



Remuneration Report of fiscal year 2025

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CONTENTS

Introduction.....	3
Yearly Summary.....	3
Composition & Functioning of the Nomination Remuneration & Recruitment Committee.....	4
Composition & Functioning of the Audit Committee	5
Composition & Functioning of Other Committees of the BoD.....	6
Composition & Functioning of the Board of Directors.....	7
Remuneration of the Members of the Board of Directors.....	9
Annual Change in Remuneration of Board Members and Full-Time Employees.....	15
Key Performance Figures of the Company and the Group.....	15



REMUNERATION REPORT FOR THE FINANCIAL YEAR 2025

The present Remuneration Report has been drawn up pursuant to the provisions of Article 112 of Law No 4548/2018 by the Nomination, Remuneration and Recruitment Committee and contains a comprehensive overview of the total remuneration of the members of the Board of Directors (hereinafter referred to as the "BoD") of PUBLIC POWER CORPORATION S.A. (hereinafter referred to as "the Company" or "PPC S.A.") which was paid during the financial year ended on December 31, 2025.

The remuneration paid during the financial year complies with the Remuneration Policy approved by the Extraordinary General Meeting of shareholders of the Company held on June 4, 2021 and amended by the resolutions of the Extraordinary General Meetings of shareholders of the Company dated December 14, 2022, December 14, 2023 and April 30, 2024.

In accordance with par. 3 of Article 112 of Law No 4548/2018, the Remuneration Report of the last financial year shall be submitted for discussion at the Ordinary General Meeting of shareholders, as an item on the agenda. The vote of the Company's shareholders shall be advisory, and the Company's BoD shall explain in the next Remuneration Report how the outcome of the voting at the Ordinary General Meeting was taken into account.

The Remuneration Report for the financial year 2024 was discussed at the Ordinary General Meeting of the Company's shareholders held on June 25, 2025, at which a legal quorum of 68.45% of the shareholders was obtained.

It is to be noted that the vote of the shareholders at the Ordinary General Meeting with regard to the item in question is advisory and not binding, pursuant to section (b) of par. 3 of Article 112 of Law No 4548/2018. In any case, in compliance with those provided for in section (c) of the same par. 3 of Article 112 of Law No 4548/2018, it is noted that with regard to the above item the Ordinary General Meeting received the affirmative vote of 87.13% of the legally present shareholders.

Following the Ordinary General Meeting of shareholders, this Remuneration Report shall be available for a period of ten (10) years, as prescribed by Law, on the Company's website, www.ppcgroup.com.

1. YEARLY SUMMARY

In 2025, the PPC Group delivered strong performance for yet another financial year, achieving all targets set throughout the year.

The Group's adjusted Earnings before Interest, Taxes, Depreciation, and Amortization (EBITDA) increased by 13% compared to 2024 reaching €2.0 billion.

Adjusted net profit stood at €502 million compared to €426 million in 2024, while adjusted net profit after minority interests stood at €448 million compared to €365 million in 2024.

The Net Debt to EBITDA ratio stood at 3.2x in 2025, well below the 3.5x ceiling set by PPC, with net debt standing at €6.5 billion as of December 31, 2025.

For the second consecutive financial year, PPC continues the distribution of dividends, with the proposed dividend to shareholders amounting to €0.60/share, reflecting a 50% increase compared to the 2024 financial year. Within 2025, a gross dividend was distributed to PPC shareholders amounting to €0.40/share or totaling €137.5 million.

For yet another year, investments in Renewable Energy Sources ("RES"), flexible generation, as well as distribution and digitalization projects, have been increased, leveraging the opportunities presented by the energy transition. This has contributed to mitigating PPC's risk profile due to lignite-phase out. Total investments amounted to €2.4 billion, the majority of which are growth-oriented, with approximately 87% of total investments allocated to RES, flexible generation and electricity distribution activities.



The installed capacity in RES amounted to 7.2GW by the end of 2025 compared to 5.5GW in 2024, following the addition of projects with a total capacity of 1.7GW.

In 2025 the lignite production declined by approximately 18% compared to 2024, standing at 2.7TWh and representing 13% of PPC's total production. RES generation remained stable in 2025 compared to 2024. As a result, CO2 emissions intensity (Scope 1) declined by approximately 5% compared to 2024.

