
DRAFT DECISIONS

OF THE ORDINARY GENERAL MEETING OF THE COMPANY

IKTINOS HELLAS S.A.

on 30 June 2021

- 1. Submission and approval of the annual Financial Statements for the financial year 01.01 - 31.12.2020, in accordance with the International Accounting Standards, as well as the relevant reports of the Board of Directors and the Certified Auditor - Accountant.**

Required quorum:	Shareholders representing 20% of the Company paid-up capital
Required majority:	50% of the total votes (present or represented) plus one vote

The annual financial statements for the financial year from 1.1.2020 to 31.12.2020 are submitted for approval, accompanied by the audit report of the certified public accountants and the annual management report of the Board of Directors of the Company which includes the corporate governance and non-financial statements.

The above mentioned financial statements and the above reports are available to the shareholders and have already been published since 28.04.2021 on the Company's website, at the following url:

<https://iktinosis.gr/index.php/en/financial-statements2020/1173-annual-financial-report-2020>

- 2. Approval for non-distribution of dividend to shareholders for the financial year 01.01 - 31.12.2020.**

Required quorum:	Shareholders representing 50% of the Company paid-up capital
Required majority:	80% of the total votes (present or represented) plus one vote

The General Meeting is called to approve the non-distribution of dividend for the year 01.01 - 31.12.2020.

- 3. Approval of the overall management of the Company, according to article 108 of Law 4548/2018, as in force, and exemption of the Company's Certified Auditors from any liability for compensation for the financial year 01.01.2020-31.12.2020, according to article 117, par. 1(c) of Law 4548.2018, as in force.**

Required quorum:	Shareholders representing 20% of the Company paid-up capital
Required majority:	50% of the total votes (present or represented) plus one vote

The Board of Directors proposes the approval by the Ordinary General Meeting of Shareholders, of the overall management of the Company for the activities of the financial year ended 31.12.2020, in accordance with article 108 of law 4548/2018, as well as the exemption of the auditing company GRANT THORNTON SA from any liability for compensation for the financial year 01.01.2020 - 31.12.2020

- 4. Election of a regular and a deputy Certified Auditor - Accountant for the audit of the Financial Statements of the financial year 01.01 - 31.12.2021.**

Required quorum:	Shareholders representing 20% of the Company paid-up capital
Required majority:	50% of the total votes (present or represented) plus one vote

The Board of Directors, in accordance with the recommendation of the Company's Audit Committee dated 23 April 2021, proposes and recommends that the auditing company GRANT THORNTON SA be assigned the audit of the financial statements of the Company and the Group for the period from 01.01.2021 to 31.12 .2021, as well as for the review of the intermediate information of the Company and the Group for the period 01.01.2021 - 30.06.2021.

- 5. Permission to the members of the Board of Directors, according to article 98 of Law 4548/2018, to participate in Boards of Directors and managing boards of other companies with competitive or non-competitive purposes to those of the Company.**

Required quorum:	Shareholders representing 20% of the Company paid-up capital
Required majority:	50% of the total votes (present or represented) plus one vote

The General Meeting is called to approve the granting of permission to the members of the Board of Directors, to participate in Boards of Directors or in the Management of companies within the Group or outside the Group that pursue similar or comparable purposes.

6. Approval of the Remuneration Report of article 112 of Law 4548/2018 (for the paid fees for the financial year 01.01.2020 – 31.12.2020).

Required quorum:	Shareholders representing 20% of the Company paid-up capital
Required majority:	50% of the total votes (present or represented) plus one vote

The General Meeting is invited to approve the remuneration report of article 112 of Law 4548/2018 for the financial year 2020.

A relevant decision has been taken on this item by the Board of Directors with its meeting dated 24.5.2021, based on which and following a relevant proposal and suggestion of the Remuneration and Nominations Committee of the Company, the Remuneration Report, dated 21.04.2021, of article 112 Law 4548/2018, was approved the financial year 2020. This report concerns the remuneration of the members of the Board of Directors for the financial year 2020, which includes the information required by article 112 of Law 4548/2018 and was prepared based on the assumptions contained in the Company's Remuneration Policy, which was approved by the Ordinary General Meeting of the Company on 3rd July 2020 (valid for four years, also available on the Company's website). The Remuneration Report has been audited by the auditing company GRANT THORNTON SA.

