

COMMENTS OF THE BoD OF EYDAP S.A.

ON THE AGENDA OF

THE ORDINARY SHAREHOLDERS' GENERAL MEETING OF EYDAP SA

On June 25th, 2021

(Article 123, Law 4548/2018)

1. Approval of the Individual and Consolidated Annual Financial Statements of EYDAP SA, in accordance with the International Accounting Standards and the International Financial Reporting Standards (IAS / IFRS) of fiscal year 2020, the Board of Directors' (BoD) Report and the Independent Auditors' Report of the Company.

The Board of Directors of E.Y.D.A.P. SA following its resolution no. 20859 (ΑΔΑ: ΩΤ7Κ46Ψ84Ψ-994) which was taken at its 1401th meeting of April 7th 2021, approved the Individual and Consolidated Annual Financial Statements for the year 2020, which were subsequently posted on www.the Company's website as required by law. During the above meeting, the Board of Directors also approved its Management Report.

At the 1405th meeting of June 2nd, 2021, the Board of Directors of EYDAP SA decided and recommended to the Ordinary General Meeting of Shareholders the approval of the Individual and Consolidated Annual Financial Statements, in accordance with International Accounting Standards and International Financial Reporting Standards (IAS / IFRS), of fiscal year 2020, of its Management Report and of the Audit Report of the Certified Accountants of EYDAP SA

2. Approval according to article 108 of Law 4548/2018 of the overall management of EYDAP SA by the Board of Directors and dismissal of the Auditors from any liability for compensation for the corporate year 01.01.2020 - 31.12.2020.

Following the approval of the Annual Financial Statements, the Ordinary General Meeting of Shareholders will be called upon to approve the overall management of the Company by the Board of Directors as well as to relieve the Auditors of any liability for damages under Article 108 of the Law. 4548/2018 and article 34 of the Articles of Association of EYDAP SA, for the fiscal year 2020.

3. Approval of dividend distribution of prior years' earnings from the account "retained earnings" totaling € 25.560.000,00, ie a dividend of € 0,24 per share, as well as the determination of Shareholders entitled to receive the dividend and of the distribution date.

At the 1405th meeting of June 2nd, 2021, the Board of Directors of EYDAP SA, following the resolution no. 20892/02.06.2021 (ΑΔΑ: 6ΩΣΖ46Ψ84Ψ-ΤΣΗ), decided and recommends to the Ordinary General

Meeting of Shareholders the distribution of dividend of prior years, from the account retained earnings, amounting to 25.560.000,00 €, ie dividend of 0.24 € per share and Beneficiaries are those registered shareholders on July 1, 2021 (Record Date). The ex-dividend date is 30th of June 2021.

Payment of the dividend will be made in accordance with Article 4.1.3.4. of the Regulation of the Athens Stock Exchange, on the 7th of July 2020.

4. Approval of return of capital from the item "shares premium account" amounting to €24,495,000.00, ie a return of capital of €0.23 per share with a corresponding amendment of par. 3 of article 5 of the Articles of Association "Equity".

At the 1405th meeting of June 2, 2021, the Board of Directors of E.YD.AP. SA, following the decision no. 20892 / 02.06.2021 (ΑΔΑ: 6ΩΖΖ46Ψ84Ψ-ΤΣΗ), decided and proposes to the Ordinary General Meeting of Shareholders the return of capital from the shares premium account amounting to 24,495,000.00 €, that is, a capital return amount of € 0.23 per share with a corresponding amendment of par. 3 of article 5 of the Articles of Association of EYDAP SA, with the title "Share Capital" as it is valid under the decision of 26.06.2020 of the Ordinary General Meeting of Shareholders of E.YD.AP. SA The proposed article to be amended has been posted on the official website of the Company (www.eydap.gr) in the section "Investor Relations".

The return of capital from the shares premium account will take place 40 days after the publication on the website of the General Commercial Register (G.E.M.I.-www.businessportal.gr) of the decision of the Ordinary General Meeting of Shareholders to reduce the share capital of the Company.

