

DIRECTORS' REMUNERATION REPORT
INTRACOM S.A.HOLDINGS
(General Commercial Register No. 000303201000)
FOR THE FISCAL YEAR 1.1.2021-31.12.2021
TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

The Board of Directors of the Company with the corporate name «**INTRACOM S.A. HOLDINGS**» and the d.t. «**INTRACOM HOLDINGS**», hereby submits this Remuneration Report under article 112 of L. 4548/2018 for the fiscal year 2021 (hereinafter the **Report**) for discussion as the 6th item on the agenda of the Company's Annual General Meeting of Shareholders of to be held on 30.6.2022 in implementation of article 112 of L. 4548/2018, as amended and in force.

The Report contains a comprehensive overview of all remuneration of members of the Company's Board of Directors for the last financial year (2021) and all information required by law as a minimum.

After the Annual General Meeting it shall be available on the Company's website for a period of 10 years as specified by the Law.

According to the Law, the vote of shareholders is advisory and the Company's Board of Directors will explain in the next report how the outcome of the vote at the Annual General Meeting on 30 June 2022 was taken into account.

Presentation of the line-up and operation of the Company's Board of Directors

The Company is run by a Board of Directors comprised of 9 members elected by the Annual General Meeting of Shareholders on 30.6.2021, and officially established itself on the same day. Its term in office is 4 years. The Company's Board of Directors met 28 times in 2021.

The remuneration of members for their participation in the meetings of the Board of Directors and its Committees is approved by the Annual General Meeting of Shareholders following a recommendation to that effect by the Remuneration and Nominations Committee.

On 30.6.2021 the Annual General Meeting approved payment of the fees and remuneration of members of the Board of Directors for the period 1.1.2021-31.12.2021 and for the period from 1.1.2022 until the next Annual General Meeting to be held in 2022, for members (a) paid on the basis of employment contracts and (b) for the time spent at meetings of the Board of Directors and its Committees.

On 30.06.2021 the Company's Annual General Meeting of Shareholders approved amendments to the Company's Remuneration Policy in accordance with the provisions of articles 110 and 111 of L. 4548/2018, taking into account corporate governance practices and the Company's size and activities.

The Remuneration Policy is available on the Company's website (www.intracom.com).

TABLE OF DIRECTORS' ANNUAL REMUNERATION.

Total remuneration for members of the Board of Directors of INTRACOM HOLDINGS, paid in 2021 (article 112(2)(a) of L. 4548/2018, as in force).

1/1-31/12/2021		TOTAL ANNUAL REMUNERATION (L. 4548/2018)						RATE REMUNERATION	
NAME	TITLE	ANNUAL GROSS REMUNERATION	BONUS	ANNUAL GROSS REMUNERATION BoD	OTHER BENEFITS	ANNUAL GROSS REMUNERATION FROM SUBSIDIARIES	TOTAL ANNUAL REMUNERATION	FIXED	VARIABLE
Socrates P. Kokkalis	Chairman of BoD, Executive Member	0	0	48.000	40.447	1.185.588	1.274.035	100%	0%
Dimitrios Ch. Klonis	1st Vice Chairman & CEO, Executive Member	386.718	0	36.000	14.206	644.283	1.081.207	73%	27%
Konstantinos S. Kokkalis	2nd Vice Chairman, Non-Executive Member	140.625	0	36.000	37.070	415.000	628.695	53%	47%
Georgios A. Anninos	3rd Vice Chairman, Non-Executive Member	0	0	36.000	0	129.024	165.024	100%	0%
Petros K. Souretis	Non-Executive Member	0	0	24.000	0	1.922.342	1.946.342	51%	49%
Ioannis-Michail P. Mavrofydis	Non-Executive Member	0	0	24.000	0	0	24.000	100%	0%
Ioannis K. Tsoumas	Independent Non-Executive Member	0	0	24.000	0	36.000	60.000	100%	0%
Adamantini K. Lazari	Independent Non-Executive Member (since 30.06.2021)	0	0	12.000	0	0	12.000	100%	0%
Dionysia D. Xirokosta	Independent Non-Executive Member (since 30.06.2021)	0	0	12.000	0	21.760	33.760	100%	0%
Constantinos G. Antonopoulos	Non-Executive Member (until 30.06.2021)	0	0	12.000	0	0	12.000	100%	0%
Ioannis E. Kallergis	Independent Non-Executive Member (until 30.06.2021)	0	0	12.000	0	0	12.000	100%	0%
Total		527.343	0	276.000	91.723	4.353.997	5.249.063		

Comparative table of annual total remuneration for members of the Board of Directors of INTRACOM HOLDINGS and average annual gross pay for employees (other than executives) for the years 2016 to 2020 (article 112(2)(b) of L.4548/2018, as in force).

YEAR	ANNUAL GROSS REMUNERATION BoD	ANNUAL DIFFERENCE	ANNUAL DIFFERENCE	EMPLOYEES ANNUAL REMUNERATION AVERAGE	ANNUAL DIFFERENCE	ANNUAL DIFFERENCE	GROUP ANNUAL EBITDA	ANNUAL DIFFERENCE
	(€)	(€)	(%)		(€)	(%)	(EBITDA)	(€)
2021	5.249.063	-2.205.270	-29,58%	71.530	3.953	5,85%	6.837.000	8.399.000
2020	7.454.332	4.809.538	181,85%	67.577	1.139	1,71%	-1.562.000	-34.995.000
2019	2.644.795	1.099.511	71,15%	66.438	9.842	17,39%	33.433.000	1.175.000
2018	1.545.283	271.882	21,35%	56.596	4.757	9,18%	32.258.000	2.914.000
2017	1.273.401	283.480	28,64%	51.840	359	0,70%	29.344.000	1.527.000

- During the period 1.1.2021-31.12.2021 no shares or stock options were granted to members of the Board of Directors (article 112(2)(d) and (e) of L. 4548/2018, as in force).
- No remuneration has been paid which constitutes a participation in the profits for the period (article 109(2) of L. 4548/2018).
- All manner of remuneration received by Directors from Group subsidiaries in 2021 is shown in the table above.

- At its meeting on 8.4.2021, following the relevant recommendation of the Board of Directors dated 29.10.2020 the Board of Directors of the subsidiary INTRADEVELOPMENT adopted a plan to distribute shares gratis to members of its Board of Directors and senior executives and to appoint beneficiaries in accordance with article 5 of INTRADEVELOPMENT's Articles of Association and the provisions of article 114 of L. 4548/2018. The total number of new gratis shares granted was 36,260 which corresponds to 10% of the company's share capital which existed at the time the decision was taken.

Of the Board members, 19,060 shares corresponded to Mr. Petros Souretis, 5,900 shares to Mr. Dimitrios Klonis and 5,900 shares to Mr. Konstantinos Kokkalis. Those shares were in fact granted to those persons and the value of € 1,543,000 is included in the said annual fee table.

- On 26.3.2021 Mr. Petros Souretis, member of the Company's Board of Directors, exercised stock options relating to 1,340,995 shares in INTRAKAT and paid the relevant amount of € 402,298.50 into the company's special bank account.
- It is not possible to recover variable remuneration (article 112(2)(f) of L. 4548/2018, as in force).

Paiania, 09 June 2022

The Board of Directors