

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

FOR THE USE 1.1.2020 - 31.12.2020

TOWARDS THE ANNUAL GENERAL ASSEMBLY OF SHAREHOLDERS

This remuneration report has been prepared in accordance with the provision of article 112 of law 4548/2018 and contains a complete overview of the total remuneration of the members of the Board of Directors, for the financial year 2020.

The Board of Directors of PAPAPANAGIOTOU Company Societe Anonyme de Commerce dealerships and Representations "and the distinctive title" DROMEAS SA "(hereinafter" the Company ") , during its meeting of 18-06-2019, taking into account the current legislation, calculation of the total remuneration, granted by the Company to its members, for their general employment on the Board of Directors, for the general management and representation of the Company as well as benefits arising from a special relationship under contracts, during which the Company is an employer (employment contract, project) or principal (employment contract). According to the above, it drafted a "Remuneration Policy" plan for its members, within the meaning of provisions 110 et seq. Of Law 4548/2018, in order for the Company to comply with the current legislation regarding the provision of remuneration, the establishment of basic guidelines for management and payment of remuneration to the members of the Board of Directors of the Company, ensuring the reliability and transparency regarding the principles and

procedures 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 Company's strategy, to serve its interests and those of its Shareholders and to its overall viability and development - This plan "Remuneration Policy" was presented and approved at the General Meeting of the Company's shareholders on 16-6-2020.

According to the above plan "Remuneration Policy" for the members of the Board of Directors, the components that are taken into account for the granting of all kinds of fixed and variable salaries of the members of the Board of Directors. of the Company are the following:

(a) fixed remuneration: granted on a regular periodic basis or on the basis of representations at meetings of the Board of Directors
(b) variable remuneration: granted in proportion to the participation and contribution of each member in matters of management and representation of the company.

(c) Extraordinary (Ad hoc) variable remuneration fees of members in cases of direct involvement in activities beneficial to the Company and are directly dependent on their contribution to the overall effort of the relevant corporate transaction or action on a case by case basis.

(d) Performance expenses (ie other benefits such as company car, mobile telephony programs, coverage of travel and accommodation expenses, based on the relevant expenses submitted and in the context of the Company's practice, etc.). The benefits enhance the competitiveness of the Company in

concerns the attraction and retention of the Members of the Board of Directors and the facilitation of the performance of their duties.

The following General Principles apply to the granting of the above remuneration:

A) Not all 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) For the determination of the amount and any other issue related to the granting of salaries to the members of the Board. The real financial position of the Company is taken into consideration, as well as its general or more specific financial obligations, as well as the salary and working conditions of the employees of the company.

C) The total remuneration for all members of the Board of Directors may not exceed a maximum per use, which is set at the amount of fifty thousand euros (50.000,00 €). This limit can be exceeded only with the prior approval of the General Meeting of Shareholders. Exceedance without such pre-approval may be subsequently approved at the next Ordinary General Assembly of Shareholders. For the above ceiling are not taken into account other non-monetary benefits, benefits against legal tax documents of third parties (expenses) and within the practice of the Company, or remuneration based on a special relationship of a member with the Company (and not organic, due to his status as a member of the Board), based on a membership contract;

Company, the conclusion of which either does not go beyond the limits of the current transactions of the company (according to the provisions of article 99 of Law 4548/2018) or has been concluded under the terms of relevant provisions of law (art. 23a of Codified Law 2190/1920 , art.99 on Law 4548/2018).

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

As the Remuneration Committee of the members of the Board of Directors has not been established and does not function, the Board of Directors determined the remuneration granted to its members during the year 1 / 1-31 / 12/2020 in accordance with the provisions of the above approved by 16-06 -2020 Remuneration Policy.

1. Total salaries of the members of the Board of Directors for the year 1.1.2020 - 31.12.2020

For convenience, Table 1 is presented below, which includes in detail the annual salaries of any kind, paid to the persons subject to the Company's Remuneration Policy during the year 1.1.2020 – 31.12.2020.

