



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 2020 (hereinafter the "Report") for discussion as a matter of the second (2nd) item in the agenda of the Company's Shareholders Ordinary General Meeting to be held on the 14th June 2021, 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 (2020) and all the minimum information 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 defined 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 at the Ordinary General Meeting of June 14th, 2021 was taken into account.

Below is the Remuneration Report:

Total Remuneration of INTRAKAT Board Members for the year 2020 (article 112 par. 2 a' of L. 4548/2018 as in force).

NAME	TITLE	REMUNERATION CATEGORY					TOTAL ANNUAL REMUNERATION BENEFITS	REMUNERATION RATIO	
		FIXED		BENEFITS	VARIABLE			FIXED	VARIABLE
		REMUNERATION			BONUS	STOCK OPTIONS			
		ANNUAL GROSS SALARIES	B.o.D. ANNUAL GROSS SALARIES						
Koutras A. Dimitrios	Chairman, Executive member	220.992	23.220				244.212	100,00%	0,00%
Kokkalis S. Konstantinos	A' Vice Chairman, Non-executive member		23.220				23.220	100,00%	0,00%
Theodoridis S. Dimitrios	B' Vice Chairman, Executive member	14.062	23.220	28.826	44.206	69.396	179.710	36,79%	63,21%
Souretis K. Petros	Managing Director, Executive member	220.982	23.220	20.620	874.175	1.110.344	2.249.341	11,77%	88,23%
Pappas A. Dimitrios	Executive Director, Executive member	189.844	23.220	10.269	26.749	34.698	284.780	78,42%	21,58%
Kallis K. Charalampos	Executive member (until 19.03.2020)	19.500		3.021		34.698	57.219	39,36%	60,64%
Klonis X. Dimitrios	Non-executive member		23.220				23.220	100,00%	0,00%
Anninos A. Georgios	Non-executive member		23.220				23.220	100,00%	0,00%
Tsoumas K. Ioannis	Independent Non-executive member (since 20.03.2020)		28.000				28.000	100,00%	0,00%
Marmaggiolis S. Ioannis	Independent Non-executive member (since 20.03.2020)		28.000				28.000	100,00%	0,00%
Totals		665.380	218.540	62.736	945.130	1.249.137	3.140.923		

Comparative Table of the Total Annual Remuneration of **INTRAKAT** Board Members and Average Annual Gross Remuneration of Employees (Non-Executive) for the years 2016 – 2020 (article 112 par. 2 b' of L. 4548/2018 as in force).

COMPARATIVE TABLE OF THE BOARD OF DIRECTORS ANNUAL REMUNERATION						
YEAR	BoD ANNUAL GROSS SALARIES	YEARLY DIFFERENCE (€)	YEARLY DIFFERENCE (%)	AVERAGE ANNUAL GROSS SALARIES OF EMPLOYEES NON- EXECUTIVE	YEARLY DIFFERENCE (€)	YEARLY DIFFERENCE (%)
2020	1.891.785	1.265.703	66,90%	19.630	-1.630	-7,66%
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%

It is noted that:

- **Remuneration of Board members from other companies of the Group** (*article 112 par. 2 c' of L. 4548/2018 as in force*): The members of the Board of Directors do not receive remuneration from any company belonging to the same Group, apart from Messrs Petros Souretis, Konstantinos Kokkalis, Dimitrios Klonis, Georgios Anninos and Ioannis Tsoumas who receive remuneration for their participation to the Board of Directors of Intracom Holdings totaling an amount of €13.000 per month and Messrs Dimitrios Klonis, Georgios Anninos and Konstantinos Kokkalis who receive remuneration under service contracts with other companies of Intracom Holdings Group.

- **Stock Option Plans** (*article 112 par. 2 d' of L. 4548/2018 as in force*):

At its meeting held on April 15th, 2020 and following the authorization provided by the Shareholders Extraordinary General Meeting dated March 20th, 2020, the Board of Directors of "INTRAKAT" established a program for the distribution of shares to members of the Board of Directors and senior executives of the Company, in the form of a stock option, in accordance with Article 7 par. 10 of the Company's Articles of Association and the provisions of article 113 of law 4548/2018 (hereinafter the "Program").

The corresponding participation in the Program is one share for each Right and a total of 3.047.715 Rights were granted to the beneficiaries. The total number of Rights granted under the program amounts to 10% of the company's existing share capital at the time of the decision, i.e. to three million forty seven thousand seven hundred fifteen (3.047.715) shares with an offering price of € 0,30 per share. The Rights can be exercised in part and at any time within the period between 01.10.2020 and 31.12.2021. The Deadline for paying the price for exercising the Program Rights started on 1.10.2020 and ends on 31.12.2021.

On 10.11.2020, five (5) executive officers of the Company made a written statement for exercising 50% of their stock option rights, while they deposited in due time the relevant amount in the Company's special bank account. Thereafter, the Company's Share Capital

increased by the amount of Euro 457.157,10 in cash and 1.523.857 new common registered shares were issued.

Subsequently, on 26.3.2021, the same five (5) executive officers of the Company made a written statement for exercising the remaining 50% of their stock option rights, while they deposited in due time the relevant amount in the Company's special bank account. Thereafter, the Company's Share Capital increased by the amount of Euro 457.157,40 in cash and 1.523.858 new common registered shares were issued.

Table of the beneficiaries - members of the Board of Directors and the stock options exercised

LAST NAME	FIRST NAME	STOCK OPTION RIGHTS GRANTED DURING THE CORPORATE YEAR 2020			STOCK OPTION RIGHTS EXERCISED DURING THE CORPORATE YEAR 2020		
		TOTAL NUMBER	EXERCISE PRICE (€)	VESTING DATE	TOTAL NUMBER	EXERCISE PRICE (€)	VALUE
SOURETIS	PETROS	2.681.990	0,30	30/9/2020	1.340.995	0,30	402.298,50
THEODORIDIS	DIMITRIOS	167.624	0,30	30/9/2020	83.812	0,30	25.143,60
PAPPAS	DIMITRIOS	83.812	0,30	30/9/2020	41.906	0,30	12.571,80
KALLIS	CHARALAMPOS	83.812	0,30	30/9/2020	41.906	0,30	12.571,80
TOTALS		3.017.238			1.508.619		452.585,70

- There is no possibility for recovery of variable remunerations (*article 112 par. 2 f' of L. 4548/2018 as in force*).
- The Shareholders Ordinary General Meeting held on 17.7.2020 approved the Company's Remuneration Policy, according to Article 110 of L. 4548/2018, which was registered in the General Commercial Register on 7.9.2020 (K.A.K. 2212333). During fiscal year 2020 the Remuneration Policy has been implemented without any deviations (*article 112 par. 2 g' of L. 4548/2018 as in force*).