

## 7. Related party transactions

The Company follows the rules on transparency, independent financial management and the accuracy and correctness of its transactions, as stipulated by the law. The Company, with a view to ensuring the correct, secure, transparent and effective conclusion of transactions with related parties ("RP") and to assuring the appropriate supervision and control of these transactions, has established and implements the "Process of Compliance with the Obligations arising from the framework for Related Party Transactions", which was approved by a Board resolution dated 22/09/2022.

The purpose of the Process is to specify the rules to be observed for the valid approval, conclusion and execution of a transaction with an RP, so as to ensure:

- i. the balancing of the benefits resulting from the transaction for all the parties involved in it;
- ii. the protection of the various interests which may be affected by that transaction; and
- iii. the Company's compliance with the applicable legal framework regarding RP transactions.

The Process regulates the Company's transactions with RPs, as such persons are defined in the relevant IFRS, specifies the relevant Divisions responsible for its implementation and regulates the procedure to be followed in relation to the granting of the required authorisation and the disclosure to be maintained for related party transactions. Specifically, it is provided that for the Company to validly enter into a transaction with an S.M., a special authorization is required, which is granted by a final decision of the competent corporate body, and after the transaction evaluation report referred to below has been submitted and taken into account.

In particular, it is explicitly provided that for the valid conclusion of by the Company of a transaction with an RP, a special authorization is required, granted by final resolution of the competent corporate body, adopted after the assessment report of the transaction, has been submitted and taken into account. The conclusion of an RP transaction without the granting of such a special authorization is prohibited and is completely void, while criminal sanctions are also provided for in case of violation of the relevant provisions of Law 4548/2018, in accordance with article 179 thereof. As a rule, the authorization to conclude a transaction of the Company with a party related to it is granted by resolution of the Board of Directors of the Company. If the BoD resolves to grant an authorization for the conclusion of a transaction with an RP, it is obliged to publish, immediately after the granting of that authorization, a relevant announcement. Exceptionally, the competence to resolve to grant an authorization for the conclusion of an RP transaction may rest with the General Meeting of the Company's Shareholders. As a prerequisite to assure the validity of the resolution of the BoD of the Company or of the GM of the Company's Shareholders to grant an authorization for the conclusion an RP transaction, such resolution is adopted on the basis of a report submitted by an (independent) certified auditor accountant or an (independent) audit firm or other independent third party not related to the Company, which assesses whether the transaction in question is fair and reasonable for the Company and for the shareholders who are not RPs, including minority shareholders, and explains the assumptions on which it is based and the methods used in its compilation (assessment report). The Company shall also ensure the observance of the disclosure requirements of Law 4548/2018.

Finally, the Process provides for the steps to be followed for transactions with related parties and the competent General Divisions/Divisions, the role of the Audit Committee in this regard and the exceptions, i.e. transactions for which neither special authorisation is required nor the observance of publicity formalities.

## 8. Cvs of the members of the senior management

### CVS OF THE MEMBERS OF THE BOARD OF DIRECTORS

#### Evangelos G. Mytilineos

##### Chairman and CEO

Evangelos Mytilineos is the Chairman and CEO of MYTILINEOS Energy & Metals, one of Greece's leading industrial and energy companies with more than 4,800 direct and indirect employees and strong presence in all five continents.

He is an advocate for corporate governance, bringing a focus on sustainability and innovation, driving improvements in cost, safety, and quality of operations. Under his leadership, the company reached a consolidated turnover of € 6,306 million compared to €2,664 million in 2021 and EBITDA €823 million, compared to €359 million in 2021.

Born in Athens, Evangelos Mytilineos holds a BSc in Economics from the University of Athens and an MSc in Economics from the London School of Economics, while in 2019, he was awarded an honorary doctorate from the Department of Business Administration and Management at the University of Piraeus.

In 1978, Evangelos Mytilineos took over the family business, which was founded in 1908 and represented metal and steel product manufacturers. In 1990 he established MYTILINEOS Holdings Group. With strategic acumen, Evangelos Mytilineos expanded the company's operations by acquiring the majority shareholding of metal construction company METKA S.A. as well as that of Aluminium of Greece, eventually positioning it as the largest fully vertically integrated producer of alumina and aluminium in EU. In 1995, MYTILINEOS Holdings Group was listed in the Athens Stock Exchange while in the early 2000s, MYTILINEOS entered the energy sector with Protergia, which today is the Group's flagship company.