7. Pre-approval of remuneration and compensations of the Board of Directors for the financial year 01.01.2021–31.12.2021

Required quorum:	Shareholders representing 20% of the Company paid-up capital
Required majority:	50% of the total votes (present or represented) plus one vote

For the financial year 2021, the Board of Directors will propose to the Ordinary General Meeting the following remuneration to be paid to the members of the Board of Directors:

- A) for the Chairman and Chief Executive Officer Mr. Evangelos Haidas the amount of 330,000 euros;
- B) for the Deputy Chief Executive Officer Mrs. Ioulia Haida the amount of 150,000 euros;
- C) for the Vice Chairman Mrs. Anastasia Haida the amount of 120,000 euros;
- D) for the non-executive member Lydia Haida the amount of 90,000 euros;
- E) for the executive member Peristeris Katsikakis 500 euros per month;
- F) for the Independent non-executive member Andreas Koutoupis 500 euros per month.
- G) for the Independent non-executive member Angeliki Meindani 300 euros per month.

The above remuneration and compensation are in accordance with the Remuneration Policy of the Company.

8. Approval of the Company's Suitability Policy of the members of the Board of Directors and Executives according to article 3 par. 3 of L.4706/2020.

Required quorum:	Shareholders representing 20% of the Company paid-up capital
Required majority:	50% of the total votes (present or represented) plus one vote

The Company's Suitability Policy for the members of the Board of Directors and Executives, which has been prepared in accordance with the provisions of article 3 Law 4706/2020 and the guidelines of the Hellenic Capital Market Commission (Circular no. 60 / 18.9.2020), is submitted for approval to the Ordinary General Meeting and is effective from the entry into force of Law 4706/2020.

9. Election of new members of the Board of Directors and appointment of independent non-executive members as well as executive members.

Required quorum:	Shareholders representing 20% of the Company paid-up capital
Required majority:	50% of the total votes (present or represented) plus one vote

In accordance with the provisions of articles 3 and 4 of Law 3016/2002, as well as articles 5 and 9 of Law 4706/2020, and the above-mentioned proposed suitability policy of the members of the Board of Directors which is for approval, the Board of Directors proposes and recommends the election of a new Board of Directors with a five-year term, which will consist of seven (7) members.

Position	Name & Surname
Chairman of the Board & CEO - Executive Member	Evangelos Haidas
Deputy CEO - Executive Member	Ioulia Haida
Executive Member	Peristeris Katsikakis
Vice-Chairman - Non-Executive Member	Anastasia Haida
Independent Non-Executive Member	Andreas Koutoupis
Independent Non-Executive Member	Angeliki Meindani
Non-Executive Member	Lydia Haida

The detailed CVs of the above candidate members are documents that will be made available to shareholders on the Company's website www.iktinosir.gr before the Ordinary General Meeting.

The proposed independent members, fully meet the conditions of article 4 of Law 3016/2002, as well as article 9 of Law 4706/2020, and therefore have no dependent relationship with the Company or with its affiliates.

10. Determination of the composition of the Audit Committee, in accordance with article 44 of Law 4449/2017.

Required quorum:	Shareholders representing 20% of the Company paid-up capital
Required majority:	50% of the total votes (present or represented) plus one vote

The election of the new Audit Committee will be in accordance with the provisions of article 44 of law 4449/2017, as in force after its amendment by article 74 of law 4706/2020.

11. Information from the Chairman of the Audit Committee to the shareholders about the activities of the Audit Committee during the financial year 2020 and submission of the annual report of the Audit Committee's activities, according to article 44 par. 1(i) of Law 4449/2017.

Required quorum:	Shareholders representing 20% of the Company paid-up capital
Required majority:	50% of the total votes (present or represented) plus one vote

The Audit Committee of the Company submits to the General Meeting of Shareholders the annual activities report of the Committee, according to article 44 par. 1(i) of Law 4449/2017, as amended and in force.

12. Other Announcements.

This item usually includes announcements on issues that the Board of Directors wishes to disclose to the General Meeting, but does not require a vote or decision.