

INTRACOM S.A.HOLDINGS
(d.t. INTRACOM HOLDINGS)

GCR No.: 000303201000 (ex Companies Reg. No. 13906/06/B/86/20)

Draft Decisions
on items on the agenda
of the Annual General Meeting of Shareholders of 30.6.2022
(Article 123 par. 4 of L. 4548/2018 as in force)

Re the first item on the agenda: Submission and approval of the annual Financial Report for the fiscal year 2021 (01/01/2021-31/12/2021), which includes the annual financial statements (corporate and consolidated), in accordance with the I.F.R.S., along with the relevant Reports and Statements by the Board of Directors and the Certified Auditor Accountant

Quorum required: 1/5 (20%) of the Company's paid-up share capital

Majority required: 50% + 1 of the votes represented at the General Meeting

The Board of Directors recommends that the Annual General Meeting approve the annual Financial Report for the fiscal year 2021 (1.1.2021-31.12.2021) which includes the annual financial statements((corporate and consolidated) in accordance with the IFRS and the relevant Reports and Statements of the Board of Directors and the Certified Auditor Accountant.

The annual Financial Report for the fiscal year 2021 (1.1.2021-31.12.2021), submitted for approval, which was also published in iXBRL format in accordance with the requirements of the European Single Electronic Format (ESEF) to facilitate accessibility, analysis and comparability of financial information at European Union level was approved by the Board of Directors at its meeting on April 29 2022 and has been posted to the Company's website since that date (<https://www.intracom.com/el/ir/financial-data>).

Following a lawful ballot, the Annual General Meeting accepted that recommendation and approved by ... votes, namely ...% of the shareholders present at the meeting, the annual Financial Report for the fiscal year 2021 (1.1.2021-31.12.2021), which includes the annual financial statements (corporate and consolidated), in accordance with the I.F.R.S., along with the relevant Reports and Statements by the Board of Directors and the Certified Auditor Accountant, as proposed for approval.

Re the second item on the agenda: Submission of the Annual Activities Report of the Audit Committee for the fiscal year 2021, according to article 44 par. 1h of L. 4449/2017

This issue was submitted to the General Meeting in accordance with article 44 par. 1 h of L. 4449/2017 and was not put to a vote.

In accordance with the provisions of article 44 par. 1h of L. 4449/2017, as in force, the Annual Activities Report of the Audit Committee for the fiscal year 2021, the text of which has been posted on the Company's website <https://www.intracom.com/ir/shareholder-meetings>, is submitted to the Annual General Meeting of Shareholders.

Re the third item on the agenda: Approval of the overall management of the Company by the Board of Directors during the fiscal year 2021, in accordance with article 108 of L. 4548/2018 and discharge of the Certified Auditor Accountant, according to article 117 par. 1c of L. 4548/2018

Quorum required: 1/5 (20%) of the Company's paid-up share capital

Majority required: 50% + 1 of the votes represented at the General Meeting

The Board of Directors recommends that the Annual General Meeting approve the overall management of the Company by the Board of Directors during the fiscal year 2021, in accordance with article 108 of L. 4548/2018 and that the Certified Auditor Accountant who carried out the audit of the financial statements for the same fiscal year be released from liability in accordance with article 117 par. 1c of L. 4548/2018.

Following a lawful ballot, the Annual General Meeting accepted that recommendation and approved by ... votes, namely ...% of the shareholders present at the meeting, the overall management of the Company by the Board of Directors during the fiscal year 2021 in accordance with article 108 of L. 4548/2018, and released the Company's Certified Auditor Accountant for the same fiscal year in accordance with article 117 par. 1 c of L. 4548/2018.

Re the fourth item on the agenda: Election of the Audit Company of Certified Auditors Accountants for the audit of the corporate and consolidated financial statements of the fiscal year 2022 (1/1/2022-31/12/2022) and determination of their fees

Quorum required: 1/5 (20%) of the Company's paid-up share capital

Majority required: 50% + 1 of the votes represented at the General Meeting

On a recommendation from the Audit Committee and approval of all Independent members of the Board of Directors in accordance with article 124 par. 8 of L. 4548/2018, the Board of Directors recommends that the Annual General Meeting of Shareholders:

a) re-elect the auditing firm Grant Thornton S.A. to audit the company's corporate and consolidated financial statements for the fiscal year 2022 (1.1.2022 - 31.12.2022). Note that the auditing firm will also undertake to issue the annual tax certificate and the Company's tax compliance report for the fiscal year 2022 (1.1.2022 - 31.12.2022) in accordance with the provisions of article 65^a of L. 4174/2013, as in force, for a total fee based on the relevant fee for

the 2021, in line with the relevant offer from the auditing firm which has been approved by the Audit Committee. And

b) appoint the Certified Auditors Accountants proposed by that auditing firm as Ordinary and Deputy Certified Auditor Accountant.

Following a lawful ballot the Annual General Meeting re-elected by votes, namely by % of the shareholders present, following a recommendation from the Board of Directors and Audit Committee, the auditing firm “Grant Thornton S.A.” to audit the corporate and consolidated financial statements for the fiscal year 2022 (1.1.2022 - 31.12.2022) and approve its fee in accordance with the points made above. Moreover, the Annual General Meeting approved the appointment of the Certified Auditors Accountants proposed by the auditing firm as the Ordinary and Deputy Certified Auditor Accountant.

