



ANNUAL REPORT ON THE ACTIVITIES OF THE AUDIT COMMITTEE FOR THE FINANCIAL YEAR (01.01.2025-31.12.2025)

1. Introduction

The Audit Committee of 'Intracom Holdings S.A.' is a Committee of the Company's Board of Directors, operating within the current regulatory framework and the principles of corporate governance applicable to companies with securities traded on a regulated market. It functions based on its Rules of Procedure as approved by the Board of Directors, as applicable.

The Committee acknowledges the need for the continuous improvement of the internal control environment as a key factor in the Company's sustainability and will focus in 2026 on the most significant issues and risks within its scope of authority.

2. Purpose of the Committee

The primary purpose of the Audit Committee (AC) is to support the Board of Directors in its responsibilities regarding the supervision of the quality and integrity of financial information and financial statements, the assessment of the effectiveness of the internal control system, the Internal Audit Unit, the risk management and regulatory compliance functions, and the monitoring of the statutory audit of the annual and consolidated financial statements of the Company. The Committee reports to the Board of Directors on the performance of its duties and provides recommendations accordingly.

The responsibilities and operations of the Audit Committee are further detailed in its Rules of Procedure, which are available on the Company's website at: <https://www.intracom.com/committees/>.

The Rules of Procedure have been drafted in compliance with Article 44 of Law 4449/2017, as amended by Article 74 of Law 4706/2020, the relevant decisions and clarifications issued by the Hellenic Capital Market Commission, the Company's Internal Operating Regulations, and the Hellenic Corporate Governance Code adopted by the Company, available at: <https://www.intracom.com/codes-policies/>.

In performing its duties, the Committee had full and unhindered access to all information necessary for the execution of its responsibilities. The Company's Management provided the required infrastructure and personnel to support the effective performance of the Committee's work.

3. Composition of the Committee, Skills and Experience

The Extraordinary General Meeting of 13/12/2023 elected a new Audit Committee with a term of office until 20/12/2026 and appointed the following members:



Member	Title	Duration
Ioannis K. Tsoumas	Chairman of the Committee Independent Non-Executive Member of the Board	13.12.2023 - 20.12.2026
Adamantini K. Lazari	Member of the Committee Independent Non-Executive Member of the Board	13.12.2023 - 20.12.2026
Dionisia D. Xirokosta	Member of the Committee Independent Non-Executive Member of the Board	13.12.2023 - 20.12.2026

All Committee members meet the criteria of paragraph 1 of Article 44 of Law 4449/2017. As confirmed by their published résumés (<https://www.intracom.com/board-of-directors>), they possess appropriate academic qualifications and extensive experience in corporate governance and internal control systems. The Committee collectively holds skills relevant to the Company's sector of activity, and at least one member has sufficient knowledge in accounting and auditing.

At its meeting of 13/12/2023, the Audit Committee appointed Mr. Ioannis K. Tsoumas as its Chairman, having determined he was the most suitable candidate, as he meets the independence requirements and possesses extensive knowledge of both the Company's business sector and the fields of auditing and accounting, based on his professional background.

4. Audit Committee's Meetings

The Audit Committee convenes as often as necessary, but at least four times a year, upon invitation by its Chairman. To fulfill its duties, the Audit Committee meets to design and define its annual plan regarding the frequency and timing of its meetings for the calendar year, so as to cover the control areas and systems falling under its responsibilities.

Apart from the members and the Committee's secretary, the following may be invited to attend the meetings at the Committee's discretion and depending on the purpose and agenda: the Company's Chief Financial Officer, the Head of the Internal Audit Unit, other members of the Board of Directors, the Statutory Public Accountants, and any executive, either internal or external to the Company, who may contribute to the Committee's purpose and agenda.

During the financial year 2025 (01.01.2025 - 31.12.2025), the Committee held a total of ten (10) meetings, with the participation of all members, and all decisions were made unanimously. At each meeting, all agenda items were thoroughly discussed and resolved, following prior distribution of the



necessary supporting documents. Where deemed necessary, members of the Management, apart from Committee members, as well as the statutory auditors, attended without voting rights.

The Chairman of the Audit Committee informed the Board of Directors of the Committee’s work and outcomes on a quarterly basis or whenever deemed necessary.

