

REMUNERATION REPORT OF THE BOARD OF DIRECTORS
OF THE **COMPANY "PAPAPANAGIOTOU Societe Anonyme Commercial and
Representative Societe Anonyme" under the distinctive title «DROMEAS SA"**
(ARMAE 11045/06 / B / 86/10 - No. G.E.M.I.: 114048152000).
FINANCIAL YEAR 1.1.2023 - 31.12.2023

TO THE ANNUAL GENERAL ASSEMBLY OF SHAREHOLDERS

This remuneration report has been prepared in accordance with provision of article 112 of Law 4548/2018 and contains complete overview of the total remuneration of its members Board of Directors for the financial year 2023.

The Board of Directors of the company "PAPAPANAGIOTOU Anonymous Industrial Trading and Representation Company" with the distinctive title "DROMEAS SA" (hereinafter the "Company"), during its meeting of 18-06-2019, taking into account existing legislation, defined criteria and methods of calculation of the total remuneration granted by the Company to members, for their general employment on the Board of Directors, for the general administration and representation of the Company as well as benefits arising from a special contractual relationship, in which the Company is an employer (employment contract, project) or principal (mandate contract). As above established "Remuneration Policy" plan for its members, within the meaning of provisions 110 et seq. of Law 4548/2018, for the purpose of compliance of the Company with the current legislation regarding the provision remuneration, the establishment of basic guidelines for the management and payment of salaries to the members of the Administrative Board of the Company, the assurance of reliability and transparency regarding the principles and procedures that related to the remuneration of the members of the Board of Directors of the Company, as well as to contribute to the implementation of the strategy of the Company, in serving its interests and those of Its shareholders and in general its sustainability and development. This draft "Remuneration Policy" was presented and approved during the General Assembly of the Company's shareholders on

16-6-2020 and completed/amended during the General Assembly of the Company's shareholders on 12-7-2021.

According to the above "Remuneration Policy" for its members of the Board of Directors, the total remuneration includes fixed and variable part to ensure the connection of remuneration with the short-term and long-term operational efficiency and the components that are taken into consideration for granting all kinds of fixed and variable remuneration of the members of the Board of Directors of the Company are the following: (a) Fixed remuneration: granted on a regular periodic basis or based on presentations at Board meetings. They are the regular income that each member receives.

(b) Variable remuneration: granted in proportion to participation and contribution of each member in matters of administration and representation of the company.

(c) Performance Expenses: Includes remuneration for participation in meetings of the Board of Directors or of its committees as and other Benefits (indicative: company car, programs mobile telephony, etc.), which enhance competitiveness of the Company in terms of attracting and retaining members of the Board of Directors and facilitating the performance of their duties.

Regarding the granting of the above salaries, the following General principles apply:

a) Not all of the above types of remuneration are necessarily granted, nor are they necessarily granted to all Members, nor is their amount determined uniformly for each member.

b) To determine the amount and any other matter related to the granting of salaries to the members of the Board of Directors. the actual financial position of the Company, as well as its general or specific financial obligations, as well as the salary and working conditions of the company's employees, are taken into account in advance

c) Fees consisting of participation in the Company's corporate net profits are not granted.

d) The total of all salaries for all members of the Board of Directors may not exceed a maximum limit per year, which for the duration of this agreement is set at the amount of one hundred thousand euros (€100,000). Exceeding this limit can only be done with the prior approval of a General Meeting of shareholders. Exceeding without such prior approval may receive subsequent approval at the next regular General Meeting of shareholders. For the above upper limit, remuneration based on a contract unrelated to their status and duties as members of the Board of Directors, the conclusion of which either does not exceed the limits of the company's current transactions (as defined in the provision of the article) is not taken into account 99 of Law 4548/2018) or has been concluded in compliance with the relevant provisions of the law (art. 23a of K.N. 2190/1920, art. 99 et seq. of Law 4548/2018).

f) The Company is entitled to determine further criteria for the granting of remuneration after amending the present.

The Remuneration Committee of the members of the Board of Directors, as constituted within the year 2023, drew up the draft of this report.

1 Total remuneration of the members of the Board of Directors for use 1.1.2023 - 31.12.2023

For your convenience, Table 1 is listed below, which includes in detail the annual remuneration of any kind, paid to persons subject to the company's remuneration policy during the year 1.1.2023 – 31.12.2023.

It is clarified that the earnings declared in Table 1 are gross, while the net earnings obviously fall short of them and are determined based on the deductions and contributions borne by each beneficiary.

2 Comperative Overview

For convenience, Table 2 is listed below, which presents the annual change in the remuneration of the Board of Directors, indicators and figures, regarding the performance and financial situation of the Company, as well as the average of the gross annual remuneration of full-time employees, for the years of the Company 2019, 2020, 2021, 2022 and 2023.

The financial data of the Company, included in Table 2, are illustrated based on the financial data of the published Annual Financial Reports of the respective above-mentioned years.

