



## **BOARD OF DIRECTORS REMUNERATION REPORT**

**(article 112 L.4548/2018)**

The Board of Directors of the company under the name "INTRACOM CONSTRUCTIONS SOCIETE ANONYME TECHNICAL AND STEEL CONSTRUCTIONS" and the distinctive title "INTRAKAT", submits the present Remuneration Report for the year 2019 (hereinafter the "Report") for discussion as a matter of the second (2<sup>nd</sup>) item in the agenda of the Company's Shareholders Ordinary General Meeting to be held on the 17<sup>th</sup> July 2020, in accordance with article 112 of L.4548/2018, as amended and in force.

The Report includes a comprehensive overview of the total remuneration of the members of the Company's Board of Directors for the last fiscal year (2019) and all information as a minimum required by law.

Following the Ordinary General Meeting, the Report will be available on the Company's corporate website for a time period of ten (10) years, as required by Law.

According to the Law, the shareholders' vote is advisory and the Company's BoD will explain in the next Report how the votes result of the Ordinary General Meeting of July 17<sup>th</sup>, 2020 was taken into account.

### **Below is the Remuneration Report:**

Total Remuneration of INTRAKAT Board Members for the year 2019 (article 112 par. 2 a' of L. 4548/2018 as in force).

NAME	TITLE	RENUMERATION		BENEFITS	TOTAL ANNUAL RENUMERATION & BENEFITS
		ANNUAL GROSS SALARIES	BoD ANNUAL GROSS SALARIES		
Koutras A. Dimitrios	Chairman, Executive member	114.110			114.110
Kokkalis S. Constantinos	A' Vice Chairman, Non-executive member				0
Theodoridis S. Dimitrios	B' Vice Chairman, Non-executive member	14.062		22.673	36.735
Souretis K. Petros	Managing Director, Executive member	220.982		19.379	240.361
Pappas A. Dimitrios	Executive Director, Executive member	168.510		12.445	180.955
Kallis K. Charalampos	Executive member <i>(from 25.07.2019)</i>	33.229		5.582	38.811
Klonis X. Dimitrios	Non-executive member				0
Anninos A. Georgios	Non-executive member		18.939		18.939
Filos N. Sotirios	Independent Non-executive member				0
Tsoufis M. Anastasios	Independent Non-executive member				0
<b>Totals</b>		<b>550.894</b>	<b>18.939</b>	<b>56.249</b>	<b>626.082</b>

Comparative Table of the Total Annual Remuneration of **INTRAKAT** Board Members and Average Annual Gross Remuneration of Employees (Non-Executive) for the years 2015 – 2019 (article 112 par. 2 b' of L. 4548/2018 as in force).

<b>COMPARATIVE TABLE OF THE BOARD OF DIRECTORS ANNUAL REMUNERATION</b>						
<b>YEAR</b>	<b>BoD ANNUAL GROSS SALARIES</b>	<b>YEARLY DIFFERENCE (€)</b>	<b>YEARLY DIFFERENCE (%)</b>	<b>AVERAGE ANNUAL GROSS SALARIES OF EMPLOYEES NON- EXECUTIVE</b>	<b>YEARLY DIFFERENCE (€)</b>	<b>YEARLY DIFFERENCE (%)</b>
2019	626.082	-135.431	-17,78%	21.260	642	3,12%
2018	761.513	83.597	12,33%	20.618	127	0,62%
2017	677.916	-244.974	-26,54%	20.491	-261	-1,26%
2016	922.890	62.155	7,22%	20.752	1.363	7,03%
2015	860.736			19.388		

It is noted that:

- The members of the Board of Directors do not receive remuneration from any company belonging to the same Group (article 112 par. 2 c' of L. 4548/2018 as in force).
- No stocks or stock options have been granted or offered to members of the Board of Directors during the fiscal year 2019 (article 112 par. 2 d' and e' of L. 4548/2018 as in force).
- At the Shareholders Extraordinary General Meeting of INTRAKAT held on 20.03.2020, the Board of Directors was authorized to establish a stock option distribution plan, pursuant to article 7 par.10 of the Company's Articles of Association and the provisions of article 113 of L. 4548/2018. The exercise price was set at the amount of thirty cents (€ 0,30) per share.
- Subsequently, the Board of Directors of INTRAKAT at its meeting held on April 15th 2020, proceeded to the establishment of a stock distribution plan to Board members and Executive Officers of the Company in the form of stock option, in accordance with the applicable regulatory framework, whereby 3.047.715 rights were granted to the beneficiaries with one share corresponding to each right and a maturity date on 30.09.2020, which can be exercised in part and at any time within the period between 01.10.2020 and 31.12.2021, and in accordance with the individual specific terms and conditions for their exercise, as described in the Plan.
- There is no possibility for recovery of variable remunerations (article 112 par. 2 f' of L. 4548/2018 as in force).
- As no Remuneration Policy was established in the year 2019, the Company continued to pay the remuneration of the Executive Members of the Board under their existing employment contracts as they were during the previous fiscal year, as per par. 3 of article 110 of L. 4548/2018 and within the limits pre-approved by the Ordinary General Meeting of 25.07.2019 (in which case par. 2 g' of article 112 of L. 4548/2018 as in force, does not apply).