5. Approval of the remuneration and expenses paid to Members of the Board, the Audit Committee Members, the Members of the Remuneration and Candidacy of the BoD Committee and the Members of Innovation and Digital Transformation Committee of EYDAP SA from the period 01.07.2020 until 30.06.2021 and pre-approval of their remuneration and expenses for the period from 01.07.2021 to 30.06.2022 and approval of the benefits received by the Members of the Board for the year 2020 and approval of the additional fixed benefits received by the Members of the Board of EYDAP SA, for their participation in Company Committees for the year 2020.

At the 1405th meeting of June 2nd, 2021, the Board of Directors of E.Y.D.A.P. SA, following the resolution no. 20890/02.06.2021 (ΑΔΑ: ΨΗΤΥ46Ψ84Ψ-ΩΟΓ), decided and recommends to the Ordinary General Meeting of Shareholders the approval of the respective total per category and type of amounts:

A. Those paid to Board Members the period from 01.07.2020 to 30.06.2021, i.e.:

1. The gross remuneration paid to the Members of the Board of EYDAP SA for their participation to the meetings amounting to € 144,000.00, plus employer contributions, and gross representation and movement expenses paid to the Board Members of EYDAP SA, amounting to € 31,876.68, plus employer contributions.

2. The gross remuneration paid to the Members of the Audit Committee of EYDAP SA, amounting to € 16.500.00, plus employer contributions, and gross representation and movement expenses paid to the Members of the Audit Committee of EYDAP SA, amounting to € 3,134.80, plus employer contributions.

3. The gross remuneration paid to the Members of the Remuneration-Candidacy Committee of EYDAP SA, amounting to € 5,400.00, plus employer contributions, and the gross representation and movement expenses paid to the Members of the Remuneration Committee of EYDAP SA, amounting to € 3,134.80, plus employer contributions.

4. The gross remuneration paid to the Innovation and Digital Transformation Committee of EYDAP SA, amounting to € 8.800.00, plus employer contributions, and gross representation and movement expenses paid to the Members of the Innovation and Digital Transformation Committee of EYDAP SA, amounting to € 5,015.68, plus employer contributions.

The gross remuneration paid to the Deputy Chief Executive Officer under no. 20853 / 05.04.2021 Decision of the Board of Directors for his participation in the Strategy and Innovation Committee of the Board of Directors, amounting to € 750.00, plus employer contributions and gross performance and travel expenses of € 470.22, plus employer contributions, for the period from 01.04.2021 to 30.06.2021

B. Those that will be paid to the Members for the period from 01.07.2021 to 30.06.2022, i.e.:

1. The gross remuneration paid to the Members of the Board of EYDAP SA for their participation to the meetings amounting to € 144,000.00, plus employer contributions, and gross representation and movement expenses paid to the Board Members of EYDAP SA, amounting to € 31,876.68, plus employer contributions.

2. The gross remuneration paid to the Members of the Audit Committee of EYDAP SA, amounting to € 18,000.00 plus employer contributions, and gross representation and movement expenses paid to the Members of the Audit Committee of EYDAP SA, amounting to € 5,642.64 plus employer contributions.

3. The gross remuneration that will be paid to the Members of the Remuneration-Candidacy Committee of EYDAP SA, amounting to € 16,750.00 (including the retroactive amount of € 750,00 for the period from 01.01.2021-30.06.2021) plus employer contributions, and gross representation and movement expenses that will be paid to the Members of the Remuneration Committee of EYDAP SA, amounting to € 7,837.00, plus employer contributions.

4. The gross remuneration that will be paid to the Members of the Innovation and Digital Transformation Committee of EYDAP SA, amounting to € 13,950.00, (including the retroactive amount of € 1,150.00 for the period from 01.01.2021-30.06.2021) plus employer contributions, and gross representation and movement expenses that will be paid to the Members of the Innovation and Digital Transformation Committee of EYDAP SA, amounting to € 6,269.61, plus employer contributions.

C. The benefits to the Members of the Board. of EYDAP SA for the year 2020, which amounted to € 967.18.

D. The additional fixed fees received by the Members of the Board for their participation in Company Committees for the year 2020, amounting to € 1,180.00.