5. Activities of the Committee in 2025

During its meetings, the Audit Committee dealt with matters within its remit, and in particular with the following:

A. Financial Reporting Process - Mandatory External Audit

Topic	Activity
Planning of Statutory Audit of Corporate and Consolidated Financial Statements	At its meeting on 20/02/2025, the Audit Committee was briefed by the Statutory Certified Public Accountant (CPA) on the audit program, the communication plan between the auditors and the Committee, the timeline of the statutory audit, and the analysis of the audit approach for the mandatory annual audit of the financial statements for the financial year 2024.
Amendment of Statutory Auditor's Contract	<p>During the meeting of 24/04/2025, a request from the Statutory Certified Public Accountant (CPA) was presented to the Audit Committee regarding the amendment/increase of the audit fee for the financial year 2024. This was due to the fact that, in order to ensure the completeness and accuracy of the audited results, more working hours were consumed than initially planned, primarily for the audit of components that had not been audited by a statutory auditor and had to be audited at the group level.</p> <p>From the explanations provided, it emerged that the increase is proportional to the work performed, does not concern the provision of prohibited or additional services within the meaning of Article 5 of Regulation (EU) 537/2014, and the independence and objectivity of the Statutory Auditor are not affected.</p> <p>Taking the above into consideration, the Audit Committee unanimously recommended to the Board of Directors the approval of the proposed contract amendment with the audit firm Grant Thornton</p>



<p>Presentation and discussion of the draft Audit Report, the Supplementary Audit Report, and the Presentation of the Annual Audit for the financial statements of the financial year 2024.</p>	<p>In the meeting of 25/04/2025, the Audit Committee was briefed by the Statutory Certified Public Accountant (CPA) on the impact of the most significant events that took place in 2024 on the presentation of the accounting statements and cash flows. Furthermore, the results of the presentation of the Annual Audit were analyzed, and the satisfactory cooperation between the audited units and the team of Statutory Auditors was confirmed.</p>
<p>Audit of Annual Financial Statements</p>	<p>In the meeting of 28/04/2025, the Committee was briefed by the Statutory Auditor on the audit of the annual financial statements of the Company for the year ended 31.12.2024.</p> <p>The Audit Committee reviewed the final Audit Report and the Supplementary Report of the Statutory Auditors on the Annual Financial Report for the financial year 2024.</p> <p>The meeting with the Statutory Auditors was held without the presence of members of the Company's Management, and the Committee was briefed on the cooperation between the Statutory Auditors and Management regarding financial audit matters.</p> <p>The Audit Committee examined the total services provided by the Statutory Auditors and confirmed that no other services have been provided beyond those mandatory within the framework of accounting, tax, and other audits.</p> <p>The Declaration of Independence of the Company's Statutory Certified Public Accountant was brought to the attention of the Audit Committee, and it was established that no issues regarding the independence of the Statutory Auditors arose. Furthermore, the independence, objectivity, and effectiveness of the audit process were confirmed, based on professional and regulatory requirements in Greece.</p> <p>The Audit Committee informed the Board of Directors of the results of the mandatory audit and recommended to the Board of Directors the approval of the annual Financial Statements on a separate and consolidated basis.</p>
<p>Appointment of the Statutory Auditor</p>	<p>At its meeting of 17/07/2025, the Committee, in accordance with existing evaluation procedures, assessed the level of work and services provided by</p>



	<p>the Company's Statutory Certified Public Accountant (CPA), and specifically the Audit Firm "Grant Thornton S.A. Chartered Accountants Management Consultants", as satisfactory.</p> <p>The Audit Committee subsequently examined and evaluated the technical and financial characteristics of the proposal by Grant Thornton for the undertaking of the Statutory Auditor's duties for the next financial year. It also received assurances regarding its compliance with the provisions of Regulation (EU) No. 537/2014, so that the independence and objectivity of the statutory auditor are not called into question due to the volume of services provided to the Company.</p> <p>Evaluating the above, the Audit Committee recommended positively to the Board of Directors and the upcoming Annual General Meeting of the Company's shareholders for the election of the audit firm "Grant Thornton S.A. Chartered Accountants Management Consultants", regarding the undertaking of the mandatory audit of the separate and consolidated financial statements for the financial year 2025, the review of the interim Financial Statements of the Company as of 30.06.2025, the issuance of the annual tax certificate for the same financial year, and other reports.</p>
<p>Audit of the Interim Financial Statements</p>	<p>In the meeting of 25/09/2025, the Audit Committee was briefed by the Statutory Auditors on the interim Financial Statements for the first half of 2025, which it reviewed and recommended to the Board of Directors for approval. Within the framework of the briefing by the Statutory Auditors, a discussion was held without the presence of Management executives.</p>