Re the fifth item on the agenda: Approval of remuneration and compensation of the Members of the BoD for the fiscal year 2021, approval of the employment contract with a Member of the Board of Directors, determination of remuneration and compensation of the Board of Directors Members for the fiscal year 2022 (1/1/2022-31/12/2022) and pre-approval for their payment for the time period until the next Annual General Meeting, in accordance with article 109 of L. 4548/2018

Quorum required: 1/5 (20%) of the Company’s paid-up share capital

Majority required: 50% + 1 of the votes represented at the General Meeting

Following a recommendation from the Remuneration and Nominations Committee, the Board of Directors recommended that the Annual General Meeting approve all remuneration and compensation and other benefits paid in accordance with the approved and applicable Remuneration Policy to Members of the Board of Directors for services provided to the Company during the 2021 period which has ended.

Moreover, the Board of Directors recommended that the employment contract of Mr. Sokratis P. Kokkalis, Chairman of the Board of Directors and Executive Member, be approved, in the context of his duties as Chief Strategy Officer (CSO), in accordance with the Company's approved and applicable Remuneration Policy.

Moreover, for 2022 and in particular for the period from 1.1.2022 to the next Annual General Meeting to be held in 2023, it recommends that advance approval be given in accordance with article 109 of L. 4548/2018 for (a) the same pay as the previous year to Members of the BoD paid under employment contracts and, (b) the same monthly personal remuneration to Members of the BoD for the time they spend at meetings of the Board and Committees and for discharging their duties in general.

It also proposes that the Board of Directors be authorised to take the steps needed to implement the above.

Following a lawful ballot the Annual General Meeting approved by ... votes namely by% of shareholders present at the meeting, on a recommendation from the Board of Directors and the Remuneration and Nominations Committee:

a) all remuneration and compensation and other benefits paid in accordance with the approved and applicable Remuneration Policy to Members of the Board of Directors for services provided to the Company during the 2021 period which has ended and b) the employment contract of a Member of the Board of Directors in the context of his duties as General Manager in accordance with the approved and applicable Remuneration Policy.

It also set out the remuneration and compensation of Members of the BoD for the fiscal year 2022 (1.1.2022 - 31.12.2022) before approving payment thereof for the period up to the next Annual General Meeting in accordance with article 109 of L. 4548/2018 and authorised the Board of Directors to take the necessary steps to implement the above.

Re the sixth item on the agenda: Submission for discussion and a vote on the Remuneration Report for the year 2021, according to article 112 of L. 4548/2018

Quorum required: 1/5 (20%) of the Company's paid-up share capital

Majority required: 50% + 1 of the votes represented at the General Meeting

The Board of Directors submits the Remuneration Report for Members of the Company's Board of Directors for the fiscal year 2021 to the Annual General Meeting for discussion and a vote in accordance with the provisions of article 112 of L. 4548/2018, the content of which has been reviewed by the Company's Remuneration and Nominations Committee.

The Directors' Remuneration Report for 2021 is available on the Company's website

<https://www.intracom.com/el/ir/shareholdermeetings>.

Note that the shareholders' vote on this item on the agenda is advisory in accordance with the provisions of article 112 par. 3 of L. 4548/2018.

Following a lawful ballot, the Annual General Meeting approved by ... votes namely by % of the shareholders present at the meeting, the Remuneration Report for 2021, in accordance with article 112 of L. 4548/2018.

Re the seventh item on the agenda: Granting permission, according to article 98 par. 1 of L. 4548/2018, to the Members of the BoD and Company's Directors to participate in the Board of Directors or in the management of Company's subsidiaries and affiliates

Quorum required: 1/5 (20%) of the Company's paid-up share capital

Majority required: 50% + 1 of the votes represented at the General Meeting

The Board of Directors grants permission, in accordance with article 98 par. 1 of L. 4548/2018, to all members of the BoD and Company's Managers to participate in the Board of Directors or management of Company's subsidiaries and companies affiliated with the Company, (within the meaning of article 32 of L. 4308/2014).

Following a lawful ballot, the Annual General Meeting granted permission by ... votes namely by % of the shareholders present at the meeting, in accordance with 98 par. 1 of L. 4548/2018 to all members of the Company's Board of Directors and its managers in order to participate in the Board of Directors or management of Company's subsidiaries and companies affiliated with the Company, (within the meaning of article 32 of L. 4308/2014).

Re the eighth item on the agenda: Submission of the Report of the Independent Non-Executive Members of the Board of Directors to the Annual General Meeting, according to article 9 par. 5 of L. 4706/2020

This item was submitted to the General Meeting in accordance with the provisions of article 9 par. 5 of L. 4706/2020 and was not put to the vote.

The Independent Non-Executive Members of the Board of Directors jointly submitted a Report to the Annual General Meeting so that the Company's shareholders are aware of it - said report has been prepared in accordance with the provisions of article 9 par.5 of L. 4706/2020. The Report of Independent Non-Executive Members has been posted to the Company's website <https://www.intracom.com/el/ir/shareholder-meetings>

Re the ninth item on the agenda: Miscellaneous Announcements

Paiania, June 9 2022

THE BOARD OF DIRECTORS