (a) specifying that an entity's right to defer settlement must exist at the end of the reporting period; (b) clarifying that classification is unaffected by management's intentions or expectations about whether the entity will exercise its right to defer settlement; (c) clarifying how lending conditions affect classification; and (d) clarifying requirements for classifying liabilities an entity will or may settle by issuing its own equity instruments.

Furthermore, in July 2020, the IASB issued an amendment to defer by one year the effective date of the initially issued amendment to IAS 1, in response to the Covid-19 pandemic. The Company will examine the impact of the above on its Financial Statements, though it is not expected to have any. The above have not been adopted by the European Union.

- **Amendments to IAS 12 "Income Taxes: Deferred Tax related to Assets and Liabilities arising from a Single Transaction" (effective for annual periods starting on or after 01/01/2023)**

In May 2021, the IASB issued targeted amendments to IAS 12 to specify how companies should account for deferred tax on transactions such as leases and decommissioning obligations – transactions for which companies recognise both an asset and a liability. In specified circumstances, companies are exempt from recognising deferred tax when they recognise assets or liabilities for the first time. The amendments clarify that the exemption does not apply and that companies are required to recognise deferred tax on such transactions. The Company will examine the impact of the above on its Financial Statements, though it is not expected to have any. The above have not been adopted by the European Union.

- **Amendments to IFRS 17 "Insurance contracts: Initial Application of IFRS 17 and IFRS 9 – Comparative Information" (effective for annual periods starting on or after 01/01/2023)**

In December 2021, the IASB issued a narrow-scope amendment to the transition requirements in IFRS 17 to address an important issue related to temporary accounting mismatches between insurance contract liabilities and financial assets in the comparative information presented when applying IFRS 17 "Insurance Contracts" and IFRS 9 "Financial Instruments" for the first time. The amendment aims to improve the usefulness of comparative information for the users of the financial statements. The Company will examine the impact of the above on its Financial Statements, though it is not expected to have any. The above have not been adopted by the European Union.

### 8.5.3 Implementation of the Final Decision of IFRS Interpretations Committee on Attributing Benefit to Periods of Service (IAS 19)

In May 2021, IFRS Interpretations Committee (hereinafter "the Committee") issued the final agenda (hereinafter "the Decision") on Attributing Benefit to Periods of Service (IAS 19). This Decision provides explanatory information on the application of the basic principles and regulations of IAS 19 as regards attributing benefit to periods of service under the defined benefit plan analogous to that defined in article 8 of L.3198/1955 regarding the provision of compensation due to retirement (the «Program of Defined Benefits of Labor Law»).

This explanatory information differentiates the way in which the basic principles and regulations of IAS 19 have been applied in Greece in the previous years, and therefore, entities that prepare their financial statements in accordance with IFRS are required to amend their accounting policy accordingly. Until the issuance of the aforementioned Decision, the Company applied IAS 19, attributing the benefits defined by article 8 of Law 3198/1955, Law 2112/1920, and its amendment by Law 4093/2012 in the period from hiring until the employee retirement date.

The application of this final agendas decision in the accompanying consolidated financial statements has led to attributing benefits in the last 16 years until the date of employee retirement following the scale recorded in Law 4093/2012.

The Company treated the above Decision as a change to accounting policy, applying the change retroactively from the beginning of the first comparative period, in accordance with paragraphs 19 - 22 of IAS 8. The following table presents the effect of the implementation of the final Decision for every affected item of financial statements. Any lines, not affected by the changes brought about by the change to accounting policy, are not included in the table presented below.

| **Excerpt from the Statement of Financial Position** | **31/12/2019** | **Adjustment under IAS 19** | **Readjusted as at 31/12/2019** |
|---|---|---|---|
| Deferred Tax Assets | 677.201 | (170.135) | 507.066 |
| Other reserves | 2.978.236 | (1.054) | 2.977.182 |
| Retained earnings | (9.771.687) | 538.427 | (9.233.260) |
| Employee end of service benefit obligation | 1.067.150 | (707.508) | 359.642 |

| **Excerpt from the Statement of Financial Position** | **31/12/2020** | **Adjustment under IAS 19** | **Readjusted as at 31/12/2020** |
|---|---|---|---|
| Deferred Tax Assets | 867.789 | (158.008) | 709.781 |
| Other reserves | 2.944.456 | (8.935) | 2.935.521 |
| Retained earnings | (11.056.875) | 507.914 | (10.548.961) |
| Employee end of service benefit obligations | 1.109.228 | (656.987) | 452.241 |

| **Excerpt from the Statement of Comprehensive Income** | **31/12/2020** | **Adjustment under IAS 19** | **Readjusted as at 31/12/2020** |
|---|---|---|---|
| Actuarial profit/loss | (44.446) | (10.369) | (54.815) |
| Administrative Expenses | (1.444.459) | (47.713) | (1.492.172) |
| Financial expenses | (247.631) | 7.561 | (240.070) |
| Income Tax | 179.920 | 9.639 | 189.559 |

| | | | |
|---|---|---|---|
| (Loss)/Earnings before Tax | (1.465.108) | (40.152) | (1.505.259) |
| (Loss)/Earnings after Tax | (1.285.187) | (30.513) | (1.315.700) |

**8.6 Significant accounting estimates and judgments**

The preparation of financial statements in accordance with International Financial Reporting Standards (IFRS) requires management to make judgments, estimates and assumptions that affect the reported assets and liabilities at the financial statement preparation date. They also affect the disclosures of contingent assets and liabilities at the financial statement preparation date and the reported amounts of revenues and expenses for the period. Actual results may differ from these estimates. Estimates and judgments are based on historical experience and other factors, including expectations of future events that are considered reasonable under specific circumstances while constantly reassessed based on all available information.

**Judgements**

The main judgments made by the Management of the Company (apart from those involving estimates which are presented further below) that have the most significant effect on the amounts recognised in the financial statements mainly relate to:

**Inventory**

Inventories are measured at the lower of cost and net realisable value. In order to estimate the net realisable value, Management takes into consideration the most reliable data available at the time of making the estimate. The activity is subject to significant technological developments, thus causing a significant change in prices.

**Recoverability of receivables**

The judgment of the Management regarding assessing recoverability of receivables is a significant factor in evaluation of the balances as doubtful or non-doubtful and measurement of their potential value impairment.

Such receivables are assessed by reviewing the maturity of trade balances, the customers' credit records, creditworthiness, agreement on progressive repayment in accordance with the respective legal actions provided by the legislation regarding voluntary or compulsory relevant balances and the expected credit losses.

**Estimates and assumptions**

Certain amounts included in or affecting the financial statements and related disclosure must be estimated, requiring management to make assumptions with respect to values or conditions which cannot be known with certainty at the time the financial statements are prepared. A "critical accounting estimate" is the one which is both significant to the portrayal of the company's financial position and results and requires management's most difficult, subjective or complex judgments, often as a result of the need to make estimates about the effect of matters that are inherently uncertain. The Company evaluates such estimates on an ongoing basis, based upon historical results and experience, consultation with experts, trends and other methods considered reasonable in the particular circumstances, as well as the Company's projections as to how they might change in the future.

**Income tax:** Reliable measurement of income taxes is based on estimates of both current and deferred tax. The Company recognises liabilities for expected tax audit issues based on estimates of whether additional taxes will be due.

**Contingencies:** The Company is involved in litigation and claims in the normal course of its operations. The Management is of the opinion that any resulting settlements would not materially affect the financial position of the Group and of the Company as at December 31, 2021. However, the determination of contingent liabilities relating to the litigation and claims is a complex process that involves judgments as to the outcomes and interpretation of laws and regulations.

**Useful life of depreciated assets:** The Company's Management examines the useful life of depreciated assets during each reporting period. At 31st December, 2021, it is estimated that the useful life represents the expected usefulness of the underlying assets. Unamortized balances are analyzed in the notes to the financial statements. The actual results, however, are likely to differ due to gradual technical depreciation, mainly in terms of software and hardware.

## 8.7 Summary of Accounting Policies

### 8.7.1 General

Significant accounting policies which have been used in the preparation of these financial statements are summarized below.

It is worth noting, as analytically reported above, that accounting estimates and assumptions are used for the preparation of the financial statements. Despite the fact that these estimates are based on the Management's best knowledge of the current issues and actions, the final results are likely to differ from what has been estimated.
The financial statements are presented in Euro.

**8.7.2 Consolidation**

Associates are the companies on which the Group has significant influence but that are neither subsidiaries nor joint arrangements. Significant influence is the authority to participate in decisions concerning the issuer's financial and business policies, but not to control such policies. Significant influence usually exists when Haidemenos holds between 20% and 50% of the voting rights through share ownership or through another type of agreement.
Investments in associates are initially recognized at cost and are consolidated using the equity method. The goodwill is included in the carrying amount (cost) of the investment and is tested for impairment as part of investment. When a Group entity transacts with a Group associate, intercompany profits and losses are eliminated according to Group's participating interest in the relevant associate.
All subsequent changes in the participating interest in an associate are recognized in the carrying amount of the Group's investment. Changes arising from profits or losses that are generated by the associate are recognized in the account "(Loss)/Profit from investment in associates" in the Consolidated Statement of Comprehensive Income and, therefore, affect net results of the Group. These changes include subsequent depreciation of tangible assets, amortization of intangible assets, amortization or impairment of the fair value adjustments of assets and liabilities. On consolidation, the changes that have been directly recognized in equity of the associate and the related effect, such as those resulting from the accounting treatment of available-for-sale investments of associate are recognized in the consolidated equity of the Group. Any changes recognized directly in equity and not associated with the results, such as distribution of dividends or other transactions with shareholders of the associate, are recognized against the carrying value of the investment. No effect on the net result or equity is recognized in the context of these transactions. However, when the share of the Group's losses in an associate equals or exceeds the carrying amount of the investment, including any unsecured receivables, the Group does not recognize further losses, unless the investor has incurred obligations or made payments on behalf of the associate.

Unrealised gains on transactions between the Group and its associates are eliminated to the extent of the interest in associates. Unrealised losses are also eliminated unless the transaction provides evidence of losses due to a decrease in the value of the assets acquired by the joint venture.