Evangelos has led the MYTILINEOS transformation to green company that creates long-term shareholder value, operating in Green Metallurgy and Sustainable Energy. He broke monopolies, as the company paved the way for the liberalization of the Natural Gas market in Greece, since the company was the first private to enter the supply and marketing of natural gas in the country, ensuring for its customers a safe and competitive supply of natural gas. Evangelos created the second largest energy producer and supplier after the state owned PPC in Greece, while by taking into advantage the verticalization of the company's operation, is marking an important step towards creating the energy provider of the new era ("Utility of the Future").

In 2021, Evangelos Mytilineos set the ground for a 100% sustainable and green industrial operation. He announced a 30% emissions reduction target for 2030 and aspiring to reach net zero emissions by 2050 and positioning MYTILINEOS as one of the first

companies in Europe and one of the first industries globally, that embed bold sustainable growth targets in business operations. In 2022, Evangelos' transforming the company into MYTILINEOS Energy & Metals set the energy transition and digital transformation, with sustainable development and the circular economy as the focus of the new strategy that will create further value and continuous growth.

Evangelos is elected President of Eurometaux, the European association for non-ferrous metals, an industry that is a global best performer, with a €120bn annual turnover, providing skilled jobs across the EU for 500,000 direct and 3,000,000 indirect employees.

## Spyridon D. Kasdas

### Vice-Chairman A', Non-Executive Member

He has served as Chairman of the mining company Delphi - Distomon, owned by Mytilineos SA and member of the Board of Directors of the SEV's Business Council for Sustainable Development.

During his 48 years professional career in the international aluminium industry, he has served as plant manager of the alumina refinery and aluminium smelter as CEO and executive member of the Board of Directors of the former listed company Aluminium of Greece SA, as Smelting Research Manager for the French industrial group Pechiney, as CEO and executive member of the Board of Directors of the unlisted Australian aluminium smelting company Tomago, as Vice President Technology and member of the Primary Executive Committee of the French group Pechiney and later on of the Canadian group Alcan. Also, he has served as a board member of unlisted aluminium production companies, or equivalent bodies for joint ventures, in Sohar Aluminium in Oman and Alouette Aluminium in Canada. In 2005, the group Mytilineos acquired Aluminium of Greece SA and Spiros Kasdas returned to Greece and served as CEO and later on as Chairman of the company until its absorption by Mytilineos in 2017.

He holds a degree in Mechanical and Electrical Engineering from the National Polytechnic School of Athens.

## Evangelos G. Chrisafis

### Vice-Chairman B', Executive Member

Evangelos Chrisafis is a lawyer and holds a degree from the Law School of the Aristotle University of Thessaloniki.

He is Chairman of METKA ATE, Vice Chairman and Executive Member of Mytilineos BoD, as well as Executive Director for Regulatory and Strategic Energy and Infrastructure matters. From 2009 until 2019, he was the General Manager of Legal and Regulatory Affairs at MYTILINEOS.

He is a member of the Board of Directors of GOLDEN SOLAR SA.

He was also member of the Board of Directors of ALUMINIUM OF GREECE INDUSTRIAL AND COMMERCIAL SOCIETE ANONYME and member of the Board of Directors of PROTERGIA POWER GENERATION AND SUPPLIES SOCIETE ANONYME.

In 1989 he enrolled as a lawyer in the registers of the Thessaloniki Bar, until 2008.

By actively practicing law, he gained international experience in all aspects of International and European Economic Law with a particular emphasis on Competition and State Aid Law and Regulatory Markets Law. Furthermore, he has a wide experience in energy issues thanks to his rich consulting activity and law practice over the last 20 years.

He speaks English and German. He is married and has two children.

## Dimitrios S. Papadopoulos

### Executive Member

Mr. Papadopoulos serves as Executive BoD Member and General Manager of Corporate Governance & Sustainable Development as well as member of the Executive Committee of MYTILINEOS. He joined Mytilineos Group in 2005 and served as a member of the Board of Directors of Aluminium of Greece SA when acquired by MYTILINEOS.