PPC's progress toward reducing greenhouse gas emissions remains aligned with the targets set and certified by the international organization Science Based Targets initiative (SBTi), in accordance with the scenario of 1.5°C and the achievement of full climate neutrality across the entire value chain by 2040.

Significant progress has also been achieved in the development of the Fiber-to-the-Home network, having already reached 1,700,000 homes/businesses by December 2025, marking an increase of approximately 162% compared to 2024, while in June 2025, PPC entered the retail telecommunications market, offering fiber-optic telecommunication service packages.

In the field of e-mobility, PPC continues to strengthen its leading position, developing the largest public network of charging points in Greece. At the same time, PPC is enhancing its footprint in Romania, further expanding its international presence. By the end of 2025, the Company's network in both countries has reached 4,276 charging points, representing a strong year-on-year increase of 39%.

2. COMPOSITION AND FUNCTIONING OF THE NOMINATION REMUNERATION AND RECRUITMENT COMMITTEE

The Nomination, Remuneration, and Recruitment Committee (hereinafter the "NRRC") operates in accordance with Articles 10, 11, and 12 of Law No 4706/2020, the Company's Articles of Incorporation and Rules of Operation, and was established by Decision of the Company's Board of Directors (hereinafter referred to as the "BoD").

The members of the NRRC and their capacities were designated by Decisions No 42/20.05.2024 and No 38/16.04.2025 of the Company's BoD.

Table 2.1 presents the members of the NRRC and their term of office during the year 2025.

2.1. TABLE OF MEMBERS OF THE NRRC FOR THE YEAR 2025

Full name	Capacity	Term of office at NRRC during 2025
Pyrros Papadimitriou	Independent Vice Chairman of the BoD Chairman of the NRRC	01.01.2025-31.12.2025
Maria Psyllaki	Independent Non-Executive Member of the BoD Member of the NRRC	16.04.2025-31.12.2025
Stefanos Kardamakis	Independent Non-Executive Member of the BoD Member of the NRRC	16.04.2025-31.12.2025
Despoina Doxaki	Independent Non-Executive Member of the BoD Member of the NRRC	01.01.2025-16.04.2025
Charikleia (Claire) Sinaniotou	Independent Non-Executive Member of the BoD Member of the NRRC	01.01.2025-16.04.2025

In 2025, the NRRC met six (6) times.

3. COMPOSITION AND FUCTIONING OF THE AUDIT COMMITTEE

The Audit Committee (hereinafter the "AC") operates within the framework of the provisions of Article 44 of Law No 4449/2017, as in force, and Article 10 of Law No 4706/2020 concerning Corporate Governance, as well as according to the provisions of the secondary legislation, such as the relevant Circulars and decisions of the Hellenic Capital Market Commission (HCMC), as currently in force.

The AC shall be composed of at least six (6) members appointed by the General Meeting of Shareholders.

In accordance with the Resolution of the Extraordinary General Meeting of the Company's shareholders, the Audit Committee of PPC constitutes an independent "mixed" committee, consisting of:

- four (4) members selected from the Independent Non-Executive Members of the Company's BoD, and
- two (2) non-members of the BoD (third parties), independent of the Company, within the meaning of the provisions of Article 9 of Law No 4706/2020.

Following the election of nine (9) Members of the Board of Directors by the Extraordinary General Meeting of the Company's shareholders on April 16, 2025, including Independent Non-Executive Members, the Company's BoD, by virtue of its Decision No. 38/16-04-2025, designated from among its Independent Non-Executive Members the four (4) members of the AC who are elected pursuant to Article 44 of Law No 4449/2017, as in force.

Table 3.1 presents the members of the AC and their term of office during the year 2025.