When the financial statements of the associate used in applying the equity method are prepared at a reporting date different from that of the parent, then adjustments are made to the associate's financial statements reflecting the effects of significant transactions or events that occur between that date and the date of the financial statements of the investing company. In any case, the difference between the reporting date of the associate and that of the investing company is more than three months.

The company holds no interest in the share capital of other companies and is under no obligation to prepare consolidated financial statements.

**8.7.3 Segment reporting**

Business segment is defined as a group of assets and activities that provide products and services, which are subject to risks and returns other than those of other business segments. A geographical segment is defined as a geographical area in which products and services are provided and which is subject to risks and returns other than those of other areas.

**8.7.4 Currency Translation**

A) Functional Currency and Presentation Currency

The items of the Company's financial statements of the Company are measured based on the currency of the primary economic environment in which each company operates ("functional currency"). The financial statements are presented in Euro, which is the Company's functional currency and the presentation currency.

B) Transactions and Balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates effective at the transactions dates. Foreign exchange gains and losses arising from the settlement of such transactions during the period and from converting monetary items denominated in foreign currencies at the exchange rates at the balance sheet date are recognized in the income statement except when foreign exchange differences arise from valuation of derivative financial instruments used as cash flow hedges. Foreign exchange differences arising from non-monetary items, measured at fair value, are considered as part of fair value and are therefore recorded in line with the fair value differences.

**8.7.5 Property, plant and equipment**

Property plant and equipment are disclosed in financial statements at their acquisition cost less accumulated depreciation and any impairment. Cost includes all expenses directly associated with the acquisition of assets. The cost of property, plant and equipment includes the cost of spare parts for some property, plant and equipment that require replacement at regular intervals.

Subsequent expenses are recognised as increase to the book value of tangible assets or as a separate fixed asset only to the extent that those expenses increase future economic benefits expected to flow from the use of the fixed asset and their cost can be reliably measured. Repairs and maintenance costs are recognised in the income statement when incurred as well as the daily maintenance cost. Land is not depreciated. Depreciation of other items in tangible assets is calculated based on the straight line method over their useful life, which has been estimated as follows:

| | |
|---|---|
| Buildings | 20 years |
| Mechanical equipment | 12,5 years |
| Vehicles | 6,67 years |
| Fixtures | 5-10 years |

Residual values and useful lives of tangible assets are reviewed on annual basis. When book values of tangible assets exceed their recoverable amount, the difference (impairment) is directly recorded as an expense in the income statement.
At the sale of tangible assets, differences between the consideration received and their book value are recognised in the income statement.
Financial expenses related to the construction of assets are capitalized for the period required until the completion of construction. All other financial expenses are recognized in the income statement.

**8.7.6 Intangible Assets**

**A) Trademarks and Licenses**

Trademarks and licenses are measured at acquisition cost less depreciation, charged on a straight-line basis over the estimated useful lives of the items. As at 31.12.2021, the Company had not recognized corresponding Intangible Assets in its financial statements.

**B) Software**

Software licenses are measured at acquisition cost less amortization, is charged on a straight-line basis over the estimated useful lives of the assets, which range from 3 to 5 years. Costs required to develop and maintain the software are recognized as an expense when incurred.

**C) Research and Development Expenses**

Research expenses are recognized as operating costs when incurred. Expenses incurred due to development programs (and related to design and testing of new or improved products) are recognized as intangible assets if they are likely to provide the Company with future financial benefits. Other development expenses are recorded in the expense accounts as soon as they arise. Development expenses, previous financial years recorded as expenses, are not recorded as intangible assets later in the financial year. Capitalized development expenses are amortized from the commencement of commercial production of the product, based on the straight-line method over the period of expected product benefits.

**8.7.7 Impairment of Assets**

Assets with indefinite useful life are not amortized and are subject to impairment tests annually and when certain facts indicate that the carrying amount may not be recoverable. Potentially arising difference is charged to the income statement. Depreciated assets are tested for impairment if there is any indication that their book value will not be recovered. The recoverable amount is the higher amount between the fair value of the asset (net selling price less costs to sell) and value in use. The loss incurred due to the impairment of assets is recognised by the company if the book value of those items (or of the Cash Generating Units) is higher than its recoverable amount.

Net selling price is defined as the amount from the sale of the asset in the context of a bi-lateral arm's length transaction after the deduction of any additional direct cost for sale of the asset, while value in use is the present value of estimated future cash flows expected to flow in the business from the use of the asset and from its sale at the end of its estimated useful life.

### 8.7.8 Financial Instruments

A financial instrument is defined as an agreement creating either a financial asset in a company and a financial liability, or, a shareholding in another company.

**Initial recognition and derecognition**

Financial asset or financial liability are recognized in the Statement of Financial Position, when and only when the Company becomes a party to the contractual provisions of the financial instrument.

Financial assets are derecognized when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and substantially all the risks and rewards are transferred.

A financial liability (or part of it) is derecognized from the Statement of Financial Position, when and only when the contractual liability is extinguished, discharged, cancelled or expired.

**Classification and measurement of financial assets**

Except for those trade receivables that do not contain a significant financial component and are measured at the transaction price in accordance with IFRS 15, all financial assets are initial measured at fair value adjusting for transaction costs except for financial assets measured at fair value through profit and loss.

Financial assets, other than those designated and effective as hedging instruments, are classified into the following categories:

a. Amortized cost

b. Fair value through profit and loss, and

c. Fair value through other comprehensive income.

The classification is determined by both the entity's business model for managing the financial asset and the contractual cash flow characteristics of the financial asset.

All income and expenses relating to financial assets that are recognized in profit or loss are presented within the items "Other financial results", "Financial expenses" and "Financial income", except for impairment of trade receivables which is presented within operating expenses.

**Subsequent measurement of financial assets**

Financial asset is subsequently measured at fair value through profit and loss, amortized cost or fair value through other comprehensive income. The classification is based on both criteria:

i. the entity 's business model for managing the financial asset, meaning, whether the objective is to hold for the purpose of collecting contractual cash flows or collecting contractual cash flows as well as the sale of financial assets, and,

ii. whether the contractual cash flows of the financial asset consist exclusively of capital repayments and interest on the outstanding balance ("SPPI" criterion).

The measurement category at amortized cost includes non-derivative financial assets like loans and receivables with fixed or determinable payments that are not tradeable in an active market. After initial recognition these are measured at amortized cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial.

For financial assets measured at fair value through other comprehensive income, changes of fair value are recognized in the Statement of Comprehensive Income and reclassified in Income Statement upon derecognition of the financial instruments.

For financial assets measured at fair value through profit and loss are measured at their fair value and changes of fair value recognized in gains or losses of Income Statement. The fair value of these instruments is determined by reference to active market transactions or using a valuation technique where no active market exists.

**Impairment of financial assets**

The Company recognizes provisions for impairment for expected credit losses of all financial assets except for those measured at fair value through profit and loss.

The purpose of IFRS 9 impairment requirements is to recognize expected credit losses over the financial asset's lifetime, whose credit risk has increased after initial recognition, regardless if the assessment is at an aggregated or standalone level, using all information which can be collected, based on both historical and current data as well, but also data in respect of reasonable future estimates.

**8.7.9 Inventory**

Inventory is valued at the lowest price between cost and net liquidation value. The cost is defined according to the average cost. The cost of finished and semi-finished products includes the cost of raw materials, labor costs, general industrial expenses. Financial expenses are not included in the cost of inventory acquisition. The net realizable value is the estimated selling price during the ordinary operations less the estimated costs for their completion and the estimated costs for their sale, defined on the basis of current selling prices of inventory in the ordinary course of business, less any selling expenses, where applicable.

**8.7.10 Trade Receivables**

Trade debtors are initially recorded at their fair value and are subsequently measured at amortized cost using the effective interest rate less any impairment losses. Impairment losses are recognized either when there is objective evidence that the Company is unable to recover all the amounts due under the terms of the contract or when it is estimated that expected credit losses will arise. The amount of the impairment loss is the difference between the carrying amount of the receivables and the present value of the estimated future cash flows discounted at the effective interest rate. The amount of the impairment loss is recognized as an expense in the income statement.

**8.7.11 Cash and Cash Equivalents**

Cash and cash equivalents comprise cash at bank and cash available and short term highly liquid investments such as money market securities and bank deposits with original maturities of three months or less. The market values of financial assets are stated at fair value through profit or loss.

For the purpose of the Statement of Cash Flows, cash and cash equivalents consist of cash and cash equivalents as defined above, excluding the outstanding balances of bank overdrafts.

**8.7.12 Equity**

Share capital is determined using the nominal value of the shares issued. Ordinary shares are classified as equity. Share capital includes the Company's ordinary shares. Expenses incurred for issuance of shares are accounted for, after the deduction of relevant income tax, as a deduction from equity. Expenses associated with the issuance of shares for the acquisition of companies are included in the cost of the company acquired.
When acquiring equity, the consideration paid, including related expenses, is presented as a reduction of equity. No gain or loss is recognized under acquisition, disposal, issue, or cancellation of the entity equity securities.

### 8.7.13 Income Tax and Deferred Tax

The financial year's charge with income tax consists of current taxes and deferred taxes, namely taxes or tax relieves related to financial benefits arising in the period but allocated or to be allocated by the tax authorities to different periods. Income tax is recognised in the income statement for the period with the exception of tax pertaining to transactions directly recorded in equity, when it is recorded directly, in the similar way, in equity.
Current income tax includes current liabilities or receivables from the tax authorities pertaining to tax payable on taxable income of the financial year and any additional income tax pertaining to previous years. Current taxes are calculated according to tax rates and tax laws applied for the accounting periods to which they pertain, based on taxable profit for the year. Changes in current tax items in assets or liabilities are recognised as a part of taxable expenses in the income statement.
Deferred income tax is determined based on the liability method arising from temporary differences between the carrying amount and the tax base for items in assets and liabilities. Deferred income tax is not recognised if it arises from the initial recognition of an asset or liability in a transaction, outside a business combination and at time of the transaction, did not affect the accounting nor the tax profit or loss.
Deferred tax assets are recognized to the extent there will be a future taxable profit on the use of the temporary difference giving rise to the deferred tax asset. Deferred tax assets are re-examined on each reporting date and are decreased to the extent where there won't be sufficient taxable income to allow the utilization of the benefit as a whole or in part of the deferred tax asset.
Deferred income tax is recognized for the temporary differences derived from investments in subsidiaries and associates, except in the case whereby the temporary differences reversal is controlled by the Company and is probable that the temporary differences will not be reversed in the foreseeable future. Deferred tax assets and obligations are calculated at the tax rates expected to apply in the period when assets or obligations are settled, taking into account the tax rates, established or substantially enacted by the balance sheet date.