B. Internal Control Systems Procedures

Topic	Activity
<p>Internal Audit Unit's Audit Plan for 2025</p>	<p>The Audit Committee, during its meeting on 15/01/2025, was briefed on and approved the annual audit program of the Internal Audit Unit (IAU) for 2025, taking into account the main areas of business and financial risk, as well as the results of previous audits. The presentation also included: the Audit Universe, the methodology and results of the Risk Assessment, the IAU's</p>



	annual training and development plan, and the unit's resource management plan.
Quarterly Internal Audit Reports	<p>During its meetings on 15/01/2025, 08/04/2025, 17/07/2025, and 22/10/2025, the Audit Committee was briefed through the quarterly Internal Audit Reports for Q4/2024, Q1/2025, Q2/2025, and Q3/2025 regarding:</p> <ul style="list-style-type: none"> • The results of the Regular Audits and Follow-up Audits conducted by the IAU, • The progress of the implementation of the annual Audit Plan, approving any amendments thereof, • The IAU's projects/actions, • The IAU's resource management, • The progress of the IAU's training and education plan, • Any obstacles posed to the unhindered operation of the IAU.
Annual Evaluation of the Internal Audit Unit	<p>At the meeting on 15/01/2025, the annual evaluation of the Internal Audit Unit for the year 2024 was discussed.</p> <p>The Audit Committee did not identify any weakness that materially affects the operation of the Internal Audit Unit and generally evaluated the work of the Internal Audit as positive for the year 2024.</p> <p>The annual evaluation of the Internal Audit Unit for the year 2025 was conducted during the meeting on 15/01/2026.</p>
Annual Activity Report of the Internal Audit Unit	<p>At the meeting on 15/01/2025, the Internal Audit Unit submitted and presented its annual activity report for the year 2024, providing information on the results and the degree of implementation of the audit plan, as well as other supporting tasks for the institutional and functional strengthening of the Internal Audit Unit.</p> <p>The annual report of the IAU for the year 2025 was presented at a meeting of the Committee on 15/01/2026.</p>



Γ. Other Significant Issues

Topic	Activity
Briefing of the Board of Directors	The Audit Committee drafted and submitted briefing notes to the Board of Directors regarding its activities and recommendations, as derived from the minutes of the meetings held on the following dates: 15/01/2025, 20/02/2025, 08/04/2025, 24/04/2025, 25/04/2025, 28/04/2025, 17/07/2025, 25/09/2025, 22/10/2025, 14/11/2025.
Approval of the 2024 Annual Report on Audit Committee Activities	At its meeting on 08/04/2025 , the Audit Committee approved the Annual Activity Report of the Audit Committee for the year 2024.
Audit Committee Action Plan	During its meeting on 15/01/2025, the Audit Committee determined and approved the framework for its schedule of regular meetings for the period 01.01.2025 - 31.12.2025.
Provision of Non-Audit Services	<p>During its meeting on 14/11/2025, the Audit Committee evaluated offers for the provision of non-audit projects, and specifically:</p> <ul style="list-style-type: none"> •two offers/proposals from consulting firms for the assignment of a project providing specialized training services. •three offers/proposals from consulting firms for the project of Evaluating the Internal Control System (ICS) and the Corporate Governance System (CGS), with a reference period from 01/01/2023 to 31/12/2025. It is noted that, according to the results of the Evaluation of the adequacy and effectiveness of the ICS & CGS presented to the Audit Committee in March 2026, no findings constituting material weaknesses of the Company's ICS & CGS were identified. <p>Following the presentation of the nature of the proposed services, the applied safeguarding measures, and the provision of clarifications, statements, and assurances that these specific projects do not constitute a threat to the independence of the external auditor, in accordance with the provisions of Article 44 of Law 4449/2017 and Article 5 of Regulation (EU) 537/2014, the Committee recommended positively to the Board of Directors for the assignment of these specific projects.</p>



Sustainability Policy

The Sustainable Development Policy is defined by the Company's Management, which is committed to:

- the continuous development of the Company and the creation of economic value for shareholders and stakeholders
- safeguard business ethics,
- the development of its activities, with due care regarding environmental and social impacts,
- the systematic monitoring of its environmental footprint.

INTRACOM HOLDINGS incorporates ESG criteria into the risk register it examines, and gradually integrates ESG criteria into its strategy, aiming for the sustainable development of its activities and the inclusion of sustainable development criteria in its investment plans.

INTRACOM HOLDINGS, based on the size of the parent company as well as the consolidated figures, has no regulatory obligation for disclosures under the CSRD.

However, for reasons of continuity and consistency, and considering the disclosure of ESG data particularly important, the Company will publish by the end of October 2026, with 2025 as the reference year, an ESG Report in accordance with the VSME standards (Voluntary Sustainability Reporting Standard), which is related to the broader framework of the European Union's Corporate Sustainability Reporting Directive (CSRD). The Report will cover the activities of the INTRACOM HOLDINGS Group, as expressed by its policies and performance, through the parent company as well as its subsidiaries.

Finally, the Company participates in the ESG Index of the Athens Stock Exchange (Euronext Athens), where it discloses its performance on the issues under examination, on the relevant portal.