3.1. TABLE OF MEMBERS OF THE AUDIT COMMITTEE DURING THE YEAR 2025

Full name	Capacity	Term of office at the AC during 2025
Maria Psyllaki	Chair of the AC, Independent Non-Executive Member of the BoD	01.01.2025-31.12.2025
Despoina Doxaki	Member of the AC Independent Non-Executive Member of the BoD	01.01.2025-31.12.2025
Charikleia (Claire) Sinaniotou	Member of the AC Independent Non-Executive Member of the BoD	16.04.2025-31.12.2025
Christos-Stergios Glavanis	Member of the AC Independent Non-Executive Member of the BoD	01.01.2025-31.12.2025
Stefanos Kardamakias	Member of the AC Independent Non-Executive Member of the BoD	01.01.2025-16.04.2025
Nikitas Glykas	Member of the AC	01.01.2025-31.12.2025
Evangelos Angeletopoulos	Member of the AC	01.01.2025-31.12.2025

In 2025, the Audit Committee met twenty-one (21) times.



4. COMPOSITION AND FUNCTIONING OF OTHER COMMITTEES OF THE BOARD OF DIRECTORS

The Board of Directors shall be supported by other committees as well, in order to effectively fulfil its responsibilities. Six (6) more committees, operating in crucial areas of the Company, shall be composed of members with specialized expertise and experience, further supporting the Company's Board of Directors:

Executive Committee

An Executive Committee (hereinafter referred to as the "EC") has been established in the Company. Pursuant to the Articles of Incorporation of the Company, as amended by resolution of the Extraordinary General Meeting of shareholders dated December 14, 2023, the Executive Committee consists of the Chief Executive Officer, who is also its Chair, the Deputy Chief Executive Officers and the Chief Officers PPC Group, except for the Chief Audit Officer PPC Group due to their capacity as Internal Auditor.

Procurement Committee

The Procurement Committee (hereinafter referred to as the "PC") was established by resolution of the Extraordinary General Meeting of the Company's shareholders held on December 14, 2022. The PC is composed of the Chief Executive Officer, who acts as its Chair, the Deputy Chief Executive Officers, the Chief Procurement Officer PPC Group, the Chief Legal and Governance Officer PPC Group, the Chief Finance Officer PPC Group, as well as any other Members to be appointed by Decision of the Company's Board of Directors. The meetings of the above Committee shall also be attended by the competent Chief Officer for each item in question, as rapporteur. In 2025, the PC met ten (10) times.

Risk Committee

The Risk Committee is responsible for risk oversight across all of the Group's activities. The Risk Committee shall consist of ten (10) members. More specifically, the Risk Committee is composed of the CEO who is also its Chair, five (5) Deputy CEOs, the Chief Legal and Governance Officer PPC Group, the Chief Finance Officer PPC Group, the Chief Strategy Officer PPC Group and the Chief Risk Officer. The Chief Risk Officer shall also serve as the Secretary of the Committee and shall replace the Chair of the Committee in their absence. For the financial year 2025, the Risk Committee met three (3) times.

Energy Management Committee

The Energy Management Committee was established within 2023, by Decision No. 61/03.08.2023 of the BoD. The Energy Management Committee shall consist of five (5) members and shall be composed of the CEO, who is also its Chair, the Chief Finance Officer PPC Group, the Deputy CEO - Chief of Energy Management PPC Group, the Senior Director of the Long-Term Trading Department and the Senior Director of the Market Analysis Department. For the financial year 2025, the Energy Management Committee met eleven (11) times.

Cybersecurity Committee

The Cybersecurity Committee which was established in 2022 by Decision No. 138/23-11-2022 of the BoD consists of the Chief Executive Officer as Chair of the Committee, the Deputy CEO-Chief of Digital & Advanced Services PPC Group as Deputy Chair of the Committee, the Deputy Chief Executive Officers, the Chief Technology Information Officer, the Group Chief Information Security Officer and the Chief Risk Officer. In 2025, the Cybersecurity Committee met five (5) times.

Sustainability Committee

The Sustainability Committee was established by virtue of Decision No. 142/9.11.2021 of the BoD, supervises the Sustainable Development and is responsible for briefing the Board of Directors on Sustainable Development / Sustainability matters. In 2025, the Sustainability Committee consisted of seven (7) members, namely the Chairman & CEO of PPC S.A. as Chair of the Committee, three (3) Deputy CEOs, the Chief Finance Officer PPC Group, the CEO of the subsidiary PPC RENEWABLES S.M.S.A., and the Chief Sustainability Officer as Secretary of the Committee and

Deputy Chair of the Committee. In 2025, the Sustainability Committee met four (4) times.