### 8.7.14 Employee Benefits

a) Retirement Benefits

Retirement benefit obligation is calculated at the discounted value of future benefits accrued at the year end, based on recognition of employees' entitlement to benefits during their expected working life. Such obligations are calculated based on the financial and actuarial assumptions analyzed in note 9.14 by an independent actuary and are determined applying the Projected Unit Method. Net retirement costs for the year are included in payroll costs in the accompanying income statement and include the present value of benefits accrued during the year, interest on benefits, past service costs and any additional retirement costs.

Actuarial gains or losses presented in a financial year are recognized in full directly in the statement of other comprehensive income.

b) State Pension Plans

The Company's staff is mainly covered by the private sector related Central State Insurance Fund, which provides pension and medical benefits. Every employee is obliged to contribute part of his/her monthly salary to the fund while part of the total contribution is covered by the Company. Upon retirement, the pension fund is responsible for paying retirement benefits to employees. Consequently, the Company has no legal or implied obligation to pay future benefits under this plan.

**8.7.15 Grants**

The Company recognizes government grants that cumulatively meet the following criteria:

a) There is constructive certainty that the company has complied or is about to comply with the terms of the grant; and

b) it is probable that the amount of the grant will be collected. Grants are recorded at fair value and are recognized in a systematic way in revenue, based on the principle of correlation of the grants with the respective costs.

Assets related grants are included in long-term liabilities as revenue carried forward and are recognized systematically and rationally in revenue over the useful life of the asset.

**8.7.16 Provisions, Contingent Assets and Liabilities**

Provisions for environmental rehabilitation, restructuring costs and indemnities are recognized when:

(1) There is a present legal or constructive obligation as a result of past events

(2) It is likely that an outflow of resources will be required to settle the commitment

(3) The amount required can be estimated reliably.

When several similar liabilities are effective, the probability that an outflow will be required during the liquidation is determined by examining the liability category as a whole. A provision is recognized even if the probability of an outflow relating to any item included in the same liability category may be low.

When part or all the expenditure required to settle a provision is expected to be reimbursed by another party, the indemnity will be recognized when, and only when, it is certain that the indemnity will be recovered if the entity settles the liability, treated as a separate asset. The amount recognized for indemnity does not exceed the amount of the provision. The expenses relating to a provision are presented in the income statement, net of the amount recognized for indemnity.

Provisions are reviewed at evert Balance Sheet date are adjusted accordingly to reflect the best present estimate. Provisions are valued at the expected cost required to settle this commitment, based on the most reliable evidence available at the balance sheet date, including risks and uncertainties related to this commitment.

When the effect of the time value of money is significant, the provision is calculated as the present value of the expenses expected to be incurred in order to settle this liability. The pre-tax discount rate reflects current market assessments of the time value of money and the risks specific to the liability. The rate does not reflect risks for which future cash flow estimates have been adjusted. When the method of discounting is used, the carrying amount of a provision increases in each period to reflect the passage of time. This increase is recognized as cost in the income statement. Potential inflows from economic benefits for the Company which do not meet the criteria of an asset are considered contingent assets.

**8.7.17 Financial Liabilities**

The Company's financial liabilities include bank overdrafts, trade and other liabilities. Financial liabilities are recognized when the Company has entered into a contractual agreement of instrument and derecognized when the Company is exempted from or is canceled or expires.

Interest is recognized as an expense in "Finance Costs" in the income statement.

Trade payables are recognized initially at their nominal value and subsequently measured at amortized cost less settlement payments.

Dividends to shareholders are included in "Other current financial liabilities' when the dividends are approved by the General Meeting of Shareholders. Gains and losses are recognized in the income statement when the liabilities are written off, as well as through the amortization.

### 8.7.18 Revenues and Expenses Recognition

**Revenue recognition**

Revenue is the amount that an entity expects to be entitled to in return for goods or services transferred to a customer, other than the amounts collected on behalf of third parties (value added tax, other sales taxes, etc.). An entity recognizes revenue when (or as) it settles its obligation to perform a contract by transferring the goods or services promised to the customer.

The Company started implementing the new IFRS 15 "Revenues from Contracts with Customers" on 1/1/2018.

To facilitate recognition and measurement of revenues from contracts with customers, IFRS 15 establishes a new model which includes the following procedure:

1) Identifying the contract with a customer
2) Identifying the performance obligations.
3) Determining the transaction price.
4) Allocating the transaction price to the performance obligations.

Recognising revenue when/as performance obligation(s) are satisfied.

Transaction price is the amount of consideration to which the Company expects to be entitled in exchange for transferring promised goods or services to a customer, excluding amounts collected on behalf of third parties (value added tax, other taxes on sales). Revenues are recognised when the performance obligations are satisfied, either at a point in time (usually for obligations relevant to transfer of goods at a client) or over time (usually for obligations relevant to transfer of services to a client).

The Company recognises contractual obligation for amounts received from clients (prepayments) in respect of performance obligations which have not been fulfilled, as well as when it retains an unconditional right on an amount of consideration (deferred income) before the execution of contract 's performance obligations and the transfer of goods or services. The contractual obligation is derecognised when the performance obligations have been settled and the revenue has been recognised in the Income Statement.

The Company recognises a trade receivable when it has an unconditional right to receive the consideration amount for executed performance obligations arising from the contract with the client. Respectively, the Company recognises a contract asset when it has satisfied the performance obligations, before client's payment or before the payment becomes due, for example when the goods or the services are transferred to the client before the Company's right to issue the invoice.

Revenue is recognised as follows:

**Sale of goods**

The revenue from the sale of goods is recognized when the significant risks and ownership are transferred to the buyer – usually, once the goods have been dispatched.

**Rendering services**

Income from fixed price contracts is recognized based on the stage of completion of the transaction at the balance Sheet reporting date. Under the percentage of completion method, the revenue is generally recognized based on the services provision and the apportionment of the works already performed to the total works which are to be performed.

When the outcome of a transaction pertaining to the provision of services cannot be estimated reliably, then the revenue is recognized only to the extent that the recognized costs are recoverable.

The amount of the sale price relating to a service agreement for services to be provided subsequently is recorded in the transit account and recognized as revenue in the period in which those services are provided. Such deferred income is included in the account "Other liabilities".

In cases where there is a change in the original estimates of the revenues then the costs or the completion stage is revised. These readjustments may result in increases or decreases in the estimated revenues and costs and are presented in the income of the period. In such cases, the Management should disclose the revisions.

**Interest income**

Interest income is recognized using the effective rate method which is the rate which is accurately discounts estimated future cash flows to be collected or paid in cash during the estimated life cycle of the financial asset or liability, or when required for a shorter period of time, with its net book value.

When there is an impairment on receivables, their carrying amount is reduced to their recoverable amount, which is the present value of the expected future cash flows discounted at the initial effective interest rate. Interest income on impaired loans is recognized using the initial effective interest rate.

**Income from royalties**

Income from royalties is recognized in accordance with the accrued income/expense principle, depending on the substance of the relative agreement.

**Income from dividends**

Dividends are recognized as income upon establishing their collection right.

**Expenses recognition**

Expenses are recognized in the income statement on an accrual basis. Payments made under operating leases are transferred to the income statement as an expense at the time of use of the leased asset. The interest expense is recognized on an accrual basis.

**8.7.19 Leases**

**The Company as a Lessee**

The Company assesses whether a contact is or contains a lease, at inception of a contract. Accordingly, it recognizes a right-of-use asset and a corresponding lease liability with respect to all lease agreements in which it is the lessee, except for short-term leases (defined as leases with a lease term of 12 months or less) and leases of low value assets. For these leases, the Company recognizes the lease payments as an operating expense on a straight-line basis over the term of the lease. The lease liability is initially measured at the present value of the lease payments that have not been paid at the commencement date, which are being discounted by using the rate implicit in the leases. If this rate cannot be readily determined, the Company uses its incremental borrowing rate. Lease payments included in the measurement of the lease liability comprise:

- fixed lease payments (including in-substance fixed payments), less any lease incentives;
- variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date of the lease period;
- the amount expected to be payable by the lessee under the residual value guarantees;
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options; and
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The lease liability is subsequently measured by increasing the carrying amount to reflect interest on the lease liability (using the effective interest method) and by reducing the carrying amount to reflect the lease payments made.

The Company remeasures the lease liability (and makes a corresponding adjustment to the related right-of-use asset) whenever:

- the lease term has changed or there is a change in the assessment of exercise of a purchase option, in which case the lease liability is remeasured by discounting the revised lease payments using a revised discount rate.

- the lease payments change due to changes in an index or rate or a change in expected payment under a guaranteed residual value, in which cases the lease liability is measured by discounting the revised lease payments using the initial discount rate.
- a lease contract is modified and the lease modification is not accounted for as a separate lease, in which case, the lease liability is remeasured by discounting the revised lease payments using a revised discount rate.

The lease liability is presented as a separate line in the Statement of Financial Position.

The right-of-use asset comprises the initial measurement of the corresponding lease liability, lease payments made at or before the commencement day and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses. The Company applies IAS 36 to determine whether a right-of-use asset is impaired.

Whenever the Company incurs an obligation for costs to dismantle and remove a leased asset, restore the site on which it is located or restore the underlying asset to the condition required by the terms and conditions of the lease, a provision is recognized and measured under IAS 37. These costs are included in the related right-of-use asset. The Company did not incur any such costs during the periods presented in the annual financial statements.

Right-of-use assets are depreciated over the shorter period between the lease term and useful life of the underlying asset. If a lease ownership transfer of the underlying asset or the cost of the right-of-use asset reflects that the Company expects to exercise a purchase option, then the related right-of-use asset is depreciated over the useful life of the underlying asset. The depreciation starts at the lease commencement date.