Mr. Papadopoulos is currently Executive BoD member of the subsidiary Company of MYTILINEOS "MNG Trading S.A." and Member of the Board of Directors for Sustainable Development of the SEV-Hellenic Federation of Enterprises.

He started his career in 1988 in the Banking sector, as Capital Markets executive at the Hellenic Bank for Industrial Development (ETVA). He spent 7 years at SOCIETE GENERALE BANK in Greece, where he served as Greek Head of Investment Banking and Private Banking, before moving to SIGMA SECURITIES (later PIRAEUS SECURITIES) in 1996, to head the company's Business Development and Corporate Finance activities. In 2000 was appointed as CEO and Executive Vice-President of the INVESTMENT BANK of GREECE (IBG), a startup financial institution later merged into Marfin Bank. Before joining Mytilineos Group in 2005, was CEO of the newly formed REIT of the Hellenic Real Estate Company (KED) the real estate holding company of the Greek State.

He has been a director in several companies as well as member of various Investment Committees.

He holds a BA degree in Economics from the George Washington University, Washington D.C. (USA) and an MBA degree in Finance from the American University, Washington D.C. (USA).

## Ioannis G. Petrides

### Lead Independent Director, Independent Non-Executive Member

Mr. Petrides is currently a Senior Industry Advisor of Triton Partners Private Equity. He is also a Director on the Board of PUIG SL, a privately held global player in fashion and perfumes, which owns brands including Nina Ricci, Paco Rabanne, Carolina Herrera, Jean Paul Gaultier, Dries Van Noten, Uriage and Penhaligon. He also serves as the Chairman of PUIG's Audit and Compliance Committee and member of the ESG Committee.

Mr. Petrides served between 2012 and 2018 as Chairman of the Supervisory Board of Rotterdam-based Refresco B.V., the world's largest independent manufacturer of private label beverages and A-brands with pro-forma Revenues of around 5 billion euros and over 70 manufacturing facilities in Europe and North

America. Mr. Petrides led the listing of the Company in 2015 in the Amsterdam stock exchange.

Until 2016, he also held the position of Chairman of the Board of Largo (parent of Wind Hellas Telecommunications), a major fixed, broadband, mobile telecommunications and pay-TV operator in Greece. During 2005-2014 he served as Vice-Chairman of the Board of Directors of the Campofrio Food Group, Europe's leader in the processed and packaged meat market which was listed on the Madrid stock exchange. He served as the Chairman of Campofrio's Audit Committee as well as Chairman of the Strategy Committee and member of the Remuneration and Nomination Committee.

Mr. Petrides worked for 23 years with PepsiCo Inc. Between 2000-2010 he served as President - Europe for the Pepsi Bottling Group, significantly expanding the Group's presence in countries like Russia, Spain and Turkey. He was one of the founders of PBG, which was spun-off from PepsiCo and listed on NYSE in 1999. Prior to that, he held the position of President of PepsiCo Spain. He also served as President for PepsiCo Greece/Balkans.

Prior to PepsiCo, Mr. Petrides worked with the Procter and Gamble Company in the Middle East and USA.

He holds a Bachelor's and Master's degree with Honours in Economics from Cambridge University and an MBA from the Harvard Business School. Mr. Petrides is a native of Cyprus.

## Panagiota L. Antonakou

### Independent Non-Executive Member

Peggy Antonakou is General Manager of GOOGLE Southeast Europe. She served from 2012 to 2019 as CEO of Microsoft Greece, Cyprus & Malta. She has deep experience in the fields of Marketing and General Management, having held key positions both in Europe and the USA.

She joined Microsoft in February 2012 as a Sales Director and took over the leadership of the company as the General Manager in November of the same year. She later assumed expanded responsibility as the CEO for Greece, Cyprus and Malta. During her tenure, Greece was awarded as Best subsidiary in the world amongst countries of relevant size.

She joined Microsoft, from DELL S.A, where she held the position of General Manager of Consumer and SMB divisions for South Eastern Europe & Italy.

She first joined DELL in 2002, in the Marketing Department of the company's Headquarters in Austin, Texas USA. Peggy has previously held positions at General Motors USA and Opel Bank GMBH.

Ms. Antonakou was born in 1974 in Athens. She holds a BSc in Business Administration from the University of Piraeus and an MBA from the University of Michigan.

