

Remuneration Report
of the Company "DIMAND SOCIETE ANONYME - DEVELOPMENT AND EXPLORATION
OF REAL ESTATE AND CONSTRUCTIONS, SERVICES AND HOLDING"
for the year 01.01.2023 to 31.12.2023
to the Annual Ordinary General Meeting of Shareholders

Messrs. Shareholders,

This Remuneration Report has been prepared in accordance with the provisions of article 112 of Law 4548/2018 and includes a comprehensive overview of the aggregate remuneration regulated by the remuneration policy of article 110 of Law 4548/2018 of the Company for the preceding financial year. For the preparation of the Remuneration Report, the information of the European Commission, dated 01.03.2019, regarding the guidelines for the standardized presentation of the Remuneration Report under Community Directive 2007/36/EC, as amended by Community Directive 2017/828, was taken into account, regarding the encouragement of long-term active participation of shareholders (SRD II).

The Company has established a remuneration policy in accordance with the provisions of article 110 of Law 4548/2018 (the "Remuneration Policy"), which is listed on the Company's website www.dimand.gr. The Remuneration Policy, which was approved by the Ordinary General Meeting of Shareholders dated 22.06.2023, applies to the remuneration of the members of the Board of Directors, including the CEO, the General Managers of the Company and the head of the Internal Audit Unit. Any reference in this report to the concept of "covered person" or "executive" refers to the aforementioned persons.

The objective of the Remuneration Policy is:

1. Maximizing of the value of the Company, through the attraction and retention of executives, employees and associates with high training, experience and added value for corporate affairs,
2. Aligning and harmonizing the interests, goals and aspirations of the Company with those of its management, executives, employees and associates and the avoidance and/or prevention of conflict-of-interest situations,
3. Promoting and assuring the transparency and meritocracy in the remuneration of its management, executives, employees, and associates, as well as that these are proportional to the position, duties, tasks, responsibilities, performance, working conditions, professional qualifications, and experience of the persons to whom it

applies, taking into account both the provisions of the legislation and market practice, and

4. Strengthening the accountability of the members of the Board of Directors. and the supervision of shareholders on their remuneration.

A. The aggregate remuneration granted or paid, with analysis as to the individual components thereof, the respective percentages of the fixed and variable remuneration, including the remuneration of par. 2 article 109, and explanation as to how the performance criteria have been applied and how the aggregate remuneration complies with the approved remuneration policy.

Table 1 below presents the remuneration analysis, presenting the individual components thereof, which have been granted or paid in financial year 2023 to the Covered Persons.

It is clarified that Table 1 presents the gross remuneration, while net remuneration is calculated on the basis of the deductions and contributions that are borne by each beneficiary.

The following are noted:

1. The executive members of the Board of Directors, including the CEO, the General Managers and the head of the Internal Audit Unit are paid fixed salaries for the provision of services to the Company, based on a special relationship (employment contract or project services contract or mandate services contract, as the case may be).
2. The executive members of the Board of Directors do not receive remuneration for their participation in the meetings of the Board of Directors.
3. The aggregate remuneration paid to the covered persons in the year 01.01.2023 to 31.12.2023 consists exclusively of fixed remuneration, which complies with the approved Remuneration Policy and the legislation.
4. the Company has not implemented UP TO 31.12.2023 programs for granting variable remuneration of any kind, nor pension benefit programs, nor supplementary, pension plans, except for the coverage of the legal social security contributions, nor share offering schemes concerning the Company's shares.

B. Annual change in the remuneration of the Board of Directors and the other covered persons, the Company's performance and the average remuneration of full-time employees of the Company, excluding executives, during the last five (5) financial years.

Table 2 below presents the annual change in the remuneration of the Board of Directors and the other covered persons, the Company's performance and the average remuneration of full-time employees of the Company, excluding executives, during the last five (5) years (namely 2019 up to 2023, inclusive).

Remuneration presented in Table 3 is gross remuneration, while net remuneration is calculated on the basis of the deductions and contributions that are borne by each beneficiary.

With respect to the average employees' remuneration, this has been calculated as the aggregate amount of gross remuneration of full-time employees divided by the average number of full-time employees each year.

It is further noted that financial data is based on the audited and published Annual Financial Statements of the group for financial years 2019 up to 2023, inclusive, which are available on the Company's website www.dimand.gr.