5. COMPOSITION AND FUNCTIONING OF THE BOARD OF DIRECTORS

Pursuant to Article 9 of PPC's Articles of Incorporation, the Board of Directors shall consist of eleven (11) members, divided into executive and non-executive members, with a three-year term of office. At least five (5) of these shall be independent members. The members, including the Chief Executive Officer, shall be elected by the General Meeting of the Company's shareholders, pursuant to Law No. 4548/2018, Law No. 4706/2020, and the Company's Suitability Policy, as in force (including rules for safeguarding diversity on the Board of Directors in terms of gender, age, shareholders' representation and educational / professional background).

The General Meeting may decide on the partial renewal of the Board of Directors with staggered terms of office of Board members, in accordance with Article 85 of Law No 4548/2018. The Board of Directors shall elect from these members its Chair and Vice Chair, pursuant to Article 14 of the Company's Articles of Incorporation. In order to ensure continuity in the administration of the corporate affairs and the representation of the Company, the term of office of each member may be extended ipso iure until the first Ordinary General Meeting to be held after the expiration of its term.

In total, the Board of Directors of the Company shall be composed of persons from different business sectors, with significant experience in both the domestic and international market, with high professional qualifications, covering a wide age range, indicatively from 48 to 72 years old, blending a dynamic approach with experience. All Board members shall have professional and personal ethics and integrity, which are considered prerequisites for their election and for maintaining their capacity as members of the Board of Directors of PPC.

Due to the expiration of the term of office of Board members during 2025, the Company's Extraordinary General Meeting proceeded with the election of new Board Members, and the Board of Directors was formed into a body on April 16, 2025, as follows:

- Georgios Stassis, Chairman and Chief Executive Officer
- Alexandros Paterakis, Executive Member and Deputy Chief Executive Officer
- Pyrros Papadimitriou, Independent Non-Executive Member
- Despoina Doxaki, Independent Non-Executive Member
- Stefanos Kardamakis, Independent Non-Executive Member
- Ioannis Papachristou, Non-Executive Member
- Alexandros Fotakidis, Non-Executive Member
- Georgia Christodouloupoulou, Executive Member
- Maria Psyllaki, Independent Non-Executive Member
- Christos-Stergios Glavanis, Independent Non-Executive Member
- Charikleia (Claire) Sinaniotou, Independent Non-Executive Member

In 2025 the following persons participated in the BoD as well:

- Georgios Karakousis, Executive Member and Deputy Chief Executive Officer (until 16.04.2025)
- Grigorios Dimitriadis, Non-Executive Member (until 12.03.2025)

In 2025 the BoD met twenty (20) times.

Table 5.1 presents the members of the BoD of the Company, who participate in committees, as well as their term of office during the year 2025.

5.1 TABLE OF MEMBERS OF THE BOARD OF DIRECTORS PARTICIPATED IN COMMITTEES

Full name	Audit Committee	Nomination, Remuneration and Recruitment Committee	Executive Committee	Procurement Committee	Energy Management Committee	Risk Committee	Cybersecurity Committee	Sustainability Committee
Georgios Stassis			✓	✓	✓	✓	✓	✓
Alexandros Paterakis			✓	✓		✓	✓	✓
Pyrros Papadimitriou		✓						
Despoina Doxaki	✓	✓ (until 16.04.2025)						
Stefanos Kardamakis	✓ (until 16.04.2025)	✓ (as of 16.04.2025)						
Georgia Christodouloupoulou			✓ (as of 16.04.2025)	✓ (as of 16.04.2025)				
Maria Psyllaki	✓	✓ (as of 16.04.2025)						
Christos-Stergios Glavanis	✓							
Charikleia (Claire) Sinaniotou	✓ (as of 16.04.2025)	✓ (until 16.04.2025)						
Georgios Karakousis			✓ (until 16.04.2025)	✓ (until 16.04.2025)		✓ (until 16.04.2025)	✓ (until 16.04.2025)	✓ (until 16.04.2025)

6. REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS

6.1. Non-Executive Members of the Board of Directors

The Non-Executive Members of the Company's Board of Directors shall receive fixed annual remuneration for participation in Board meetings, along with fixed remuneration per Board meeting, capped at €20,000 per year.