## Emmanouil C. Kakaras

### Independent Non-Executive Member

Professor Emmanouil Kakaras is Executive Vice President NEXT Energy Business, Mitsubishi Heavy Industries EMEA Ltd., since April 2021. Prior to this role, he was Senior Vice President for New Products and Energy Solutions at MHI Group company Mitsubishi Power Europe since January 2018. Up until then he served as Senior Vice President and Head of Innovation & New Products at Mitsubishi Hitachi Power Systems Europe GmbH since September 2012.

His R&D activities mainly focus on flexible operation of thermal plants, on fuel cells and electrolyzers, the development of large-scale energy storage and the utilization of CO<sub>2</sub>.

He continued his academic career in 1991 as a professor at the NTUA until 2012, when he left on a sabbatical leave. Since 2014 until today, he serves on a part-time basis at the NTUA. He has also been guest lecturer at the Universities of Warsaw and Tokyo while has also been awarded faculty membership rights at Energy Engineering Institute of the Engineering Faculty at the University Duisburg Essen. From 1999 to 2018, he has been the Director of the Centre of Research and Technology Hellas/Chemical Process and Energy Resources Institute (CERTH/CPERI).

Next to his involvement in academia and research, Emmanouil Kakaras was professionally active as an advisor of the European Commission and he has been appointed Executive Director of the Hellenic Association of Independent Power Producers from 2010 till 2012. Emmanouil Kakaras also has a keen interest in European affairs. From January 2013 to January 2018, he was President of the European Power Plant Suppliers Association (EPPSA). He represents Mitsubishi Heavy Industries at the Hydrogen Council and other Hydrogen-related initiatives. Since 2018 he is an independent non-executive member of the Board of Directors of Mytilineos S.A.

Mr. Kakaras first got his diploma in Mechanical Engineering at the National Technical University in Athens (NTUA) and then proceeded to get his PhD at the NTUA and at the Technical University Braunschweig in Germany.

## Tina (Konstantina) N. Mavraki

### Independent Non-Executive Member

Tina (Konstantina) Mavraki is a C-Level Executive with extensive global experience in capital markets, company and project funding, risk management and audit. She started her career in 1998 and lives in London.

She has held senior positions with global institutions including Morgan Stanley, Citigroup and Noble Group, where she was responsible for multi-million US\$ financial and physical commodity investments in developed and emerging markets. She has extensive financial and operational internal audit and due diligence experience, most notably as Office of CEO of US\$ 1.4 billion fund Barak Fund Management Limited, and as Head of Financing of commodities Division of US\$ 1.75 billion fund Gemcorp Capital LLP. She is a devoted sustainability professional, with deep expertise in governance and environmental impact. Ms Mavraki received an MA and BA in Philosophy, Politics & Economics from Oxford University and an MSc in Finance from London Business School. She is a CFA Charter-holder and holds a Certificate in Company Direction from the UK Institute of Directors.

## Anthony M. Bartzokas

### Independent Non-Executive Member

Associate Professor at the University of Athens Professorial Fellow at the United Nations University and Visiting Professor in Practice at the London School of Economics and Political Science. He has extensive experience in the oversight of financial reporting and internal controls as he has been Chair of the Audit Committee, Board Member, and Member of the Retirement Plan Investment Committee at the European Bank for Reconstruction and Development (EBRD).

During his 9-year tenure at the EBRD, he also served as Chair of the European Union coordination group and was involved in all high-level decision-making processes, from country strategies to investment projects, including the approval and the modalities of EBRD's engagement in Greece. During his tenure, EBRD investments in Greece reached record levels with 4,360 million euro in 67 projects and a pipeline of 890 million euro in 19 projects.

He has worked on financial systems, innovation dynamics and sustainable development with financial support from international institutions and continuous interaction with Multilateral Development Banks, the European Union and UN agencies. In his role as knowledge manager, he has coordinated international research teams and benefitted from the interaction with policymakers and the business community, especially when it comes to project structuring and the evolving dynamics of capital markets and innovation.

He holds a BA in Economics from the Aristotle University of Thessaloniki and a PhD from the University of Sussex.