The right-of-use assets are presented as a separate line in the Statement of Financial Position.

Variable leases that do not depend on an index or rate are not included in the measurement of the lease liability and the right-of-use asset. The related payments are recognized as an expense in the period in which the event or condition that triggers those payments occur and are included in the item “Other operating income/ (expenses)” in the Income Statement and the Statement of Other Comprehensive Income.

**The Company as a Lessor**

Leases, in which the Company is a lessor, are classified as finance or operating leases based on the relevant criteria set by IFRS 16.

When the Company is an intermediate lessor, it accounts for the head lease and the sublease as two separate contracts. The sublease is classified as a finance or operating lease by reference to the right-of-use asset arising from the head lease.

Rental income from operating leases is recognized on a straight-line basis over the term of the relevant lease. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognized on a straight-line basis over the lease term.
Amounts due from lessees under finance leases are recognized as receivables at the amount of the Company's net investment in the leases. Finance lease income is allocated to reporting periods so as to reflect a constant periodic rate of return on the Company's net investment outstanding in respect of the leases.
When a contract includes lease and non-lease components, the Company applies IFRS 15 to allocate the consideration under the contract to each component.

# 9. Notes to Financial Statements

## 9.1 Property, plant and equipment

Property, plant and equipment are analyzed as follows:

| | Land Plots | Buildings | Vehicles & Mechanical equipment | Furniture & Fixtures | Assets under construction | Total |
|---|---|---|---|---|---|---|
| Gross Book Value | 9.825.986 | 11.375.389 | 37.267.087 | 989.600 | 33.352 | **59.491.414** |
| Accumulated depreciation and value impairment | 0 | (9.472.608) | (34.848.426) | (979.434) | 0 | **(45.300.469)** |
| **Book Value as at 31 December 2020** | **9.781.460** | **1.717.905** | **3.095.448** | **21.943** | **0** | **14.190.945** |
| Gross Book Value | 9.825.969 | 11.409.170 | 38.135.462 | 1.038.405 | 66.732 | **60.475.738** |
| Accumulated depreciation and value impairment | | (9.769.626) | (35.260.899) | (1.020.243) | 0 | **(46.050.769)** |
| **Book Value as at 31 December 2021** | **9.781.460** | **1.717.905** | **3.095.448** | **21.943** | **0** | **14.424.969** |

| | Land Plots | Buildings | Vehicles & Mechanical equipment | Furniture & Fixtures | Assets under construction | Total |
|---|---|---|---|---|---|---|
| **Acquisition value** | | | | | | |
| Book Value 01.01.2021 | **9.825.986** | **11.375.389** | **37.267.087** | **989.600** | **33.352** | **59.491.414** |
| Additions | (17) | 33.781 | 888.104 | 51.730 | 33.380 | **1.006.978** |
| Disposals /Write-off | 0 | | -19.730 | -2.924,56 | | **(22.655)** |
| **Balance as at 31.12.2021** | **9.825.969** | **11.409.170** | **38.135.462** | **1.038.405** | **66.732** | **60.475.738** |
| | | | | | | |
| **Depreciation** | | | | | | |
| **Accumulated depreciation 01.01.2021** | **0** | **(9.472.608)** | **(34.848.426)** | **(979.434)** | **0** | **(45.300.469)** |
| Depreciation for the period 01.01 - 31.12.2021 | | (297.018) | -425.042,28 | -43.600,31 | | **(765.661)** |
| Accumulated depreciation of disposals/write-offs | | | 12.569,19 | 2.791,20 | | **15.360** |
| Depreciation balance 31.12.2021 | **0** | **(9.769.626)** | **(35.260.899)** | **(1.020.243)** | **0** | **(46.050.769)** |
| | | | | | | |
| **Book Value 31 December 2021** | **9.825.969** | **1.639.544** | **2.874.562,15** | **18.162,00** | **66.731,80** | **14.424.969** |

| | Land Plots | Buildings | Vehicles & Mechanical equipment | Furniture & Fixtures | Assets under construction | Total |
|---|---|---|---|---|---|---|
| Acquisition value | | | | | | |
| Book Value 01.01.2020 | **9.781.460** | **10.880.168** | **36.988.327** | **963.108** | **0** | **58.613.063** |
| Additions | 44.526 | 497.594 | 364.690 | 29.923 | 33.352 | **970.084** |
| Disposals /Write-off | 0 | (2.373) | (85.929) | (3.430) | | **(91.732)** |
| **Balance as at 31.12.2020** | **9.825.986** | **11.375.389** | **37.267.087** | **989.600** | **33.352** | **59.491.414** |
| Depreciation | | | | | | |
| **Accumulated depreciation 01.01.2021** | **0** | **(9.162.263)** | **(33.892.879)** | **(941.164)** | **0** | **(43.996.306)** |
| Depreciation for the period 01.01 - 30.06.2021 | 0 | (312.718) | (1.036.748) | (41.700) | | **(1.391.166)** |
| Accumulated depreciation of disposals/write-offs | 0 | 2.373 | 81.201 | 3.430 | | **87.004** |
| Depreciation balance 31.12.2020 | **0** | **(9.472.608)** | **(34.848.426)** | **(979.434)** | **0** | **(45.300.469)** |
| **Book Value as at 31 December 2020** | **9.825.986** | **1.902.781** | **2.418.661** | **10.166** | **33.352** | **14.190.945** |

The Company's fixed assets are burdened with liens amounting to € 2,600,000 in favor of ALPHA BANK & to € 6,000,000 in favor of the National Bank.

Property, plant and equipment include right-of-use assets, as analyzed in the table below:

| **Right-of-use assets** | **Right-of-use mechanical equipment** | **Right-of-use vehicles** | **Total** |
|---|---|---|---|
| **Opening balance -First application IFRS 16** | 25.383,10 | 67.947,31 | **93.330,41** |
| Additions | 0,00 | 153.811,65 | **153.811,65** |
| Amortization | -6.480,79 | -54.753,39 | **-61.234,18** |
| Termination /expiration of contracts | | | **0,00** |
| **Balance as at 31.12.2021** | **18.902,31** | **167.005,57** | **185.907,88** |

| **Right-of-use assets** | **Items of assets under lease** | **Scope** | **Average residual lease term** |
|---|---|---|---|
| Vehicles | 17 | 2021 - 2026 | 5 years |
| Mechanical equipment | 1 | 2021 - 2024 | 3 years |

## 9.2 Intangible Assets

The Company's intangible assets relate to software programs and are analyzed as follows:

| | Company |
|---|---|
| **Book value 01.01.2020** | **3** |
| Additions | 7.044 |
| Amortization for the period 01.01 - 31.12.2020 | (5.578) |
| **Book value as at 31 December 2020** | **1.469** |

| | Company |
|---|---|
| **Book value 01.01.2021** | **1.469** |
| Additions | 6.552 |
| Amortization for the period 01.01 - 31.12.2021 | (5.409) |
| **Book value as at 31 December 2021** | **2.612** |

## 9.3. Related Parties Transactions

Transactions and balances with affiliates

The Company's transactions with related parties have been carried out under arm's length principle. The most significant transactions of the Company with related parties within the meaning of IAS 24, concern transactions with the following companies:

**COMPANY**

| **Sales of Services** | **31/12/2021** | **31/12/2020** |
|---|---|---|
| Other related parties | 628 | 628 |
| **Total** | **628** | **628** |

The amounts of income relate to rental income from Haidemenos Holdings SA.

Transactions and balances with key executives

Remuneration of the members of the Board of Directors for 2021 is as follows:

| COMPANY | | |
|---|---|---|
| **DESCRIPTION** | **31/12/2021** | **31/12/2020** |
| Gross indemnities (BoD members salaries, other fees & fees) | 241.893 | 301.893 |
| Social security contributions | 47.161 | 44.711 |
| **Total** | **289.054** | **346.604** |
| | | |
| Executives gross indemnities | 314.861 | 332.002 |
| Social security contributions | 55.839 | 58.889 |
| **Total** | **370.700** | **390.891** |
| **General Total** | **659.754** | **737.495** |

The remuneration (Salaries and Remuneration and other benefits) of the BoD members for 2021 amounted to € 289,054, while in 2020 the relative amount stood at € 346,604. From this amount, an amount of € 184,666 relates to the fixed salaries of the BoD members, while the remaining amount of € 104,388 relates to performance fees for attending the BoD meetings.

### 9.4 Other Long-term Receivables

The Company's Other Long-Term receivables relate to Utilities guarantees and Long-Term Leases and are analyzed as follows:

| | **31.12.2021** | **31.12.2020** |
|---|---|---|
| Guarantees | 53.631 | 49.787 |
| **Total other Receivables** | **53.631** | **49.787** |

### 9.5 Investments in other companies

Investments in other companies concern shares of the Company "Zefyros SA" as well as shares of Keratea Industrial Area Administration. Investments in other companies are analyzed as follows: εξής:

| | **Company** | |
|---|---|---|
| | **31.12.2021** | **31.12.2020** |
| Zefyros shares | 831 | 831 |
| Keratea Industrial Area | 2.478 | 2.478 |
| **Total Available for Sale** | **3.309** | **3.309** |

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### 9.6 Deferred Tax

Deferred income taxes are calculated on all the temporary tax differences, using the tax rate expected to apply when an asset is generated or an obligation is settled, taking into account the tax rates established up to the Financial Statements date.

According to article 22, Law 4646/2019, the tax rate applicable to Greek companies in 2021 was set at 22%.