Additionally, the Non-Executive Members receive fixed annual remuneration for participation in the Company's Board Committees, as well as additional remuneration per Committee meeting. The total amount of their remuneration arising from participation in Board Committees must not exceed the amount of €33,200 annually for the Chair of the Committees and €27,200 annually for the Members of the Committees.

Non-Executive Members of the Board of Directors who participate in more than one (1) Board Committee shall be compensated at maximum with the equivalent amount for participation in one (1) Committee. In the event that non-Members of the Board of Directors participate in more than two (2) Committees, they shall be compensated at maximum with the equivalent amount for participation in two (2) Committees.

The fixed remuneration of the Non-Executive Members of the Board of Directors, who belong to the permanent personnel of the Company, also includes their regular gross remuneration related to their position.

Table 6.1 presents the fixed remuneration of the Non-Executive Members for participation in the Company's Board of Directors and its Committees, based on the Company's Remuneration Policy.

6.1 TABLE OF FIXED REMUNERATION OF NON-EXECUTIVE MEMBERS OF THE BOARD OF DIRECTORS

Position	Annual Remuneration (fixed) (in euros)	Annual Remuneration (per meeting) (in euros)
Member of the Board of Directors	35,000	1,000
Chair of Board Committee	20,000	600
Member of the Board Committee	14,000	600

Compensation shall be provided for travel expenses related to meetings of the Board of Directors and its Committees, such as travel, accommodation and meal costs, in accordance with the Company's regulations as in force from time to time.

6.2. Executive Members of the Board of Directors

A. Fixed Remuneration

The fixed remuneration of the Executive Members of the Board of Directors shall include their annual regular gross remuneration, which is determined through the Executive Fixed Remuneration Scheme ("EFRS"). Moreover, the Executive members of the Company's Board of Directors shall receive a compensation for participation of €1,000 per Board meeting.

It is noted that the Executive Members do not receive any compensation for their participation in other BoD Committees.

B. Variable Remuneration

Annual Variable Remuneration

In accordance with the Remuneration Policy, the Company shall provide additional incentives in the form of variable gross remuneration, linked to short-term target setting (bonuses). Based on the Executive Variable Remuneration Scheme (EVRS) of PPC, the target amount for the Chief Executive Officer and the Deputy Chief Executive Officers is set at 50% of their gross regular remuneration, subject to the achievement of specific targets (100%) linked to Key Performance Indicators (KPIs), which are determined annually by the Company's Board of Directors, with the possibility of increasing the maximum amount by 50% in case of overachievement of the targets set.

The purpose of variable remuneration is to align and maximize executives' contribution toward achieving the Company's objectives, to enhance the understanding of their role, to foster a corporate culture that supports teamwork and efficiency, and to recognize the efforts of executives and their contribution to the Company's results.

The table below shows the contribution of each target category to the annual variable remuneration and the achievement rate for the financial year 2024.

6.2B.1 TABLE OF TARGETS CONTRIBUTION AND ACHIEVEMENT TO THE ANNUAL VARIABLE REMUNERATION

Targets ¹	Category	Contribution Rate	Achievement Rate
Recurring EBITDA	Financial target	50%	107%
Targets related to the Company's strategy in terms of the Group's energy transition	Strategic Target	20%	224%
Targets related to digital transformation	Strategic/Digital Transformation	20%	100%
Targets related to the environment, sustainability and sustainable development	Environment & Sustainable Development	10%	100%

The table below shows the rates of the paid annual variable remuneration in relation to the target achievement rate.

6.2B.2 TABLE OF VARIABLE REMUNERATION IN RELATION TO THE TARGET ACHIEVEMENT RATE

Target Achievement Rate	Rate of Variable Remuneration Paid
<70%	-
70% - 100%	30% - 100% (linear relation to the overall target achievement rate)
100% - 120%	100% - 150% (linear relation to the overall target achievement rate)

For the year 2024, the overall level of achievement of the above targets was set at 128% (overachievement) by the Company's BoD decision dated March 26, 2025. The gross amounts of variable remuneration were paid during the 2025 financial year following the preparation of a relevant Report on the degree of achievement of the CEO's targets by the NRRC and its related recommendation.