## Natalia E. Nicolaidis

### Independent Non-executive member

Natalia Nicolaidis worked at Credit Suisse (CS) for 24 years where she served as global General Counsel for the Investment Banking & Capital Markets Division for the last 5 years.

Previously she was Head of Risks & Controls for the aforementioned division and capital markets and mergers & acquisitions lawyer at CS in London and New York. She is the founder of Dynamic Counsel, an independent strategic and transactional consultancy. Ms. Nicolaidis also practiced law in New York from 1991 to 1996.

She is currently a non-executive member of the Board of Directors and participates in various committees of the following listed companies in Greece and abroad: Titan Cement International SA, Aegean Airlines and SMCP SA.

She has graduated from Yale University (Economics) and Georgetown University (Law, Juris Doctor and Master of Science in Foreign Service). She also holds a Masters in European Union Law from the College of Europe (Bruges, Belgium).

## Alexios A. Pilavios

### Independent Non-Executive Member

Mr. Alexios Pilavios is currently Non-Executive Chair of Alpha Asset Management and Vice Chair of ABC Factoring of Alpha Bank Group. He is also non-executive Chair of the Athens Stock Exchange (ASE) and non-executive Director in the Boards of ATHEXClear and ATHEXCSD (Greek Central Securities Depository SA). Finally he is an independent non-executive Director of Plaisio and Trade Estates real estate investment company.

He has a deep experience in the fields of Banking, Asset Management and Capital Markets.

During his thirty-five-year career, he held senior positions in the Greek financial sector. He was Chair of the Hellenic Capital Markets Commission (2004-2009) and General Manager of Alpha Bank (Head of Wealth Management) and member of the Executive Committee (2009-2017). During his tenure at Alpha Bank he has served as the CEO of Alpha Asset Management AEDAK, Chair of Alpha Finance SA, CEO of Alpha Investments SA and a member of the Board of Directors of Alpha Bank London.

During 1996-2000 he also held the position of Chair of the Association of Greek Institutional Investors.

Prior to his assignments with Alpha Bank he held senior positions with Ergo Bank, Commercial Bank of Greece and the National Investment Bank of Industrial Development (NIBID), and served also as a Director in their Subsidiaries Board of Directors.

Born in 1953, Alexios graduated from the Athens College and holds a BSc (Econ) from the London School of Economics, a MSc in Economics from the University of Essex and a PhD in the Economics of Education from the London University Institute of Education.

## Leda Condoyanni

### Company Secretary

Leda Condoyanni is a leading corporate governance expert in Greece, also recognised internationally. Leda is at present Corporate Governance Director and Company Secretary at MYTILINEOS - a leading global Industrial & Energy company listed on the Athens Stock Exchange with a strong international presence in five continents.

She is the founder of the Hellenic Corporate Governance Council, jointly formed between the Hellenic Federation of Enterprises (SEV) and the Athens Stock Exchange (ATHEX), where she served as General Manager and Board member. During her time there she conceived, designed, and liaised with both organisations to help create the first Hellenic Corporate Governance Code.

Leda has diverse and extensive experience in financial services through leadership roles in the fields of corporate governance, stock markets, asset management, corporate affairs, policy making and advocacy, amongst others.

Leda has been a non-executive board member of companies in the financial services sector and of state-owned enterprises. She has also been involved in government committees of the Greek Ministries of Employment, Interior and Finance - where she served as a member of law-making committees - the Hellenic Capital Markets Commission, the General Secretariat for Gender Equality, and the Board of Directors of the Athens Derivatives Exchange (prior to its merger with ATHEX).

She is a founding member and currently Chair of the Non-Executive Directors' Club in Greece, and a Board member and member of the Advocacy Committee of ecoDa.

Leda holds a Ph.D. in Finance and an M.A. in Accounting and Finance, Lancaster University, UK.

## Panagiotis Psarreas

### Deputy Company Secretary

Born in Athens in 1981. He studied Architecture in the University of Florence and then journalism in Athens.

He worked in various media as a journalist until 2010, when he assumed the position of associate at the MYTILINEOS Chairman's Office. Since 2012, he is the Secretary to the Board of Directors and in 2013 he also assumed the position of Group Digital Media Officer.