Recognized deferred tax assets and obligations are recorded as follows:

| | 31.12.2021 | | 31.12.2020 | |
|---|---|---|---|---|
| | Deferred Tax Asset | Deferred Tax Liability | Deferred Tax Asset | Deferred Tax Liability |
| **Non-current assets** | | | | |
| Intangible Assets | | 0 | 0 | 0 |
| Property, plant and equipment | 444.862 | 0 | 468.796 | 0 |
| **Current assets** | | | | |
| Inventory | 12.672 | 0 | 13.825 | 0 |
| Receivables | 320.066 | 0 | 349.163 | 0 |
| **Long-term Liabilities** | | | | |
| Employee benefits | 97.502 | 0 | 108.207 | 0 |
| **Short-term Liabilities** | | | | |
| Liabilities from finance leases | | (198.465) | 0 | (230.210) |
| **Total** | **875.102** | **(198.465)** | **939.991** | **(230.210)** |
| **Offsetting balance** | **676.637** | | **709.781** | |

Changes in deferred taxes during the period are as follows:

| | Balance 31.12.2020 | Amounts recognized in the Income Statement 2021 | Amounts recognized in the Statement of Comprehensive Income 2021 | Balance 31.12.2021 |
|---|---|---|---|---|
| Property, plant and equipment | 468.796 | (23.934) | 0 | **444.862** |
| Inventory | 13.825 | (1.152) | 0 | **12.672** |
| Receivables | 349.164 | (29.097) | 0 | **320.067** |
| Employees benefits | 108.207 | (16.056) | 5.350 | **97.502** |
| Liabilities from finance leases | (230.211) | 31.744 | 0 | **(198.466)** |
| | **709.781** | **(38.495)** | **5.350** | **676.637** |

The change (decrease) in deferred tax assets of Euro 59 k arises from the effect of the reduction of the tax rate from 24% (2020) to 22%. The rest of the change concerns the temporary accounting differences between the accounting and tax base.

**9.7 Inventory**

The Company's inventory as at December 31st 2021 and 2020 is analyzed as follows:

| | Company | |
|---|---|---|
| | **31.12.2021** | **31.12.2020** |
| Goods | 60.765 | 60.765 |
| Finished and semi-finished goods - By-products and scrap | 69.459 | 55.718 |
| Direct and Indirect raw Materials - Spare parts, Containers and cases | 4.248.742 | 3.751.425 |
| Provision for inventory devaluation | (186.979) | (186.979) |
| **Total inventory** | **4.191.987** | **3.680.929** |

The cumulative provision for inventory devaluation as at 31 December 2021 amounted to € 186,979.

**9.8 Trade and other receivables**

The Company's receivables from third parties as at December 31, 2021 and 2020 are analyzed as follows:

| | Company | |
|---|---|---|
| | **31.12.2021** | **31.12.2020** |
| Customers | 3.067.490 | 3.392.726 |
| Promissory Notes receivable | 0 | 0 |
| Cheques receivables | 3.176.030 | 3.463.851 |
| Provision for impairment of receivables | (2.148.836) | (2.148.836) |
| **Total Trade Receivables** | **4.094.683** | **4.707.740** |

| **Fair values of receivables are as follows:** | **31.12.2021** | **31.12.2020** |
|---|---|---|
| Customers | 2.521.420 | 2.846.657 |
| Promissory Notes receivable | 0 | 0 |
| Cheques receivables | 1.573.263 | 1.861.083 |

| | | |
|---|---|---|
| **Total** | **4.094.683** | **4.707.740** |

The change in provisions for doubtful receivables for FYs ended December 31, 2021 and 2020 is as follows:

| | **31.12.2021** | **31.12.2020** |
|---|---|---|
| Opening Balance | 2.148.836 | 2.148.836 |
| Additional provisions for the year | 0 | 0 |
| Used provisions | 0 | 0 |
| **Closing balance** | **2.148.836** | **2.148.836** |

The total of the aforementioned receivables are considered to be short-term. The company has assessed all the receivables regarding indications of potential impairment. Some of the above receivables have been impaired and on 31.12.2021 a total provision of € 2,148,836 was made.

The following table shows maturity of receivables as well as their impairment:

| | **31.12.2021** | | **31.12.2020** | |
|---|---|---|---|---|
| | **Trade Receivables** | **Impairment** | **Trade Receivables** | **Impairment** |
| Up to 3 months | 2.170.876 | | 2.954.079 | |
| 3 to 6 months | 1.609.078 | | 1.083.061 | |
| Over 6 months | 2.463.566 | 2.148.836 | 2.819.437 | 2.148.836 |
| **Total** | **6.243.519** | **2.148.836** | **6.856.577** | **2.148.836** |

### 9.9 Other receivables

The Company's other receivables as at December 31, 2021 and 2020 are analyzed as follows:

| | **Company** | |
|---|---|---|
| | **31.12.2021** | **31.12.2020** |
| Receivables from the Greek State | 50.415 | 35.814 |
| Advances to suppliers | 451.372 | 119.064 |
| Prepayments & prepaid expenses | 38.719 | 40.170 |
| Miscellaneous Debtors | 43.046 | 62.266 |
| **Total Other Receivables** | **583.552** | **257.314** |

The change in other receivables is mainly due to advance payments to suppliers of € 451,372 regarding the foreign suppliers for future orders of raw and auxiliary materials.

### 9.10 Financial assets at fair value through profit or loss

The company's financial assets at fair value through profit and loss (ATHEX listed shares), as at 31 December 2021 and 2020, are analyzed as follows:

| | Company | |
|---|---|---|
| | **31.12.2021** | **31.12.2020** |
| Year opening balance | **211** | **405** |
| Fair value adjustment | 32 | (194) |
| **Year closing balance** | **243** | **211** |

The Company measures the value of shares it holds in the National Bank and in ALPHA BANK according to the price of their share at Athens Stock Exchange on 31.12.2021. According to IFRS 13, the fair value hierarchy of listed shares places them at level 1. No change has occurred compared to the previous year.

### 9.11 Cash and cash equivalent

The Company's cash available as at December 2021 and 2020 are analyzed as follows:

| | Company | |
|---|---|---|
| | **31.12.2021** | **31.12.2020** |
| Cash available | 6.434 | 9.912 |
| Domestic sight bank accounts | 5.996.997 | 1.077.154 |
| Foreign sight bank accounts | 1.254.127 | 4.923.881 |
| **Total Cash Available** | **7.257.558** | **6.010.947** |

As at 31.12.2021, the Company had no restricted bank accounts.

### 9.12 Equity

#### 9.12.1 Share Capital

HAIDEMENOS SA shares are listed at Athens Stock Exchange. The share premium amounting to € 14,950,748 has arisen from the issuance of shares against cash at a value exceeding the nominal value.

### 9.12.2 Reserves

According to the Greek corporate legislation, the entities are under obligation to form "statutory reserves" through annual transfer of an amount equal to 5% of the annual profit after tax until such reserves reach the amount of 1/3 of the share capital (article 158, Law 4548/2018). The "statutory reserves" are distributed only upon the Company's liquidation, but can be offset against accumulated losses. The reserves were formed based on the provisions of the development laws, which provide tax relief as an incentive for investments.

### 9.12.3 Dividends

It is noted that the Company's Board of Directors intends to propose to the Annual Regular General Meeting of Shareholders not to distribute dividends for FY 2021.

### 9.13 Loan liabilities

**<u>Borrowings</u>**

The Company's loans have been provided by Greek banks and are expressed in Euro. Amounts payable within one year from the balance sheet date are classified as short-term and amounts payable at a later stage are classified as long-term. The Company's loans as at 31 December 2021 and 2020 are analyzed as follows:

| | **Company** | |
|---|---|---|
| | **31.12.2021** | **31.12.2020** |
| **Long-term Liabilities** | | |
| Finance lease liability – Long-term item | 129.768 | 52.607 |
| National Bank of Greece | 857.143 | 0 |
| Piraeus Bank | 535.714 | 0 |
| Alpha Bank | 1.100.000 | 10.000 |
| | **2.622.625** | **62.607** |
| | | |
| **Short-term Liabilities** | | |
| Finance Lease Liability – Short-term item | 61.197 | 45.579 |
| National Bank of Greece | 4.256.966 | 5.309.570 |
| Alpha Bank | 4.139.434 | 3.929.914 |
| Piraeus Bank | 215.752 | 400.000 |
| **Total Borrowing** | **8.673.349** | **9.685.063** |

Borrowing funds mainly include short-term financing from bank overdrafts and short-term bank loans. In particular:

I. National Bank: in 2021, the Company received a loan of € 4,000,000 and repaid loans of € 4,224,000. From the amount of € 4,000,000, an amount of € 1,000,000 concerns a loan under the Hellenic Development Bank guarantee.

II. ALPHA Bank: in 2021, the Company received a loan of € 1,490,000 and repaid a loan of € 160,000. The loan amount has been guaranteed by the Hellenic Development Bank.

III. Piraeus Bank: in 2020, the Company received a loan of € 750,000 and repaid loans of € 400,000. The loan amount has been guaranteed by the Hellenic Development Bank.

The average borrowing rate for 2021 was 2.79% (2020: 3.37%).

## Lease Liabilities

Lease liabilities are analyzed as follows:

**Long-term/Short-term Lease Liabilities**

| | 31.12.2021 | 31.12.2020 |
|---|---|---|
| Short-term Lease Liabilities | 61.197 | 45.579 |
| Long-term Lease Liabilities | 129.768 | 52.607 |
| **Total lease liabilities** | **190.965** | **98.186** |

| **Minimum future payments as at 31.12.2021** | **Minimum future payments** | **Net present value** |
|---|---|---|
| Up to 1 year | 208.438 | 61.197 |
| 1 to 5 years | 135.024 | 129.768 |
| Over 5 years | 0 | 0 |
| **Total minimum future payments** | **343.462** | **190.965** |
| Less: Amounts constituting financial expenses | (152.497) | 0 |
| **Total lease liabilities** | **190.965** | **190.965** |

| **Weighted average incremental interest rate** | **31.12.2021** | **31/12/2020** |
|---|---|---|
| Long-term Lease Liabilities | 5,00% | 5,00% |

### 9.14 Employee benefit obligations

The Company's obligations regarding persons, employed in Greece, for future payment of benefits depending on the term of every person's service are calculated and recorded based on the accrued right of every employee expected to be paid, at the balance sheet date, at the present value, in relation to the estimated time of its payment.

During the current fiscal year, a loss of a total amount of € 29,302 was recognised in the account of Other Comprehensive Income, which concerns an actuarial loss from reassessment of the obligation to provide end of service employee benefits.