6. Approval of the remuneration paid to the Chairman of the Board, the CEO and Deputy CEO of EYDAP SA from 01.07.2020 to 30.06.2021 and preapproval of their remuneration for the period of

01.07.2021 to 30.06.2022, pre-approval of additional incentive and pre-approval of additional extraordinary variable remuneration to the CEO and the Deputy CEO of EYDAP SA and approval of the annual benefits received for the year 2020.

At the 1405th meeting of June 2nd, 2021, the Board of Directors of EYDAP SA, following the resolution no. 20891/02.06.2021 (ΑΔΑ: ΨΗΦ046Ψ84Ψ-2Τ6) decided and recommends to the Ordinary General Meeting of Shareholders the approval of the respective total per category and type of amounts, ie:

1. the gross remuneration paid to the Chairman of the Board of EYDAP SA, amounting to € 57,000.00, plus employer contributions, from 01.07.2020 until 30.6.2021.
2. the gross remuneration paid to the CEO of EYDAP SA, amounting to € 128,000.00, plus employer contributions, from 01.07.2020 until 30.6.2021.
3. Of the gross remuneration paid to the Deputy CEO of EYDAP SA, amounting to € 90,000.00, plus employer contributions, from 01.07.2020 until 30.6.2021.
4. The budgeted expenses for the remuneration of the Chairman of the Board. of EYDAP SA, amounting to € 57,000.00 gross, plus employer contributions, for the period 1.7.2021 to 30.6.2022.
5. The budgeted expenses for the remuneration of the Managing Director of EYDAP SA, amounting to € 128,000.00 gross, plus employer contributions, for the period from 1.7.2021 to 30.6.2022.
6. The budgeted expenses for the remuneration of the Deputy CEO of EYDAP SA, amounting to € 90,000.00 gross, plus employer contributions, for the period 1.7.2021 to 30.6.2022.
7. The approval of the annual benefits of the Chairman of the Board, the Chief Executive Officer and the Deputy Chief Executive Officer of EYDAP SA, for the year 2020 which amounting to € 25,546.77.
8. The pre-approval budgeted expenditure for the payment of additional incentive, for the CEO and the Deputy CEO of EYDAP SA, in the form of variable gross earnings, dependent on short-term targeting (bonus), with the terms and conditions provided in no. 20889 / 02.06.2021 (ΑΔΑ: 9ΞΜΟ46Ψ84Ψ-ΓΞ5 Decision of the Board of Directors of E.Y.Δ.Α.Π.Α. The maximum variable remuneration (bonus) per Executive is set at 15% of the fixed remuneration of the Executive Members.
9. The pre-approval of payment regarding additional extraordinary variable compensation, the amount of which will be equal to the gross basic salary of two (2) monthly wage in the Executive Members, CEO and Deputy CEO of WSC SA, provided that the process of signing a contract with the Greek State is completed by 31 October 2021.

7. Submission of the Remuneration Report of fiscal year 2020 in accordance with articles 112 of Law 4548/2018

At the 1405th meeting of June 2nd, 2021, the Board of Directors of EYDAP SA, after receiving the no. 20887/02.06.2021 (ΑΔΑ: 6ΩΨΕ46Ψ84Ψ-ΥΥ9) decided following a relevant proposal of the Remuneration and Nominations Committee of the Company's Board of Directors, the approval of the Remuneration Report for the financial year 2020 and its submission to the Ordinary General Meeting

of Shareholders for discussion as the subject of the Agenda, according to article 112 of Law. 4548/2018. The vote of the Shareholders on the issue is advisory. The total remuneration received by the Members of the Board of EYDAP SA in the year 2020 is in compliance with the Remuneration Policy of the Members of the Board. of EYDAP SA approved by the Ordinary General Meeting of 26.06.2020.

The Remuneration Report of the Members of the Board of Directors of E.YD.AP. SA for the fiscal year 2020 as well as the relevant Audit Report of the auditing company "GRANT THORNTON A.E." have been posted on the Company's website www.eydap.gr in the section "Investor Relations".