¹ The targets are set and measured at PPC Group level.



Long-term Variable Remuneration

The Company shall provide an additional reward incentive to the Executive Members of the Board and the senior executives of PPC Group for their contribution to the achievement of the Group's medium-term targets and for enhancing their commitment and loyalty, in the form of a Stock Award Plan.

At the same time, a matching shares plan is in place subject to certain conditions (own investment in Company shares by the beneficiaries, target overachievement based on the Total Shareholder Return index, 3-year share retention, active employment contract or mandate contract).

The current Stock Award Plan was approved on April 30, 2024 by the Extraordinary General Meeting of the Company's Shareholders, in accordance with Article 114 of Law No 4548/2018 and is further specified by virtue of the Board Decision dated December 19, 2024 and supersedes the previous Stock Award Plan.

The Stock Award Plan shall consist of four (4) individual cycles, each with a three-year duration and the final number of shares to be distributed at the end of each cycle shall be determined by the variance in the performance indicators between the first and last day of each cycle, based on the following corporate key performance indicators (KPIs):

- Total Shareholder Return (TSR), including dividend yield, in relation to the Eurostoxx Utilities Index [EURO STOXX Utilities Index – EMU (Euro Area/Economic and Monetary Union)].
- Sustainability and Sustainable Development Clause, which is triggered only upon the achievement of the Total Shareholder Return target.

The Company's Total Shareholder Return was defined as the Key Performance Indicator for triggering and measuring performance, as this metric is directly linked to the overall performance of the Company. At the same time, the degree of achievement of the Sustainability Index (ESG index) shall serve as a complementary indicator of corporate performance and shall enhance stock returns.

The beneficiaries of the Plan shall be the Executive Members of the Company's Board of Directors and the senior executives at levels A and B of the Company's hierarchy.

The targets to be achieved, which activate the Stock Award Plan for each cycle, shall be set by Decision of the Board of Directors, which shall be authorized to set this target, as well as the overachievement targets.

For the calculation of the number of shares awarded to each beneficiary for each cycle, the total annual fixed remuneration is taken into account, subject to a coefficient determined based on job grading. For the Executive Members of the Board of Directors, this coefficient shall be determined by the Board of Directors, whereas with regard to the remaining levels, the coefficient shall be determined by the Company's Chairman & CEO.

The above targets for the 1st Cycle of the Plan (2022-2024) were set by the BoD Decision dated 19 December 2024. The allocation of shares to the Company's CEO and Deputy CEOs was approved by the Company's BoD Decision dated 26 March 2025.

The shares awarded in 2025 to the Executive Members of the Company's Board of Directors are presented in detail in the Table below.

6.2B.3 TABLE OF 2025 STOCK AWARD

Beneficiary	Capacity	Number of shares (units) of 1st cycle
Georgios Stassis	Chairman & Chief Executive Officer of the BoD Executive Member	149,225
Alexandros Paterakis	Deputy Chief Executive Officer Executive Member	64,099
Georgios Karakousis	Deputy Chief Executive Officer Executive Member	64,099
Georgia Christodouloupoulou	Executive Member	19,089

6.3. Remuneration of the Members of the Board of Directors 01.01.2025-31.12.2025

Table 6.3.1 details the gross fixed and variable remuneration paid to the members of the Board of Directors of the Company during the financial year 2025. The remuneration of the Board members shall comply with the approved Remuneration Policy and the applicable legislation.

Table 6.3.2 presents the remuneration paid to the Board Members of PPC who participated in the Boards of Directors of other companies of the Group during the financial year 2025.