The changes in the employee rights account as at 31 December 2021 and 2020 are analyzed as follows:

| | Company | |
|---|---|---|
| | **31..12.2021** | **31.12.2020** |
| Balance Sheet liabilities for: | | |
| Pension benefits | 443.189 | 452.241 |
| **Total** | **443.189** | **452.241** |
| | | |
| Employee end of service benefit obligations as at January 1 | 452.241 | 359.642 |
| Amounts paid to employees during the period | (78.713) | (109.042) |
| Total expenses recognized in the income statement | 40.359 | 146.826 |
| Actuarial (profit)/ loss recognized in the statement of Other Comprehensive Income | 29.302 | 54.815 |
| **Total** | **443.189** | **452.241** |

| **Charges in the Income Statement** | | |
|---|---|---|
| | **01.01 - 31.12.2021** | **01.01 - 31.12.2020** |
| Current employment cost | 50.596 | 47.558 |
| Interest cost | 642 | 2.068 |
| Termination benefits | (10.879) | 97.200 |
| Cost of reductions/settlements | 0 | 0 |
| Compensation paid | (78.713) | (109.042) |
| | **(38.354)** | **37.784** |

The most significant financial assumptions used during two valuation dates are as follows:

| | **31.12.2021** | **31.12.2020** |
|---|---|---|
| Discount Rate | 0,54% | 0,16% |
| Future Salary Increases | 2,60% | 1,80% |
| Inflation | 2,10% | 1,30% |

The results recorded above depend on the estimates (economic and demographic) of the actuarial study.

*(*) The comparative sizes of the Company's Statement of Comprehensive Income for FY 2020 have been revised following the change in the accounting policy under IAS 19 (see note 8.5.3)*

Therefore :

- If a discount rate lower by 0.50% had been used, then the employee benefit obligation would have been higher by approximately 7.0%.
- If a discount rate higher by 0.50% had been used, then the employee benefit obligation would have been lower by approximately 6.7%.
- If a rate of pay increase lower by 0.50% had been used, then the employee benefit obligation would have been lower by approximately 6.6%.
- If a rate of pay increase higher by 0.50% higher had been used, then the employee benefit obligation would have been higher by approximately 7.0%.

**9.15 Trade and other liabilities**

The Company's liabilities to third parties as at December 31, 2021 and 2020, are as follows:

| | **Company** | |
|---|---|---|
| | **31.12.2021** | **31.12.2020** |
| Suppliers | 996.625 | 1.035.723 |
| Cheques payable | 83.454 | 191.813 |
| **Total Liabilities** | **1.080.078** | **1.227.536** |

The decrease in trade liabilities is mainly due to the decreases in liabilities for raw materials.

**9.16 Other Short-term Liabilities**

The Company's short-term liabilities as at December 31, 2021 and 2020, are as follows:

| | **Company** | |
|---|---|---|
| | **31.12.2021** | **31.12.2020** |
| Liabilities to Social Security Institutions | 191.345 | 190.141 |
| Miscellaneous Creditors | 64.983 | 73.991 |
| Advances to Customers | 187.431 | 165.729 |
| Accrued Expenses | 304.035 | 136.056 |
| **Total Other Liabilities** | **747.793** | **565.917** |

## 9.17 Current Tax Obligations

The Company's tax obligations as at December 31, 2021 and 2020, are as follows:

| | Company | |
|---|---|---|
| | **31.12.2021** | **31.12.2020** |
| VAT | 185.767 | 246.975 |
| Tax on wages | 106.751 | 71.877 |
| Third parties tax | 1.270 | 476 |
| Real Estate tax | 12.648 | 9.345 |
| **Total Other Liabilities** | **306.437** | **328.673** |

## 9.18 State Grants

Changes in the grants as at December 31, 2021 and 2020, are analyzed as follows:

| | Company | |
|---|---|---|
| | **31.12.2021** | **31.12.2020** |
| Income form grants carried forward | 277.815 | 359.352 |
| Recognized in the Income Statement | (75.915) | (81.537) |
| Additional grants within the year | 0 | 0 |
| **Income Carried Forward** | **201.900** | **277.815** |

## 9.19 Revenue

Revenue from sale of goods is recognised (recorded in the profit and loss account), when the entity settles the obligation to perform a contract by transferring the goods or services it has promised to the customer. The customer acquires control of the good or service if the customer has the ability to direct the use and derive virtually all the economic benefits from that good or service. Control is transferred over a period or at a specific time.

Revenue from provision of services is recognised (recorded in the profit and loss account) according to the stage of completion of the service provided, at every period closing date. Revenue is not recognised, if there is significant uncertainty, as to the recovery of the consideration due or potential return of the goods.

| | Company | |
|---|---|---|
| | **01.01 - 31.12.2021** | **01.01 - 31.12.2020** |
| Sale of Goods | 5.059 | 22.210 |
| Sale of Products | 13.826.189 | 12.947.416 |
| Sale of Other Inventory and Scrap | 1.056.087 | 753.925 |
| Sale of Services | 65.433 | 46.579 |
| **Total** | **14.952.767** | **13.770.130** |

### 9.20 Operating Cost Analysis

The cost of the Company's operations during the fiscal years 2021 and 2020 was formed as shown in the following tables:

The fees and expenses of third parties mainly include processing performed by third parties, expenses of self-employed professionals, etc.

Other operating costs include the cost of electricity, natural gas, telecommunications, rentals, repairs, etc.

For the fiscal year ended 31 December 2021, the Company's management expenses include statutory auditor fees of € 2,250, relating to services other than the audit of the financial statements.

| | Company 01.01 - 31.12.2021 | | | |
|---|---|---|---|---|
| | **Cost of Sales** | **Administrative Expenses** | **Distribution Expenses** | **Total** |
| Fees & Other Employee Benefits | 3.044.449 | 826.491 | 651.990 | **4.522.930** |
| Cost of Inventory Recognized as Expenses | 6.587.860 | 0 | 0 | **6.587.860** |
| Depreciation | 650.395 | 85.105 | 35.708 | **771.208** |
| Third Parties Fees & Expenses | 716.806 | 197.320 | 1.780 | **915.907** |
| Provisions | 224.791 | 74.640 | 2.321 | **301.752** |
| Other Operating Expenses | 1.685.958 | 156.947 | 60.954 | **1.903.859** |
| Other | 97.936 | 101.315 | 276.666 | **475.917** |
| **Total** | **13.008.196** | **1.441.818** | **1.029.419** | **15.479.433** |

| | Company 01.01 - 31.12.2020 | | | |
|---|---|---|---|---|
| | **Cost of Sales** | **Administrative Expenses** | **Distribution Expenses** | **Total** |
| Fees & Other Employee Benefits | 2.959.853 | 836.041 | 673.975 | **4.469.869** |
| Cost of Inventory Recognized as Expenses | 6.474.150 | 0 | 0 | **6.474.150** |
| Depreciation | 1.269.017 | 94.672 | 33.098 | **1.396.787** |
| Third Parties Fees & Expenses | 640.503 | 207.822 | 1.504 | **849.829** |
| Provisions | 87.028 | 37.646 | 218 | **124.893** |
| Other Operating Expenses | 1.186.530 | 231.000 | 237.907 | **1.655.437** |
| Other | 97.063 | 84.991 | 62.023 | **244.078** |
| **Total** | **12.714.144** | **1.492.172** | **1.008.726** | **15.215.042** |

### 9.21 Number of headcounts and benefits

The Company's headcount and benefits are analyzed as follows:

| | Company | |
|---|---|---|
| | **01.01 - 31.12.2021** | **01.01 - 31.12.2020** |
| Wages, Salaries | 3.545.855 | 3.371.966 |
| Cost of Insurance | 825.176 | 817.059 |
| Ancillary employee benefits | 151.899 | 233.174 |
| **Total** | **4.522.930** | **4.422.198** |
| | | |
| Number of headcount | **163** | **173** |

### 9.22 Other Operating Income and Expenses

The Company's other operating income and expenses as at December 31, 2021 and 2020, are as follows:

| | Other Income Company | |
|---|---|---|
| | **01.01 - 31.12.2021** | **01.01 - 31.12.2020** |
| Income from Grants | 75.915 | 81.537 |
| Income from Rentals | 5.760 | 5.760 |
| Other Income | 146.666 | 98.951 |
| **Total** | **228.341** | **186.249** |

| | Other profit/(loss) - net Company | |
|---|---|---|
| | 01.01 - 31.12.2021 | 01.01 - 31.12.2020 |
| Fines & Surcharges | (654) | (322) |
| Other Expenses | (4.345) | (375) |
| Other income | 0 | 0 |
| Earnings from Sale of Assets | 6.426 | 220 |
| Profits from recognition of usage rights | 190 | 177 |
| Loss From Disposal of Fixed Assets | (3.349) | (0) |
| Expenses from previous years | (874) | (6.627) |
| Income from prior periods | 85 | 24 |
| Revenue from unused provisions | 1.515 | 315 |
| **Total** | **(1.006)** | **(6.587)** |

Other operating income includes the part of the government grants corresponding to the period. Government grants are recorded in the financial statements when there is reasonable assurance that they will be collected and that the company will comply with the terms and conditions set for their payment.

Grants covering the incurred expenditure are recorded as revenue for the period in which the subsidized expenditure was incurred. Grants covering the cost of acquired assets are recognized as income in the profit and loss account during the useful life of the subsidized asset.

### 9.23 Financial Expenses – Income

The Company's net finical expenses and income as at December 31, 2021 and 2020, are as follows:

| | Financial Expenses Company | |
|---|---|---|
| | 01.01 - 31.12.2021 | 01.01 - 31.12.2020 |
| Interest expenses from finance leases | 6.374 | 7.561 |
| Interest expenses from loans at amortized cost | 309.987 | 325.062 |
| Loan interest subsidy | 0 | (147.060) |
| Other financial expenses | 37.364 | 52.439 |
| **Total interest expenses from financial services** | **353.725** | **238.002** |
| Interest expenses from defined benefit plan | 642 | 2.068 |
| **Total** | **354.367** | **240.070** |

| | Financial Income Company | |
|---|---|---|
| | 01.01 - 31.12.2021 | 01.01 - 31.12.2020 |
| Interest & Capital Income | 917.376 | 61 |
| **Total** | **917.376** | **61** |

The change in interest income concerns the interest subsidies through the Bridge 2 program for the companies affected by Covid-19.