C. Any type of remuneration received by any company of the Company's group, within the meaning of article 32 of Law 4308/2014

Within the financial year 2023, no remuneration has been granted or paid to covered persons by any Group company.

D. Number of shares and stock options that have been granted or offered to the members of the Board of Directors and main conditions for the exercise of these rights, including the strike price and the strike date, as well as any amendment

During the financial year 2023, the Company has not granted or offered shares and/or stock options for Company's shares to the members of the Board of Directors.

E. Any share and/or stock options exercised by members of the Board of Directors in the context of the Company's shares offering schemes

During the financial year 2023, the Company has not granted or offered shares and/or stock options for Company's shares to the members of the Board of Directors.

F. Information on the exercise of the ability to retrieve variable remuneration

No such case exists.

G. Information on any deviation from the application of the remuneration policy, pursuant to paragraph 7, article 110 of Law 4548/2018

The Company is fully compliant with the Remuneration Policy.

H. Approval of the Remuneration Report

In accordance with paragraph 3 of article 112 of Law 4548/2018, the Remuneration Report is submitted for discussion at the ordinary general meeting as an item on the agenda. The vote of the shareholders regarding the Remuneration Report is advisory and the Company's Board of Directors will explain in the Remuneration Report the way in which the result of the vote will be taken into account during the Ordinary General Meeting. There were no comments in the previous Ordinary General Meeting of the Company's shareholders on the Remuneration Report for the financial year 2022, which should be taken into account in the preparation of this report.

This Remuneration Report is the second remuneration report, it concerns the financial year 2023 and is submitted for discussion at the Ordinary General Meeting of the Company's shareholders that will take place on 13.06.2024.

After the abovementioned Ordinary General Meeting, this report will be available on the Company's website for a period of ten (10) years, as defined in par. 4 of art. 112 of Law 4548/2018.

In accordance with the provisions of art. 112 par. 6 of Law 4548/2018, the members of the Board of Directors ensured that the Remuneration Report was prepared and is intended to be published, in accordance with the requirements of the provisions of this article.

The Company processes personal data of the members of the Board of Directors that are included in the Remuneration Report in accordance with the article 112 of Law 4548/2018 for the purpose of increasing corporate transparency regarding the remuneration of the members of the Board of Directors, in order to enhance the accountability of the members and the shareholders' oversight of their remuneration. Without prejudice to any longer period provided for by a specific provision, the Company shall not disclose

personal data included in the Remuneration Report after ten (10) years from the publication of this Remuneration Report.

Maroussi, 23.05.2024

The Board of Directors

Table 1 - Aggregate Remuneration of the Covered Persons

(amounts in €, except for %)

Full Name	Capacity	Fixed Remuneration (excl benefits)		Benefits ¹		Total Fixed Remuneration		Variable Remuneration		Aggregate Annual Remuneration
		€	%	€	%	€	%	€	%	€
Constantine Gonticas	Chairman, Independent Non-Executive Member of the BoD	50,000	100%	-	0%	50,000	100%	-	0%	50,000
Andriopoulos Dimitrios	Vice Chairman and CEO, Executive Member of the BoD	98,437	86%	16,427	14%	114,864	100%	-	0%	114,864
Dimtsas Nikolaos – Ioannis	Executive Member of the BoD, CIO	299,995	100%	-	0%	299,995	100%	-	0%	299,995
Dagtzi-Giannakaki Despina	Executive Member of the BoD, Chief Legal Counsel	150,000	100%	-	0%	150,000	100%	-	0%	150,000
Anastasopoulos Michail	Executive Member of the BoD, Chief Legal Counsel	195,000	100%	-	0%	195,000	100%	-	0%	195,000
Itsiou Olga	Executive Member of the BoD, COO	227,259	96%	8,404	4%	235,662	100%	-	0%	235,662
Chalkiadaki Anna	Executive Member of the BoD, (since 25.05.2023), CFO	150,000	100%	-	0%	150,000	100%	-	0%	150,000
Pelidis Emmanuel	Non-Executive Member of the BoD	29,000	100%	-	0%	29,000	100%	-	0%	29,000
Charitos Nikolaos	Independent Non-Executive Member of the BoD	28,000	100%	-	0%	28,000	100%	-	0%	28,000
Kazoli Polyxeni	Independent Non-Executive Member of the BoD (since 07.11.2023)	4,000	100%	-	0%	4,000	100%	-	0%	4,000
Antonakou Panagiota	Independent Non-Executive Member of the BoD (since 07.11.2023)	15,000	100%	-	0%	15,000	100%	-	0%	15,000
Thivaïos Georgios	Head of Internal Audit Unit	38,672	86%	6,305	14%	44,977	100%	-	0%	44,977
Ioannidou Maria	CBDO (up to 08.02.2023)	79,944	99%	908	1%	80,853	100%	-	0%	80,853
Grant Total		1,365,307	98%	32,044	2%	1,397,352	100%	-	0%	1,397,352