6.3.1 TABLE OF REMUNERATION OF THE BOARD MEMBERS OF PPC S.A. 01.01.2025–31.12.2025

Full name	FIXED REMUNERATION (in euros)				Variable Remuneration ²	Variable Remuneration as a percentage of Total Remuneration
	Fixed Remuneration (Employee or Employment Contract)	Annual Remuneration as a BoD member (fixed & per meeting)	Annual Remuneration as Committee Member (fixed & per meeting) ³	Fixed Remuneration as a percentage of Total Remuneration		
Georgios Stassis	552,459	20,000	-	58.12%	412,500	41.88%
Georgios Karakousis ⁴	316,406	4,000	-	57.19%	239,829 ⁵	42.81%
Alexandros Paterakis	316,406	18,000	-	58.60%	236,250	41.40%
Georgia Christodouloupoulou ⁶	246,094	13,000	-	58.51%	183,750	41.49%
Pyrros Papadimitriou	-	55,000	24,200	100.00%	-	-
Despoina Doxaki	-	53,000	27,200	100.00%	-	-
Stefanos Kardamakias	-	53,000	19,400	100.00%	-	-
Maria Psyllaki	-	55,000	33,200	100.00%	-	-
Christos-Stergios Glavanis	-	55,000	26,000	100.00%	-	-
Charikleia Sinaniotou	-	55,000	24,800	100.00%	-	-

*The Members of the BoD, Mr. Grigorios Dimitriadis, Mr. Alexandros Fotakidis and Mr. Ioannis Papachristou did not receive any remuneration during 2025, as they have declared that they do not wish to be compensated for their participation in Board meetings.

² Variable remuneration includes the annual performance-based variable remuneration (bonus) provided for under the Company's Remuneration Policy (EVRS) for the financial year 2024, which was paid in 2025.

³ Annual Remuneration as a member of committees (fixed & per meeting) includes remuneration for participating in meetings of the Audit Committee and the Company's Board of Directors other Committees.

⁴ The term of office of Mr. Georgios Karakousis on the BoD, the Executive Committee and the Procurement Committee of the Company expired on 16 April 2025. The above Table includes the fixed remuneration from employment received throughout 2025 (including after the end of his term of office).

⁵ Mr. Georgios Karakousis' variable remuneration includes, in addition to the annual performance bonus for the 2024 financial year, a car allowance.

⁶ The term of office of Ms. Georgia Christodouloupoulou on the BoD, the Executive Committee and the Procurement Committee of the Company commenced on 16 April 2025. The above Table includes the fixed remuneration from employment received throughout 2025 (including before the commencement of her term of office).

6.3.2 REMUNERATION TABLE OF PPC EXECUTIVE BOARD MEMBERS AS MEMBERS OF THE BOARDS OF DIRECTORS OF OTHER GROUP COMPANIES 01.01.2025-31.12.2025

Full name	Capacity	Annual Remuneration as a BoD member (per meeting)
Georgios Stassis	Chairman of the BoD of DEI OPTIKES EPIKOINONIES SINGLE MEMBER SOCIETE ANONYME Chairman of the BoD of PPC RENEWABLES S.M.S.A. Chairman of the BoD of PPC PUBLIC POWER CORPORATION ROMANIA S.A Member of the BoD of PPC Belgium S.A.	€ 74,790
Alexandros Paterakis	Vice Chairman of the BoD of DEI OPTIKES EPIKOINONIES SINGLE MEMBER SOCIETE ANONYME Member of the BoD of PPC RENEWABLES S.M.S.A Member of the BoD of NEXT GEN RETAIL SERVICES S.M.S.A.	€ 34,000
Georgios Karakousis	Vice Chairman of the BoD of PPC Energie S.A. Member of the BoD of NEXT GEN RETAIL SERVICES S.M.S.A. Member of the BoD of EDS International SK SRO	€ 27,728
Georgia Christodouloupoulou	Member of the BoD of PPC RENEWABLES S.M.S.A. Member of the BoD of NEXT GEN RETAIL SERVICES S.M.S.A.	€ 23,800



7. ANNUAL CHANGE IN REMUNERATION OF BOARD MEMBERS AND FULL-TIME EMPLOYEES

Table 7.1 shows the annual change in the annual gross remuneration of the Board Members of the Company and the average annual gross remuneration of the Company's full-time employees for the financial years 2025, 2024, 2023, 2022 and 2021.