### 9.24 Income Tax

Due to the transferred tax losses of previous years as well as the results of the year, it is estimated that there will be no tax outflow for the company regarding 2021 income.

Tax charges are analyzed as follows:

| | Company | |
|---|---|---|
| | **2021** | **2020** |
| Deferred Tax | 38.494 | (189.559) |
| Current Tax | 0 | 0 |
| **Total** | **38.494** | **(189.559)** |

| | | |
|---|---|---|
| **Earnings before Tax** | 263.678 | (1.505.259) |
| Tax Rate | 0,22 | 0,24 |
| **Expected Tax Expenses** | 58.009 | (361.262) |
| Effect of change in tax rate | 59.148 | 0 |
| Non-recognizable expenses | 11.757 | 171.703 |
| Other adjustments | 0 | 0 |
| Offset due to cumulative prior periods losses | (90.420) | 0 |
| **Total** | **38.494** | **(189.559)** |

### 9.25 Basic Earnings per Share

Earnings per share are calculated dividing the profit (or loss) attributable to the Company's shareholders by the weighted average of outstanding shares during the year.

| | Company | |
|---|---|---|
| | **31.12.2021** | **31.12.2020** |
| Net Profit attributable to shareholders | 225.184 | (1.315.700) |
| Weighted average of outstanding shares | 8.340.750 | 8.340.750 |
| Earnings per share | 0,0270 | (0,1577) |

It is to be noted that there is no obligation to issue new shares in the future and therefore, the requisites for calculation and quotation of another earnings per share ratio are not met (i.e., an ratio that takes into account the existence of potential shares, i.e., diluted earnings per share).

### 9.26 Contingent Assets/ Liabilities /Commitments

As of 31.12.2021, the Company had issued letters of guarantee amounting to € 281,183.
In addition, it has received letters of guarantee to secure receivables amounting to € 600,000.

### 9.27 Tax Non-Inspected Years and Obligations

For years 2011 - 2020, the Company was subject to a special tax audit of Certified Public Accountants in accordance with article 82, Law 2238/1994 and article 65A, Law 4174/2013 and received an Unqualified Conclusion Tax Compliance Report. It is to be noted that according to the circular POL. 1006/2016 the companies that have been subject to the above special tax audit are not exempted from the conduct of the statutory tax audit by the competent tax authorities
The Company’s Management estimates that, in case future tax re-inspections are conducted by the tax authorities, if they are finally to be conducted, no additional tax differences, significantly affecting the financial statements, will arise.
Regarding the fiscal year 2021, the special audit for the issue of the Tax Compliance Report is in progress and it is not expected that differences will arise that will substantially differentiate the tax obligation, recorded in the financial statements.
According to the recent relevant legislation, the audit and issuance of tax certificates are effective for 2016 onwards on an optional basis. It is noted that, on 31/12/2021, in accordance with the

provisions of par.1 of the article 36 L.4174/2013, the Tax Authorities right to issue an act of administrative, estimated or corrective tax assessment for the year ended 31/12/2015 - expired.

**9.28 Legal Disputes/Arbitrations**

There are no legal disputes or arbitration disputes regarding the Company, or courts or arbitration bodies decisions that may have a significant impact on its financial position or operations.

**9.29 Operating lease commitments**

No significant commitments regarding operating leases are effective.

**9.30 Risk Management objectives and policies**

The Company is exposed to multiple financial risks such as market risk (interest rates, etc.), credit risk and liquidity risk. The Company's financial instruments consist mainly of bank deposits, withdrawal rights at banks, short-term high-liquidity financial products listed on money market, trade debtors and creditors

**Currency risk**

The Company is not exposed to foreign exchange risk as all its receivables and liabilities are in Euro.

**Interest rate risk sensitivity analysis**

The Company's policy is to minimize its exposure to the risk of cash flows interest rate risk. As of December 31, 2021, the Company is exposed to changes in the market interest rate regarding its bank borrowings, subject to a variable interest rate. The following table shows the sensitivity of the income statement and the equity to a reasonable change of the interest rate of +1% or – 1% for 2021 and 2020. Changes in interest rates are estimated to be on a reasonable basis in relation to the recent market conditions.

| | **31.12.2021** | | **31.12.2020** | |
|---|---|---|---|---|
| | **1,00%** | **-1,00%** | **1,00%** | **-1,00%** |
| Income Statement for the year | (91.258) | 91.258 | (93.145) | 93.145 |
| Equity | (91.258) | 91.258 | (93.145) | 93.145 |

According to the Company's policy, no specific hedging policy is applied in respect of these investments.

**Credit risk analysis**

The Company's exposure to the credit risk is limited to the financial assets, analyzed as follows at the Balance Sheet date:

| **Current Assets** | **31.12.2021** | **31.12.2020** |
|---|---|---|
| **Trade and other receivables** | | |
| Trade receivables and other receivables | 4.678.236 | 4.965.054 |
| Cash and Cash Equivalents | 7.257.558 | 6.010.947 |
| **Total** | **11.935.794** | **10.976.001** |

The Company constantly reviews its receivables, either separately or by group, and incorporates this information into the established procedures of the credit control.

The Management considers that all the above financial assets are of high credit quality.

As of 31.12.2021 none of the Company's financial assets have been insured with any form of credit insurance.

The Company is not exposed to significant credit risks regarding trade and other receivables. The credit risk for capable of being liquidated and other short-term financial assets is considered negligible, given that the Company cooperates with reputable, high-quality banks.

**Liquidity risk analysis**

The Company manages its liquidity needs through carefully monitoring the debt of the long-term financial liabilities as well as payments made daily. Liquidity needs are recorded in various time zones, on a daily and weekly basis as well as in a rolling period of 30 days. Long-term liquidity needs for the next 6 months, and the following year are determined on monthly basis. The Company retains cash to cover liquidity needs

Funds for long-term liquidity needs are additionally secured by a sufficient amount of cash.

Maturity of the Company's financial liabilities as at December 31st 2021 is analyzed as follows:

| Amounts in € | 31/12/2021 Short-term | | Long-term | |
|---|---|---|---|---|
| | Under 6 months | 6 to 12 months | 2 to 5 years | over 5 years |
| Long-term lease liabilities | 0 | 0 | 129.768 | 0 |
| Long-term loan liabilities | 0 | 0 | 2.492.857 | 0 |
| Trade liabilities | 594.043 | 486.035 | 0 | 0 |
| Short-term lease liabilities | 1.247 | 59.950 | 0 | 0 |
| Short-term Borrowing | 4.461.069 | 4.461.069 | 0 | 0 |
| Other short-term liabilities | 747.793 | 0 | 0 | 0 |
| Tax payable | 153.218 | 153.218 | 0 | 0 |
| **Total** | **5.957.371** | **5.160.273** | **2.622.625** | **0** |

| Amounts in € | 31/12/2020 Short-term | | Long-term | |
|---|---|---|---|---|
| | Under 6 months | 6 to 12 months | 2 to 5 years | over 5 years |
| Long-term lease liabilities | 0 | 0 | 52.607 | 0 |
| Long-term loan liabilities | 0 | 0 | 10.000 | 0 |
| Trade liabilities | 542.733 | 444.054 | 0 | 0 |
| Short-term lease liabilities | 1.950 | 43.629 | 0 | 0 |
| Short-term Borrowing | 4.908.707 | 4.908.707 | 0 | 0 |
| Other short-term liabilities | 565.917 | 0 | 0 | 0 |
| Tax payable | 164.337 | 164.337 | 0 | 0 |
| **Total** | **6.183.644** | **5.560.727** | **62.607** | **0** |

The above contractual maturities reflect gross cash flows, which may differ from the carrying amounts of liabilities at the balance sheet date.

### 9.31 Financial instruments per category

The amounts related to the Company regarding financial assets and financial liabilities recognized in the balance sheet in the periods mentioned can be categorized as follows:

| **Current Assets Trade and other receivables** | **31.12.2021** | **31.12.2020** |
|---|---|---|
| Trade receivables and other receivables | 4.678.236 | 4.965.054 |
| Cash and cash equivalents | 7.257.558 | 6.010.947 |
| | **11.935.794** | **10.976.001** |

### Capital management policies and procedures

The Company's objectives in terms of capital management are as follows:

- to ensure the Company's ability to continue as a going concern.

- to ensure a satisfactory return to shareholders by pricing products and services in proportion to the level of risk.
- to secure the necessary funds for the Company’s adequate financing.

### 9.32 Subsequent Events

There are no other significant events taking place after December 31st, 2021, that could materially affect the Company's financial position or the results for the year then ended or events that should be disclosed in the financial statements.

| The Deputy Chairman of the BoD & Chief Executive Officer | Member of the BoD | The Chief Financial Officer |
|---|---|---|
| Efstratios G. Haidemenos | Marina Haidemenou | Eirini Gavrilaki |
| ID Num. T049887 | ID Num. Σ650680 | ID Num. T048906 |

**F. Information under Article 10, Law 3401/2005 publicized by the Company within 2021.**

In the FY 01/01/2021 - 31/12/2021, as in compliance with the effective legislation, Haidemenos SA made available to the public the following information, posted on its website www.haidemenos.gr and on the website of the Athens Stock Exchange www.hellex.gr.