8. Revision of the Remuneration Policy according to articles 110 and 111 of Law 4548/2018

At the 1405th meeting of June 2nd, 2021, the Board of Directors of EYDAP SA, after receiving the no. 20888 / 02.06.2021 (ΑΔΑ: ΩΑΒΒ46Ψ84Ψ-04Η) decision, decided and proposes to the Ordinary General Meeting of Shareholders the approval of the revised Plan of Remuneration Policy following a proposal of the Remuneration and Candidacy Committee of the Board of Directors of the Company. This revision incorporated the requirements of the new Law on Corporate Governance 4706/2020 and the proposals-recommendations of the Internal Audit Department of EYDAP SA and performance indicators were specified.

The revised Remuneration Policy Plan is posted on the Company's website www.eydap.gr in the section "Investor Relations".

9. Approval of the Policy of Suitability-Candidacy of the Members of the Board of Directors according to Law 4706/2020 and no. 60 / 18.09.2020 Circular of the Hellenic Capital Market Commission.

At the 1405th meeting of June 2nd, 2021, the Board of Directors of EYDAP SA, after receiving the no. 20886 / 02.06.2021 (ΑΔΑ: Ψ7ΒΩ46Ψ84Ψ-ΞΑΔ) decision, decided and proposes to the Ordinary General Meeting of Shareholders, pursuant to article 3 par. 3 of L.4706 / 2020, the approval of the Policy of Suitability-Candidacy of Members of the Board of Directors of EYDAP SA, as it has been posted on the official website of the Company www.eydap.gr in the section "Investor Relations".

According to article 3 par. 1 of L.4706 / 2020, the said Policy was approved by the Board of Directors of EYDAP SA with the same above decision following a proposal of the Remuneration and Candidacy Committee of the Board of Directors of the Company and is in accordance with the requirements of article 3 of L.4706 / 2020 and no. 60 / 18.09.2020 Circular of the Hellenic Capital Market Commission.

10. Appointment of a Member of the Board of Directors of EYDAP SA as an Independent according to articles 5 par. 2 and 9 par. 1 and 2 of L.4706 / 2020.

At the 1405th meeting of June 2, 2021, the Board of Directors of E.YD.AP. SA, after receiving the no. 20885 / 02.06.2021 (ΑΔΑ: Ψ1ΑΡ46Ψ84Ψ-Ι21) of its decision, proposes to the Ordinary General Meeting of Shareholders the appointment of the non-Executive Member of the Board of Directors of E.Y.Δ.Α.Π. SA, Mr. Angelos Amditis, as Independent.

With the decision of the Ordinary General Meeting of Shareholders of June 26, 2019, Mrs. Aikaterini Beritsi, Mr. Michael Stavroulakis and Mr. Alexandros Nasoufis were appointed as Independent Members of the Board of Directors of E.YD.AP. SA, according to article 3 of Law 3016/2002.

The provisions of the new L.4706 / 2020 for Corporate Governance which will be in force on 17.07.2021, emphasize the element of collective suitability of the Board of Directors, which includes, among others, the requirement of article 5 par. 2 to operate as a whole with adequate representation of Independent Non-Executive Members in a percentage that is not less than 1/3 of the total number of its Members, according to article 5 par. 2 of the same Law.

Therefore, for the legality of the composition of the Board of Directors of E.YD.AP. SA the appointment of at least one more Member of the Board of Directors as an Independent is required by the General Meeting of Shareholders of the Company.

In this direction, the Remuneration and Candidacy Committee of the Board of Directors of the Company examined the fulfillment of the independence criteria in the person of the non-Executive Member of the Board of Directors, Mr. Angelos Amditis, according to article 9 of L.4706 / 2020. Following a relevant suggestion of the Remuneration and Candidacy Committee of the Board of Directors of the Company, the Board of Directors found the fulfillment of the independence requirements set by article 9 par. 1 and 2 of L.4706 / 2020 to the non-Executive Member of the Board of Directors, Angelos Amditis, as it emerged in particular from the evaluation: a) of the 24.05.2021 Responsible Declaration of Independence of the non-Executive Member of the Board of Directors, Mr. Angelos Amditis, b) of no. 13 / 24.05.2021 of the official note of the Shareholder Service and Corporate Announcements, c) of no. 13 / 24.05.2021 service note of the Procurement and Works Management Division, d) of no. 657 / 25.05.2021 of the official note of the Division of Remuneration and Labor Relations and e) of no. 25 / 24.05.2021 service note of the Secretariat Service of the Board of Directors.