7.1 TABLE OF ANNUAL CHANGE IN REMUNERATION OF BOARD MEMBERS AND FULL-TIME EMPLOYEES

Description	2025	2024	D (%) 2025 - 2024 ⁷	2023	D (%) 2024 - 2023	2022	D (%) 2023 - 2022	2021	D (%) 2022 - 2021
Total annual gross remuneration of Board Members	3,039,494	2,214,983	-	1,629,184	36.0%	1,046,289	55.7%	1,062,212	(1.5%)
Adjustments ⁸	(630,412)								
Readjusted total annual remuneration of Board Members	2,409,082	2,214,983	8.8%	1,629,184	36.0%	1,046,289	55.7%	1,062,212	(1.5%)
Average Monthly gross remuneration of employees without employer's contributions	4,162	4,249	(2%)	4,656	(8.7%)	3,620	28.6%	3,571	1.4%
Average Annual gross remuneration of employees with employer's contributions	5,035	5,287	(4.8%)	6,381	(17.1%)	4,479	42.5%	4,438	0.9%

8. KEY PERFORMANCE FIGURES OF THE COMPANY AND THE GROUP

Table 8.1 shows the annual change in the Company's and the Group's key performance figures for the financial years 2025, 2024, 2023, 2022 and 2021.

The key performance figures of the Company included in Table 8.1 are derived from the Company's published corporate and consolidated Financial Statements for the aforementioned financial years.

⁷ The decrease of the average employee remuneration is attributed to the gradual departure of personnel due to retirement or participation in voluntary redundancy schemes of employees with many years of experience and corresponding pay grades, and their replacement by employees with less experience and lower remuneration.

⁸ The total annual remuneration of the BoD members has been adjusted for comparability purposes and includes (a) the proportion of fixed remuneration arising from employment received by Mrs. Georgia Christodouloupoulou and Mr. Georgios Karakousis during their tenure as members of the Company's BoD and (b) the remuneration of Board Members for their participation in 2025 in meetings of the BoD and its other committees.



8.1 TABLE OF KEY PERFORMANCE FIGURES OF THE COMPANY/GROUP

COMPANY

Key Performance Figures (in million €)	2025	2024	D (%) 2025 - 2024	2023 (Readjusted)	2023	D (%) 2024 - 2023	2022	D (%) 2023 - 2022	2021 ⁹	D (%) 2022 - 2021
EBITDA	977	537	82%	-	620	(13%)	264	135%	816	(68%)
Adjusted EBITDA	895	787	14%	-	609	29%	565	8%	851	(34%)
Profit / (Loss) before tax	427	(74)	677%	-	264	(128%)	743	(64%)	166	348%
Fixed Assets ¹⁰	5,417	5,763	(6%)	-	5,944	(3%)	5,729	4%	5,453	5%
Investments	358	283	27%	-	224	26%	206	9%	354	(42%)

GROUP

Key Performance Figures (in million €)	2025	2024	D (%) 2025 - 2024	2023 (Readjusted) ¹¹	2023	D (%) 2024 - 2023 ¹²	2022	D (%) 2023 - 2022	2021	D (%) 2022 - 2021
EBITDA	2,031	1,718	18%	1,255	1,255	37%	651	93%	821	(20%)
Adjusted EBITDA	2,046	1,813	13%	1,287	1,287	41%	954	35%	872	9%
Profit/(Loss) before taxes	448	207	116%	631	622	(67%)	(26)	(2,492%)	(150)	(83%)
Fixed Assets ¹⁰	18,391	17,118	7%	14,412	14,432	19%	11,165	29%	10,626	5%
Investments	2,297	1,875	23%	1,168	1,168	60%	686	70%	438	57%

NOMINATION, REMUNERATION AND RECRUITMENT COMMITTEE

P. PAPADIMITRIOU

S. KARDAMAKIS

M. PSYLLAKI

⁹ In 2021, the figures refer to the parent company as a whole and shall include the figures of the Distribution Network up to and including 30.11.2021, when its hive-down took place.

¹⁰ The fixed assets include tangible and intangible assets.

¹¹ The figures for 2023 have been readjusted. More details are included in Note 6 of the 2024 corporate and consolidated Financial Statements.

¹² This refers to the year-over-year change in the readjusted figures for the 2023 financial year.