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. Comparative overview

For convenience, Table 2 is presented below, which shows the annual change in the remuneration of the Board of Directors.

Indicators and figures, concerning the performance and the financial situation of the Company, as well as the average of the gross annual salaries of the full-time employees, for the years of the Company 2016, 2017, 2018, 2019 and 2020.

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

Table 1

| Full Name Capacity | Fixed Salaries - Performance Expenses | Variable Earnings | From special relationship based on the special relationship of a member with the Company (and not organic, due to his status as a member of the Board) in which the Company is an employer (employment contract, project) or principal (mandate contract) | Total Earnings |
|--|---|----------------------|--|-------------------|
| Athanasios PAPAPANAGIOTOU, CHAIRMAN OF THE BOARD & CHIEF EXECUTIVE OFFICER | | 18.659,75 € | | 18.659,75 € |
| Konstantinos PAPAPANAGIOTOU, Executive member | | | 50.328,99 € | 50.328,99 € |
| Stavroula PAPAKONSTANTINOU, Executive member | | 264,00 € | 20.366,60 € | 20.630,60 € |
| Stylios PETRISLIS, NON Executive Member (since 16-6-2020) | | | 31.223,25 € | 31.223,25 € |
| Dimitrios PETALAS, | | | | |

| | | | | |
|---|--|----------------|-----------------|-----------------|
| NON executive member (until 16-6-2020) | | | | |
| Grigorios ZAROTIADIS, Independent NON executive member | | 15.771,12€ | | 15.771,12 € |
| Panagiotis PANAGIOTAKAKIS, Independent NON executive member (since 16-6-2020) | | | | |
| Athanasios KALAFATIS, Independent NON executive member (until 16-6-2020) | | | | |
| TOTALS | | 34.694,87 € | 101.918,84 € | 136.613,71 € |

NOTE 1: The members of the Board of Directors were not granted fixed salaries / performance expenses. Variable salaries were granted to the Chairman of the Board and Managing Director Mr. Athanasios Papapanagiotou, due to his daily involvement in the management and Mr. Grigorios Zarotiadis, due to his duties as Chairman of the Audit Committee of the Company, as well as to Ms. Stavroula Papakonstantinou.

NOTE 2: Remuneration was granted on the basis of a special relationship with the Company (fees from a project contract / Independent Services) to Mr. Konstantinos Papapanagiotou, Stylianos Petrislis, while to Ms. Stavroula Papakonstantinou salaries were paid from a contract of employment.

NOTE 3: An additional fee was granted by the Company to the President of the Company and Managing Director Mr. Athanasios Papapanagiotou, for the granting by him and the use by the Company of patents and registered designs, of which he is the sole proprietor, based on an amendment agreement drawn up from 5/1/2017, which was approved by the General Meeting of Shareholders of the Company on 30/5/2017. During the fiscal year 1.1.2020 – 31.12.2020 this amounted to € 313.125,00. This amount is granted based on the above special relationship of Mr. Athanasios PAPAPANAGIOTOU (and not organic, due to his capacity as Chairman of the Board and Managing Director), which is not related to an employment contract, project or mandate. The comparative analysis of the fee that

granted for concession rights holding patents, registered designs and models, as above, during the last five years, has as follows (amounts in €)

| 2016 | 2017 | Variation 2017-2016 | 2018 | Variation 2018- 2017 | 2019 | Variation 2019- 2018 | 2020 | Variation 2020-2019 |
|------|------------|------------------------|------------|----------------------------|------------|----------------------------|------------|------------------------|
| 0 | 279.772,58 | 100% | 294.196,58 | 5,16% | 303.194,00 | 3,06% | 313.125,00 | 3,28% |