| Date | Subject | Website |
|---|---|---|
| 22/12/2021 | Announcement – Projected tender participation. | https://www.haidemenos.gr/wp-content/uploads/2021/12/%CE%91%CE%9D%CE%91%CE%9A%CE%9F%CE%99%CE%9D%CE%A9%CE%A3%CE%97-%CE%A0%CE%A1%CE%9F%CE%A3-%CE%A7.%CE%91.-22-12-2021%CE%93%CE%99%CE%91-%CE%A3%CE%A5%CE%9C%CE%9C%CE%95%CE%A4%CE%9F%CE%A7%CE%97-%CE%A3%CE%95-%CE%94%CE%99%CE%91%CE%93%CE%A9%CE%9D%CE%99%CE%A3%CE%9C%CE%9F.pdf |
| 25/11/2021 | Announcement – Reply to a letter of Athens Stock Exchange disclosing the key sizes for the nine – month period of 2021. | https://www.haidemenos.gr/wp-content/uploads/2021/11/%CE%91%CE%9D%CE%91%CE%9A%CE%9F%CE%99%CE%9D%CE%A9%CE%A3%CE%97-%CE%A0%CE%A1%CE%9F%CE%A3-%CE%A7.%CE%91.-25-11-2021-%CE%92%CE%91%CE%A3%CE%99%CE%9A%CE%91-%CE%9F%CE%99%CE%9A%CE%9F%CE%9D%CE%99%CE%9A%CE%91-%CE%9C%CE%95%CE%93%CE%95%CE%98%CE%97-%CE%95%CE%9D%CE%9D%CE%95%CE%91%CE%9C%CE%97%CE%9D%CE%9F%CE%A5-2021.pdf |
| 29/10/2021 | Announcement - Completion of tax audit | https://www.haidemenos.gr/wp-content/uploads/2021/11/%CE%91%CE%9D%CE%91%CE%9A%CE%9F%CE%99%CE%9D%CE%A9%CE%A3%CE%97-%CE%A0%CE%A1%CE%9F%CE%A3-%CE%A7.%CE%91.-29-10-2021-%CE%9F%CE%9B%CE%9F%CE%9A%CE%9B%CE%97%CE%A1%CE%A9%CE%A3%CE%97-%CE%A6%CE%9F%CE%A1%CE%9F%CE%9B%CE%9F%CE%93%CE%99%CE%9A%CE%9F%CE%A5-%CE%95%CE%9B%CE%95%CE%93%CE%A7%CE%9F%CE%A5-2020.pdf |
| 27/09/2021 | Announcement - Financial calendar | https://www.haidemenos.gr/wp-content/uploads/2021/11/%CE%91%CE%9D%CE%91%CE%9A%CE%9F%CE%99%CE%9D%CE%A9%CE%A3%CE%97-%CE%A0%CE%A1%CE%9F%CE%A3-%CE%A7.%CE%91.-29-10-2021-%CE%9F%CE%9B%CE%9F%CE%9A%CE%9B%CE%97%CE%A1%CE%A9%CE%A3%CE%97-%CE%A6%CE%9F%CE%A1%CE%9F%CE%9B%CE%9F%CE%93%CE%99%CE%9A%CE%9F%CE%A5-%CE%95%CE%9B%CE%95%CE%93%CE%A7%CE%9F%CE%A5-2020.pdf |

| | | |
|---|---|---|
| 30/07/2021 | Announcement – EXTRACT form the MINUTES OF THE REGULAR GENERAL MEETING OF SHAREHOLDERS as of 14 07 2021 on election of the BoD & Audit Committee | https://www.haidemenos.gr/wp-content/uploads/2021/07/A%CE%A0%CE%9F%CE%A3%CE%A0%CE%91%CE%A3%CE%9C%CE%91-%CE%A0%CE%A1%CE%91%CE%9A%CE%A4%CE%99%CE%9A%CE%9F%CE%A5-%CE%93.%CE%A3.-14-07-2021-%CE%B3%CE%B9%CE%B1-%CE%B5%CE%BA%CE%BB%CE%BF%CE%B3%CE%AE-%CE%94.%CE%A3.-%CE%95%CF%80%CE%B9%CF%84%CF%81%CE%BF%CF%80%CE%AE%CF%82-%CE%95%CE%BB%CE%AD%CE%B3%CF%87%CE%BF%CF%85.pdf |
| 29/07/2021 | Announcement - ANNOUNCEMENT ON REPLACEMENT OF THE COMPANY'S INTERNAL AUDITOR | https://www.haidemenos.gr/wp-content/uploads/2021/07/%CE%91%CE%9D%CE%91%CE%9A%CE%9F%CE%99%CE%9D%CE%A9%CE%A3%CE%97-%CE%93%CE%99%CE%91-%CE%91%CE%9D%CE%A4%CE%99%CE%9A%CE%91%CE%A4%CE%91%CE%A3%CE%A4%CE%91%CE%A3%CE%97-%CE%95%CE%A3%CE%A9%CE%A4%CE%95%CE%A1%CE%99%CE%9A%CE%9F%CE%A5-%CE%95%CE%9B%CE%95%CE%93%CE%9A%CE%A4%CE%97.pdf |
| 29/07/2021 | Announcement - MINUTES OF THE BOARD OF DIRECTORS ON ELECTION OF THE MEMBERS OF THE AUDIT COMMITTEE 14.07.21 | https://www.haidemenos.gr/wp-content/uploads/2021/07/%CE%A0%CE%A1%CE%91%CE%9A%CE%A4%CE%99%CE%9A%CE%9F-%CE%A3%CE%A5%CE%9D%CE%95%CE%94%CE%A1%CE%99%CE%91%CE%A3%CE%97%CE%A3-%CE%95%CE%A0%CE%99%CE%A4%CE%A1%CE%9F%CE%A0%CE%97%CE%A3-%CE%91%CE%A0%CE%9F%CE%94%CE%9F%CE%A7%CE%A9%CE%9D-15.7.2021-%CF%83%CF%85%CE%B3%CE%BA%CF%81%CF%8C%CF%84%CE%B7%CF%83%CE%B7-%CF%83%CE%B5-%CF%83%CF%8E%CE%BC%CE%B1.pdf |
| 29/07/2021 | Announcement – MINUTES OF THE MEETING OF THE AUDIT COMMITTEE 15.7.2021 formation into body | https://www.haidemenos.gr/wp-content/uploads/2021/07/%CE%A0%CE%A1%CE%91%CE%9A%CE%A4%CE%99%CE%9A%CE%9F-%CE%A3%CE%A5%CE%9D%CE%95%CE%94%CE%A1%CE%99%CE%91%CE%A3%CE%97%CE%A3-%CE%95%CE%A0%CE%99%CE%A4%CE%A1%CE%9F%CE%A0%CE%97%CE%A3-%CE%95%CE%9B%CE%88%CE%93%CE%A7%CE%9F%CE%A5-15.7.2021-%CF%83%CF%85%CE%B3%CE%BA%CF%81%CF%8C%CF%84%CE%B7%CF%83%CE%B7-%CF%83%CE%B5-%CF%83%CF%8E%CE%BC%CE%B1.pdf |

| | | |
|---|---|---|
| 29/07/2021 | Announcement – MINUTES OF THE MEETING OF THE REMUNERATION COMMITTEE 15.7.2021 formation into body | https://www.haidemenos.gr/wp-content/uploads/2021/07/%CE%A0%CE%A1%CE%91%CE%9A%CE%A4%CE%99%CE%9A%CE%9F-%CE%A3%CE%A5%CE%9D%CE%95%CE%94%CE%A1%CE%99%CE%91%CE%A3%CE%97%CE%A3-%CE%95%CE%A0%CE%99%CE%A4%CE%A1%CE%9F%CE%A0%CE%97%CE%A3-%CE%91%CE%A0%CE%9F%CE%94%CE%9F%CE%A7%CE%A9%CE%9D-15.7.2021-%CF%83%CF%85%CE%B3%CE%BA%CF%81%CF%8C%CF%84%CE%B7%CF%83%CE%B7-%CF%83%CE%B5-%CF%83%CF%8E%CE%BC%CE%B1.pdf |
| 15/07/2021 | Announcement – Designation of the Audit Committee Members and Formation into Body. | https://www.haidemenos.gr/wp-content/uploads/2021/07/%CE%91%CE%9D%CE%91%CE%9A%CE%9F%CE%99%CE%9D%CE%A9%CE%A3%CE%97-%CE%A0%CE%A1%CE%9F%CE%A3-%CE%A7.%CE%91.-15-07-2021.pdf |
| 14/07/2021 B | Announcement – Formation into Body of the Board of Directors | https://www.haidemenos.gr/wp-content/uploads/2021/07/%CE%91%CE%9D%CE%91%CE%9A%CE%9F%CE%99%CE%9D%CE%A9%CE%A3%CE%97-%CE%A7.%CE%91.-14-07-2021.pdf |
| 14/07/2021 A | Announcement – Decisions of the General Meeting. | https://www.haidemenos.gr/wp-content/uploads/2021/07/%CE%91%CE%9D%CE%91%CE%9A%CE%9F%CE%99%CE%9D%CE%A9%CE%A3%CE%97-%CE%A0%CE%A1%CE%9F%CE%A3-%CE%A7%CE%91-14-7-2021.pdf |
| 25/06/2021 | Announcement - Participation in a Tender | https://www.haidemenos.gr/wp-content/uploads/2021/06/%CE%91%CE%9D%CE%91%CE%9A%CE%9F%CE%99%CE%9D%CE%A9%CE%A3%CE%97-%CE%A0%CE%A1%CE%9F%CE%A3-%CE%A7%CE%91-25-06-2021.pdf |
| 23/06/2021 | Announcement – Invitation to a General Meeting | https://www.haidemenos.gr/wp-content/uploads/2021/06/%CE%91%CE%9D%CE%91%CE%9A%CE%9F%CE%99%CE%9D%CE%A9%CE%A3%CE%97-%CE%A0%CE%A1%CE%9F%CE%A3-%CE%A7%CE%91-23-06-2021.pdf |
| 09/06/2021 | Announcement - Modification of the Financial Calendar. | https://www.haidemenos.gr/wp-content/uploads/2021/06/%CE%91%CE%9D%CE%91%CE%9A%CE%9F%CE%99%CE%9D%CE%A9%CE%A3%CE%97-%CE%A0%CE%A1%CE%9F%CE%A3-%CE%A7%CE%91-09-07-2021.pdf |
| 27/04/2021 | Announcement - Financial calendar | https://www.haidemenos.gr/wp-content/uploads/2021/04/%CE%91%CE%9D%CE%91%CE%9A%CE%9F%CE%99%CE%9D%CE%A9%CE%A3%CE%97-%CE%A0%CE%A1%CE%9F%CE%A3-%CE%A7%CE%91-27-04-2021.pdf |

## G. Website for Financial Reporting

The annual financial statements of the Company, the Independent Auditor's Report and the Management Report of the Board of Directors for the year ended December 31, 2021 have been posted on the Company's website www.haidemenos.gr.