Table 1

Full Name and Capacity	Fixed Salaries - Performance Expenses	Variable earnings	From a special relationship based on a special relationship of a member with the Company (and not organic, due to his status as a member of the Board of Directors) in which the Company is an employer (employment contract, project or order)	Total Earnings
Athanasios PAPAPANAGIOTOU, President & CEO	18.349,56			18.349,56
Konstantinos PAPAPANAGIOTOU, Executive member			60.103,41	60.103,41
Stavroula PAPAKONSTANTINOU, Executive member		3.600,00	22.780,92	26.380,92
Grigorios ZAROTIADIS, NON-executive member	15.738,60			15.738,60
Panagiotis PANAGIOTAKAKIS, Independent NON-executive member	4.437,91			4.437,91
Ioannis VERGINIS Independent NON-Executive member until 30-6-2023	2.262,07			2.262,07
Stavros IOSIFIDIS Independent NON-Executive member from 30-6-2023	0,00			0,00
TOTALS	40.788,14 €	3600,00 €	82.884,33€	127.272,47€

NOTE 1: The President and Managing Director (CEO) Mr. Athanasios Papapanagiotou, Mr. Grigorios Zarotiadis, Mr. Panagiotis Panagiotakakis and Mr. Ioannis Verginis, were granted fixed salaries as management expenses as well as for their participation as Committee members.

NOTE 2: Remuneration based on a special relationship with the Company (remuneration from project/service contract) were granted to Mr. Konstantinos Papapanagiotou while Ms. Stavroula Papakonstantinou was paid fees based on an employment contract. Variable remuneration, was granted exclusively to Ms. Stavroula Papakonstantinou.

NOTE 3: In addition to those mentioned in the above Table 1, a special remuneration was granted by the Company to the President and CEO of the Company, Mr. Athanasios Papapanagiotou, for the release by him and the use by the Company of the rights to exploit patents and registered designs and patterns, of which the above is the exclusive beneficiary, based on an amending agreement drawn up from 5/1/2017, which was approved by the General Assembly of the Company's Shareholders on 30/5/2017.

During the fiscal year 1.1.2023 - 31.12.2023, this amount amounted to € 358,531.25. This amount is granted based on the above special relationship of Mr. Athanasios PAPANAGIOTOU (and not organic, due to his capacity as Chairman of the Board of Directors and Managing Director), which is not related to an employment contract, project or mandate.

The comparative analysis of the remuneration granted for licensing of patents, registered designs and patterns, as above, during the last five years, is as follows (amounts in €):

2019	2020	Variation 2020- 2019	2021	Variation 2021- 2020	2022	Variation 2022- 2021	2023	Variation 2023- 2022
303.194,00	313.125,00	3,28%	405.588,16	29,53%	329.282,90	-18,81%	358.531,25	8,88%

Table 2 - Comparative analysis with percentage reporting

Annual changes

(Amounts in '000 Euros)

Gross earnings	2019	2020	Variation 2020- 2019	2021	Variation 2021- 2020	2022	Variation 2022- 2021	2023	Variation 2023- 2022
Gross earnings Board members	121,4	136,6	12,52%	141,0	3,22%	133,9	-5,04%	127,3	-4,93 %
Average Annual Gross Staff Remuneration in total (except executives)	2.168,90	3.648,70	59,90%	3.393,10	-2,16%	4.111,20	21,16%	5.163,8	+25,60 %
Average Annual Gross Salaries of Full Time Staff, (except executives)	0	3.160,80	100,00%	3.055,90	-3,32%	4.111,20	34,53%	5.163,8	+25,6 %
Average Annual Gross Staff Salaries (part-time, (except executives)	2.168,90	307,20	-85,84%	337,20	9,77%	0	-100%	0,00	0%

Financial Data of fiscal year	2019	2020	Variation 2020- 2019	2021	Variation 2021- 2020	2022	Variation 2021- 2020	2023	Variation 2023- 2022
Sales	17.488	20.846	19,20%	21.887	5,00%	25.698	17,41%	28.454	10,72%
EBITDA	3.281	2.664	-18,79%	3.258	22,28%	3.480	6,81%	4.084	17,36%
Earnings after taxes	627	827	31,90%	954	15,36%	870	-8,81 %	(-2.028)	%

3. Additional remuneration from a company belonging to the same Group

The Company's subsidiary is the S.A. under the firm: " KALOUIPIA-EXARTIMATA METALLOU-PLASTIKOU ABEE" (**with distinctive title «KEM ABEE»**), based in the Serres Industrial Area (VAT: 099432854), from which the members of the Board of Directors of the Company have not received remuneration during the fiscal year 1/1-31/12/2023.

4. Number of shares and options for shares that have been granted or offered to Members of the Company's Board of Directors.

There is no such case.

5. Any exercised options rights within the framework of the Company's share distribution programs

There is no such case.

6. Information on the use of the option to withdraw variable remuneration

There is no such case.

7. Information on any deviations from the application of the Remuneration Policy

In relation to the contents of the remuneration policy approved by the Annual General Assembly of shareholders on 12-07-2021, there are no discrepancies.

31 May 2024

The Board of Directors