Table 2 – Comparative analysis with reference to percentages

Annual Variation
(Amounts in '000
Euro)

| Gross Earnings | 2016 | Variation 2016- 2015 | 2017 | Variation 2017- 2016 | 2018 | Variation 2018- 2017 | 2019 | Variation 2019- 2018 | 2020 | Variation 2020- 2019 |
|---|----------|----------------------------|----------|----------------------------|----------|----------------------------|----------|----------------------------|----------|----------------------------|
| Gross Earnings Members of the Board | 111,5 | 105,83% | 110,6 | -0,81% | 114 | 3,07% | 121,4 | 6,49% | 169,8 | 39,89% |
| Average Annual Gross Earnings Total staff (excluding executives) | 1.777,50 | 4,98% | 1.832,40 | 3,09% | 1.927,70 | 5,20% | 2.168,90 | 12,51% | 3.488,00 | 60,82% |
| Average Annual Gross Earnings Full-time staff, (excluding executives) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3.055,00 | 100,00% |
| Average Annual Gross Earnings Staff (part-time, (excluding executives) | 1.777,50 | 4,98% | 1.832,40 | 3,09% | 1.927,70 | 5,20% | 2.168,90 | 12,51% | 3.488,00 | 60,82% |

| Financial Data for the years: | 2016 | Variation 2016-2015 | 2017 | Variation 2017-2016 | 2018 | Variation 2018-2017 | 2019 | Variation 2019-2018 | 2020 | Variation 2020-2019 |
|-------------------------------|--------|---------------------|--------|---------------------|--------|---------------------|--------|---------------------|-----------|---------------------|
| Sales | 13.450 | 49,36% | 10.691 | -20,51% | 16.485 | 53,94% | 17.488 | 6,08% | 20.845,57 | 19,2% |
| EBITDA | 2.810 | 201,18% | 1.811 | -35,55% | 3.348 | 84,87% | 3.281 | -2% | 2.664,39 | -18,8% |
| Profit after taxes | -69 | 96,75% | -917 | -1228,90% | 368 | -140% | 627 | 70,38% | 827,40 | 32,0% |

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

Subsidiary of the Company is the Societe Anonyme with the name " KALOUIPIA-EXARTIMATA METALLOU PLASTIKOU(MOLDS-METAL PARTS-PLASTIC SA)" (d.t.: «**KEM ABEE**»), based in the Serres Industrial Area (Tax Identification Number 099432854), from which the members of the Board. of the Company have received during the year 1 / 1-31 / 12/2019 the following

| Full name and Capacity | Performance Expenses | Fixed or variable earnings | From special relation based on contract with KEM ABEE | Total Earnings |
|--|----------------------|----------------------------|---|----------------|
| Athanasios PAPAPANAGIOTOU, CHAIRMAN OF THE BOARD & CHIEF EXECUTIVE OFFICER | 0€ | 0€ | 0€ | 0€ |
| Konstantinos PAPAPANAGIOTOU, Executive member | 0€ | 0€ | 0€ | 0€ |
| Stavroula PPAKONSTANTINOY, Executive member | 0€ | 0€ | 0€ | 0€ |
| Stylianoy PETRISLIS, NON Executive Member (since 16-6-2020) | 0€ | 0€ | 0€ | 0€ |
| Dimitrios PETALAS, NON executive member (until 16-6-2020) | 0€ | 0€ | 33.477,00 € | 33.477,00 € |

| | | | | |
|---|----|----|----|----|
| Grigorios ZAROTIADIS, Independent NON executive member | 0€ | 0€ | 0€ | 0€ |
| Panagiotis PANAGIOTAKAKIS, Independent NON executive member (since 16-6-2020) | 0€ | 0€ | 0€ | 0€ |
| Athanasios KALAFATIS, Independent NON executive member (until 16-6-2020) | 0€ | 0€ | 0€ | 0€ |

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

There is no such case.

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

There is no such case.

6. Information on the use of the variable remuneration option

There is no such case.

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

Regarding the contents of the remuneration policy, approved by the Annual General Assembly of Shareholders on 16-06-2020, there are no discrepancies.

18th of June 2021

The Board of Directors