¹ Benefits include the value of each benefit and position privilege such as an individual medical plan, use of a company vehicle, and other benefits in kind or as a position privilege. Benefits do not include reimbursement of business expenses borne by the Executive Members of the BoD during the performance of their duties (e.g. travel, accommodation and meal expenses), nor expenses that are usually provided in the context of the performance of their duties (e.g. mobile phone, tablet, laptop, directors' liability insurance, life and health insurance coverage under a group plan).

A further analysis of the fixed remuneration of the member of the BoD is presented below:

Full Name	Capacity	Fixed Remuneration (excl. benefits)				Total
		Remuneration from Employment Contact or Project Services Contract or Mandate Services Contract (as the case may be)	Remuneration as a Member of the BoD	Remuneration for the participation in the Audit Committee	Remuneration for the participation in the Remuneration and Nominations Committee	
Constantine Gonticas	Chairman, Independent Non-Executive Member of the BoD	-	42,000	8,000	-	50,000
Andriopoulos Dimitrios	Vice Chairman and CEO, Executive Member of the BoD	98,437	-	-	-	98,437
Dimtsas Nikolaos – Ioannis	Executive Member of the BoD, CIO	299,995	-	-	-	299,995
Dagtzi-Giannakaki Despina	Executive Member of the BoD, Chief Legal Counsel	150,000	-	-	-	150,000
Anastasopoulos Michail	Executive Member of the BoD, Chief Legal Counsel	195,000	-	-	-	195,000
Itsiou Olga	Executive Member of the BoD, COO	227,259	-	-	-	227,259
Chalkiadaki Anna	Executive Member of the BoD, (since 25.05.2023), CFO	150,000	-	-	-	150,000
Pelidis Emmanuel	Non-Executive Member of the BoD	-	17,000	8,000	4,000	29,000
Charitos Nikolaos	Independent Non-Executive Member of the BoD	-	14,000	10,000	4,000	28,000
Kazoli Polyxeni	Independent Non-Executive Member of the BoD (since 07.11.2023)	-	3,333	-	667	4,000
Antonakou Panagiota	Independent Non-Executive Member of the BoD (up to 07.11.2023)	-	11,667	-	3,333	15,000
Grant Total		1,120,691	88,000	26,000	12,000	1,246,691

Table 2 – Annual Change in Remuneration and Company Performance Indicators

Amounts in € (except for %)

	Year 2023	Year 2022	Year 2021	Year 2020	Year 2019
Remuneration ² of Covered Persons	1,397,352	1,185,436	1,016,563	758,182	554,251
Annual change in the remuneration of covered persons	18%	17%	34%	37%	
Average remuneration ³ of full-time employees, excluding covered persons	39,910	35,472	28,972	28,286	27,565
Annual change in employees' average remuneration	13%	22%	2%	3%	
Performance Indicators of Dimand Group					
Portfolio value ⁴	220,710,364	134,301,463	87,795,314	56,118,555	39,318,975
Change in portfolio value (%)	64%	53%	56%	43%	
Net Asset Value (NAV)	140,049,279	125,528,482	39,040,998	33,771,311	20,070,927
Change in NAV (%)	12%	222%	16%	68%	
Adjusted operating profit	18,964,421	7,624,698	6,030,621	3,236,064	8,003,127
Change in adjusted operating profit (%)	149%	26%	86%	(60)%	

² The remuneration of the covered persons, and in particular in relation to the remuneration of the members of the BoD, includes all remuneration received by such members in their capacity as members of the BoD as well as in connection with their participation in BoD committees or in the context of their contractual relationship with the Company and relate to gross remuneration and any benefits.

³ Average remuneration of full-time employees includes gross remuneration, fixed and variable (if applicable).

⁴ Portfolio value includes the fair value of the investment property, the inventories and the fair value of investments in joint ventures (incl. joint ventures classified as «Assets held for sale») as of 31 December of each year.