## Vassiliki Prantzou

### Audit Committee Secretary

Vassiliki Prantzou was born in 1981 in Athens. She is a graduate of the Law School of the Aristotle University of Thessaloniki and holds a postgraduate degree (Private Law A) from the School of Law of the National and Kapodistrian University of Athens.

She is an accredited intermediary and has also attended a postgraduate course in business administration for executives (e-mba) at the University of Piraeus. She is a member of the Athens Bar Association since 2006 and has joined the Company's Legal Department in 2014.

### CVS OF THE MEMBERS OF THE SENIOR MANAGEMENT

## Dinos Benroubi

### General Manager Power & Gas Business Unit MYTILINEOS

Dinos Benroubi is the General Manager of Power & Gas Business Unit of MYTILINEOS.

Born in 1954 at Thessaloniki, Mr. Benroubi holds a B.Sc. and M.Sc. in Mechanical Engineering from Rice University (USA) and a M.Sc in Management from Troy State University (USA).

He started his career with TITAN Cement S.A., where he worked for 25 years and ultimately held the position of Cement Division Executive Director-Greece. In 2004 and for the next 2 years he joined VIOHALCO Group as CEO of ELVAL S.A.

He joined MYTILINEOS in January 2006 and has held the positions of Chairman and CEO of Protergia Agios Nikolaos Power (until it merged with Mytilineos), Chairman of the BoD of ENDESA HELLAS, General Manager of Zinc-Lead Metallurgy.

He is currently the General Manager of Power & Gas Business Unit of MYTILINEOS and A' Vice President of the Hellenic Association of Independent Power Producers (HAIPP) in which he served as President from March 2019 until February 2020.

## Vivian Bouzali

### General Manager Communication & Marketing Strategy MYTILINEOS

Vivian Bouzali is General Manager Communication & Marketing Strategy of MYTILINEOS.

Vivian Bouzali was born in Kastoria, Greece. She holds a BSc in Psychology from the Loyola University of Chicago, an MSc in Counseling Psychology from Harvard University and an MSc in Business Administration from the University of Louisville.

Over the course of four years, between 1989-1993, she practiced clinical psychology at Loyola and Harvard University, focusing on teenagers and groups inclined to criminal behavior.

From 1994 to 1998 she assumed the position of Administrative and Business Development Director at New York College of Athens. In 2000-2004, she served as CEO of Human Capital Improvement, a strategic communications consulting firm working with high caliber Greek and international corporate clients. During the same period, she actively participated in preparations ahead of the Athens 2004 Olympics, recruiting and educating an unprecedented pool of volunteers. In 2004, she was appointed Executive Director for Retail, Marketing and Corporate Communication at ELTA Group (Hellenic Post Office). During that time, she also worked as an ad hoc communication consultant to top-notch companies in Greece and abroad.

In 2007 she was elected to serve as a member of the Greek Parliament with the party of New Democracy, where up until 2009 she focused her parliamentary activity on issues of growth, promotion of investment and the fight against distortions in the Greek economy and administration.

Today, she is the General Manager of Communication & Marketing Strategy in MYTILINEOS and member of the Executive Committee. Vivian Bouzali is married and has a daughter.

## Evangelos Chrisafis

### Executive BoD Member, Vice-Chairman B' Executive Director for regulatory and corporate strategic Energy issues MYTILINEOS

As per CVS OF THE MEMBERS OF THE BOARD OF DIRECTORS

## Panagiotis Gardelinos

### General Manager, Sustainable Engineering Solutions BU MYTILINEOS

Panagiotis Gardelinos is General Manager of the Sustainable Engineering Solutions BU of MYTILINEOS.

Panagiotis Gardelinos was born in Athens, in 1961 and graduated from the NTUA, with a Degree in Mechanical Engineering. He has 35 years of experience in the Power Sector, working in various positions with EPC Contractors in Greece and Denmark.

He joined the Company in 2006 and currently he is the General Manager of the Sustainable Engineering Solutions BU of MYTILINEOS and a Member of the Executive Committee at MYTILINEOS S.A.

## Christos Gavalas

### General Manager Treasury MYTILINEOS

Christos Gavalas is General Manager Treasury of MYTILINEOS.

Christos Gavalas received his Bsc in Business administration from the Athens University of Economics and Business, with major in Finance. His professional career in banking started in the early 90s at the Global Treasury Services of Barclays Bank plc Greece as a Money Market and Capital Market dealer. From 1997 till 2001 he held various positions in the bank.

