

NOTICE TO SHAREHOLDERS
FROM THE BOARD OF DIRECTORS ABOUT CANDIDATES FOR ELECTION AS
MEMBERS

Having regard to the provisions of the new regulatory framework contained in L. 4706/2020 and the provisions of L. 3016/2002 and L. 4548/2018, the Company's Board of Directors, following a reasoned recommendation from the Remuneration and Nominations Committee, would draw shareholders' attention in accordance with article 18 par 1 of L. 4706/2020 to this notice about the persons proposed for election as members of the Company's new Board of Directors and the reasons for them being proposed.

It is recommended that the General Meeting elect a new 9-member Board of Directors comprised of:

1. Sokratis P. Kokkalis
2. Konstantinos S. Kokkalis
3. Dimitris Ch. Klonis
4. George Ar. Anninos
5. Petros K. Souretis
6. Ioannis Michail P. Mavrofrydis
7. Ioannis K. Tsoumas
8. Dionisia Xirokosta
9. Adamantini Lazari

Of the above candidates, it is proposed that the following persons be appointed as independent members: Mr. Ioannis Tsoumas, Mrs Dionisia Xirokosta and Mrs Adamantini Lazari.

The term in office of the new Company Board of Directors is 4 years, which is extended to the end of the deadline within which the next Annual General Meeting must convene, until a decision to that effect is taken.

Having examined the CVs of the said prospective members (which sets out all their formal and substantive qualifications, information about their current or previous

activities and their participation in other Boards of Directors and Board committees of legal persons) and checked that the independence requirements outlined in particular in article 4 par 1 of L. 3016/2002 and article 9 par. 1 and 2 of L.4706/2020 (which enters into force on 17.7.2021) were met by the candidates proposed for election as independent Board members, the Remuneration and Nominations Committee found that the proposed members meet the terms and conditions of the new regulatory framework on independence, suitability, diversity and gender.

All candidates were found to have the necessary knowledge and qualifications, professional skills and experience to perform their duties in order to take up their post, as well as adequate guarantees of morality and good reputation, honesty and integrity, as well as independence of judgement, which make them suitable for election to the Company's Board of Directors.

The first seven candidates, Messrs. S. Kokkalis, K. Kokkalis, D. Klonis, G. Anninos, P. Souretis, I. M. Mavrofydis, I. K. Tsoumas , are already members of the Company's Board of Directors and are fully aware of how it operates and in effect the following persons are proposed for re-election:

Mr. Sokratis P. Kokkalis, Chairman of the Board of Directors, and **Mr. Dimitris Ch. Klonis**, Vice Chairman of the Board and CEO of the Company, have extensive experience in managing corporate affairs since they are fully aware of, and daily involved in, company operations and for that reason are fully suitable for election to the Company's Board of Directors. Moreover, the same also applies to Messrs. **K. Kokkalis** and **G. Anninos**, Vice Chairmen of the Board of Directors, who are fully aware of the Company's business activities, **Mr. P. Souretis**, an executive with extensive experience in leadership of a group of construction projects and RES and environmental infrastructure projects whose knowledge significantly bolsters the Company's Board of Directors and **Mr. I. Tsoumas**, who has adequate knowledge of the Company's sector of activity and proven adequate knowledge and experience in accounting and auditing. Lastly, **Mr. I. M. Mavrofydis**, who was recently elected for the first time on October 2020 as a member of the Company's Board of Directors, has all the necessary knowledge and sufficient time to perform his duties as a member of the Company's Board of Directors.

In relation to the two new persons proposed for election, they have both proven adequate knowledge and skills and have confirmed their good reputation and ethos. In particular, Mrs. **Adamantini Lazari** is an economist with adequate knowledge and experience since she has been an executive for many years in large groups of companies, banks, Hellenic Exchanges S.A. (HELEX) and the Hellenic Central Securities Depository S.A. (see detailed CV below) and Mrs. **Dionisia Xirokosta** has extensive experience as a lawyer, and for a long time has been a senior executive (General Manager) of the Hellenic Competition Commission (see detailed CV below).

Lastly, following an audit by the Remuneration and Nominations Committee, it is proposed that Mr. Ioannis Tsoumas, Mrs. Dionisia Xirokosta and Mrs. Adamantini Lazari be appointed as independent non-executive members since the said candidates meet the independence requirements laid down in the applicable regulatory framework, namely:

- they do not hold more than 0.5% of the Company's share capital
- they have no relationship of dependence on the Company or persons associated with it, as those independence conditions are specifically outlined in article 4 par. 1 of L. 3016/2002 and article 9 par. 1 and 2 of L. 4706/2020 (which enters into force on 17.7.2021).

In general, the proposed members of the Board of Directors have individual and collective suitability to meet the fit-and-proper and reliability criteria in line with the fit-and-proper policy for Board Members specified in L. 4706/2020.

Moreover, the conditions in articles 3 and 5 of L. 4706/2020 on adequate representation by gender and the total number of independent non-executive members on the Board of Directors are met.

CVs of members to be re-elected are already posted on the Company's website (www.intracom.com).

Below are the CVs of the two (2) new proposed members.