The Solemn Declaration of Independence form is mounted on the official website of www.eydap.gr Company under "Investor Relations."

11. Election of an Audit Company and approval of its remuneration for the financial year 01.01.2021-31.12.2021, for: a) the audit of the Annual Financial Statements, b) the Review Report of the Interim Condensed Semi-Annual Financial Statements, c) the issuance of a Tax certificate, d) the issuance of an Independent Certified Public Accountant Report for the audit of the completeness of the information included in the Remuneration Report, according to article 112 of Law 4548/2018 and e) the granting of a Verification Report of an Independent Certified Public Accountant for the inclusion of consumption of electricity supplies in a regime of reduced charges under a Special Fee for the Reduction of Air Pollutant Emissions, in accordance with article 14 of the G.G. B '3152 / 30.07.2020.

At the 1405th meeting of 2nd of June 2021, the Board of Directors of EYDAP SA, after taking into account the most affordable advantageous offer, as it was approved unanimously by the Members of the Audit Committee of EYDAP SA, and also that the Audit Company "GRANT THORNTON SA":

- Provided to EYDAP SA during 2019 and 2020, auditing services that do not exceed the maximum time allowed in accordance with the provisions of article 42 of Law 4449/2017,

- There are no threats to the independence of this Audit Company, as determined by the Code of Professional Ethics of the International Federation of Accountants (Regulatory Act ELTE 004/2017 Φ.Ε.Κ. Β '3916 / 07.11.2017) and the Directive 2014 / 56 / EU and EU Regulation no. 537/2014 of the European Parliament and of the Council and Law 4449/2017, in accordance with the Supplementary Report to the Audit Committee for the fiscal year ending 31 December 2020,
- It does not provide to EYDAP SA and its Subsidiaries, prohibited non-audit services, in accordance with Article 5 of EU Regulation no. 537/2014 and Law 4449/2017,
- Has the necessary experience and specialization in accordance with internationally recognized Audit Standards and is of recognized validity in the subject,
- There has been impeccable professional cooperation and communication during the audit of the Financial Statements of the fiscal year 2019 and 2020 excellent quality of the work provided, demonstrating integrity, objectivity, professional competence, diligence, confidentiality and responsibility,

took the resolution no. 20884/02.06.2021 (ΑΔΑ: ΨΝΧΦ46Ψ84Ψ-Θ9Τ) and proposes to the Ordinary General Meeting of Shareholders:

1. The election of the Audit Company "GRANT THORNTON SA", for the audit of the Annual Financial Statements, the Review Report of the Interim Summary Financial Statements and the granting of Tax Certificate, for the financial year 2021 according to its offer dated 20.03.2021, with a total fee of € 71,500.00, plus VAT.
2. The appointment of Mr. Panagiotis Christopoulos (ID 28481) as a Regular Certified Auditor and Mr. Panagiotis Noulas (ID 40711) as an Alternate Certified Auditor.
3. The preparation of the Report of the Independent Certified Public Accountant for the audit of the completeness of the information included in the Remuneration Report, according to article 112 of Law 4548/2018, for the year 2021, with a fee of € 2,000.00, plus tax.
4. The Verification Report of the Independent Certified Public Accountant for the inclusion of consumptions of electricity supplies in a regime of reduced charges for the Special Fee for the Reduction of Emissions of Gaseous Pollutants, according to article 14 of the Official Gazette. Β '3152 / 30.07.2020, for the year 2021, with a fee of € 3,000.00, plus VAT.

12. Submission of the Annual Report of the Audit Committee for the financial year 2020

Brought to the attention of the General Meeting of Shareholders the Annual Report of Activity of the Company's Audit Committee for the year 2020, which has been approved by the Board of Directors. This issue does not require a vote or a decision.

The Activity Report of the Audit Committee of the Company for the year 2020 has been posted on the official website of the Company www.eydap.gr in the section "Investors Relations".

13. Various Announcements

Under this agenda item, fall all the announcements upon the topics that the BoD wishes to inform the Extraordinary General Meeting, but neither voting nor resolution are required.