In 2001 he was appointed General Manager Treasury of MYTILINEOS, responsible for financial risk management, finance, asset and liabilities, credit and the development of relationships with domestic and international financial institutions and fund managers. In this context, he is responsible for the design and implementation of the optimal capital structure and liquidity to support the operation and development of all activities. He is a General manager, executive committee member and chairman of the capital allocation committee of the company.

## Ioannis Kalafatas

### Chief Finance Officer MYTILINEOS

Ioannis Kalafatas is Chief Finance Officer at MYTILINEOS.

Ioannis Kalafatas was born in Athens in 1976. He studied Economics at the Athens University of Economics and Business. He joined MYTILINEOS Group in June 2005 as Executive Director - Group Financial Controller and in 2011 he assumed the role of Group CFO. In 2017 his role expanded further, undertaking the responsibility for IT and Central Procurement Divisions and later in 2020, the Investment Relations Division. Ioannis Kalafatas is a member of the Board of Directors of DELFI DISTOMO and other Group's Subsidiaries, as well as member of the Tax Committee of Hellenic Federation of Enterprises (SEV).

## Panayiotis Kanellopoulos

### Deputy General Manager Power & Gas Business Unit MYTILINEOS

Panayiotis Kanellopoulos is Deputy General Manager Power & Gas Business Unit of MYTILINEOS.

He began his professional career at DEPA and held various positions ranging from Sales Manager to Supply Chain Director in MOBIL and BP Hellas. He has served as CEO of the Hellenic Natural Gas Transmission System Operator (DESFA) where he initiated the efforts and set up the basis for the opening of the Greek natural gas market.

In 2010, Panayiotis Kanellopoulos joined MYTILINEOS as executive director being responsible for the supply and trading of Natural Gas. He is currently Deputy General Manager Power & Gas Business Unit of MYTILINEOS and Managing Director of M-NG TRADING, a fully owned subsidiary of MYTILINEOS, founded in August 2010.

## Elenos Karaindros

### General Manager of Strategy, Mergers and Acquisitions MYTILINEOS

Elenos Karaindros is General Manager of Strategy, Mergers and Acquisitions at MYTILINEOS.

Elenos Karaindros graduated from German School of Athens (Dorpfeld Gymnasium) in 1989. He studied Economics at the Athens University of Economics and Business and then received his MSc in Shipping, Trade and Finance from Cass Business School. Upon completion of his studies, he worked for eleven years in Investment Banking for HSBC Bank (London / Athens), Piraeus Prime Bank (JV with Bank of Tokyo Mitsubishi) and Arrow Finance (merchant banking boutique) with particular emphasis on Corporate & Project Finance, Mergers & Acquisitions, privatizations and capital fund raising.

Since 2006 Elenos Karaindros is part of MYTILINEOS senior management, currently holding the position of General Manager of Strategy, Mergers and Acquisitions, with an overall responsibility for: (a) development of the Company's strategy and (b) assessment of investment proposals and execution of transactions. He is a member of MYTILINEOS' Executive Committee and several other internal committees. He has two children, Katerina and Amalia.

## Dimitris Papadopoulos

### General Manager of Corporate Governance & Sustainable Development Executive BoD Member & Member of the Executive Committee MYTILINEOS

As per CVS OF THE MEMBERS OF THE BOARD OF DIRECTORS

## Nikolaos Papapetrou

### General Manager Renewables and Storage Development Business Unit MYTILINEOS

Nikolaos Papapetrou is the General Manager of the Renewables and Storage Development Business Unit at MYTILINEOS.

Nikolaos Papapetrou was born in Thessaloniki in 1979. He is a Civil Engineer graduated from Aristotle University of Thessaloniki. He also holds a MSc with distinction in Structural Steel Design and Business from Imperial College of London. He worked for eleven years at Egnatia Studies as General Manager fully authorized to lead a significant cluster of telecoms infrastructure. Furthermore, he worked as a CEO for Egnatia TEL, where among his duties was setting up the affiliate company in Romania and Bulgaria for the construction of the telecom networks of Cosmote affiliates, as well as the setup of Renewable Energy Plants Development for Egnatia TEL. Since 2015 Nikos Papapetrou is part of MYTILINEOS senior management, currently holding the position of General Manager of the Renewables and Storage Development Business Unit.

## Petros D. Selekos

### General Manager Legal & Regulatory Affairs MYTILINEOS

Petros D. Selekos is the General Manager of Legal & Regulatory Affairs in MYTILINEOS.

Born in Larymna in 1965, Petros D. Selekos holds a BSc in Law from the University of Athens and a Master's Degree in Company Law, Law of Intellectual Property, Law of Competition and Banking & Financial Law Max Planck Institute, while in 1994 he completed his PhD in Company and Public Law in University of Athens.

He began his career in 1996 as a lawyer in the Secretariat of the Anti Trust Committee. In 1997 he took over the duties of legal advisor at the General Secretariat of Commerce at Ministry of Development, while at the same time he founded the law firm Selekos Guskou & Co, which he is a senior partner until today. In 2000 he took over the position of Legal Advisor & Manager of Judicial Affairs at Greek Post SA (ELTA), where he remained until 2019. From 2011 to 2015 he appointed Secretary General for Strategic and Private Investments at the Ministry of Development and Competitiveness, while in 2020 he joined MYTILINEOS SA where he serves as General Manager of Legal & Regulatory Affairs.

Since 2005 he has been a lecturer in the Department of Business, Corporate & Labor Law at the Democritus University of Thrace (faculty Law), while since 2018 he serves as an Assistant Professor in the same department.

Today Petros D. Selekos is an active member of: Athens Bar Association, Athens Mediation & Arbitration Organization, Alumni of Max-Planck Institut München, Center for International Legal Studies, Hellenic Association of commercial Law, Hellenic Association of Maritime Law, Hellenic Society of Technology and Construction Law, Hellenic Institute of International and Foreign Law.

## Fotios Spyrakos

### Chief of Staff MYTILINEOS

Fotios Spyrakos is Chief of Staff at MYTILINEOS.

Fotios Spyrakos was born in Thessaloniki 1966. He is a graduate of the Department of Economics of the Aristotle University of Thessaloniki. He started his career in 1992 with MYTILINEOS and served as Chief Accountant until 1996, and CFO until 2000.

From 2000 since 2007 he held the positions of General Financial Director and General Director in HELLENIC VEHICLE INDUSTRY SA (ELVO). From 2007 until October 2010, he held the position of Managing Director. He was member of the Board of Directors of ELVO and General Secretary of Hellenic Aerospace & Defense Industries Association.

From November 2010 until June 2017, he served as the General Administrative Director of MYTILINEOS.

Since July 2017 he holds the position of Chief of Staff.

## Dimitris Stefanidis

### General Manager, Metallurgy Business Unit MYTILINEOS

Dimitris Stefanidis is the General Manager of the Metallurgy Business Unit of MYTILINEOS.

Born in Athens in 1958, Dimitris Stefanidis graduated from the School of Mining Engineering and Metallurgy of the National Technical University of Athens. He is an ALUMINIUM of Greece executive since 1984. Initially, he worked as an engineer in the Electrolysis section of the aluminium production line. In 1988 was appointed Head of the AB Electrolysis Lines. After his two-years secondment to the

Pechiney Group from 1992 to 1996, during which he worked in Pechiney's Saint Jean de Maurienne plant, he returned to ALUMINIUM OF GREECE as Head of Electrolysis (1994-1998) and Head of Smelting (1998-2002). From 2002 to 2005 he served as Continuous Improvement Director and then as Technical Manager of ALCAN's plant in Tomago, Australia. Since July 2005 he held the position of Plant Director in ALUMINIUM OF GREECE and in 2009 he assumed the duties of CEO of ALUMINIUM S.A.

## 9. Information required in accordance with article 10 par. 1 Of directive 2004/25/ec of the european parliament and of the council

The information required in accordance with article 10 par. 1 of Directive 2004/25/EC of the European Parliament and of the Council is contained, as per the stipulations of article 4 par. 7 and par. 8 of Law 3556/2007, in the Explanatory Report, which is presented above.

**Evangelos Mytilineos**  
**Chairman of the Board of Directors & Chief Executive Officer**

**Spyridon Kasdas**  
**Vice-Chair A', Non-Executive**