



Thessaloniki Port Authority S.A.

Corporate Announcement

Announcement on the Formation and Election of the Unified Remuneration and Nomination Committee

Thessaloniki, 13/10/2025

ThPA S.A. ("the Company") announces that, on 9/10/2025, the Board of Directors (BoD) decided to establish a *unified* Remuneration and Nomination Committee, replacing the previous two separate Committees (Remuneration Committee and Nomination Committee). The BoD elected the new Remuneration and Nomination Committee and appointed its Chairperson.

Specifically, following an evaluation, the BoD, elected the new Remuneration and Nomination Committee of the Company, in accordance with articles 10, 11 and 12 of Law 4706/2020. The Committee consists of five (5) non-executive members of the BoD, including three (3) independent non-executive members, within the meaning of article 9 of Law 4706/2020, and is appointed for a term equal to that of the Board of Directors, that is, until 14/05/2027.

The new Remuneration and Nomination Committee consists of the following:

1. Angeliki Samara daughter of Dimitrios, independent non-executive member, *Chairperson of the Remuneration and Nomination Committee*,
2. Panagiotis Michalopoulos son of Angelos, independent non-executive member,
3. Efstathios Koutmeridis son of Theodoros, independent non-executive member,
4. Zonglyu (Jessie) LU daughter of Yaomin LU, non-executive member,
5. Konstantinos Fotiadis son of Panagiotis, non-executive member,

Please note that:

1. Each member of the Remuneration and Nomination Committee possesses the appropriate expertise and professional experience in managing the Company's risks and the members of the Remuneration and Nomination Committee collectively have the appropriate knowledge, experience and expertise regarding:
 - (a) remuneration policies and practices, as well as risk management, to ensure alignment of the remuneration policy with the risk profile of the Company, and
 - (b) corporate governance matters, the business activity of the Company and the main risks associated with it, as:

(a) remuneration policies and practices, along with risk management, to ensure alignment between the remuneration policy and the Company's risk profile; and
(b) corporate governance matters, the Company's business activities, and the principal risks associated with them, as:

- Ms. *Angeliki Samara* has experience in the supervision of financial reporting and auditing, has served as a member of previous Remuneration Committees of the Company, has served as Chairperson of the previous Nomination Committee of the Company and is an independent non-executive member of Boards of Directors of listed companies.

- Mr. *Panagiotis Michalopoulos* has experience in the management of companies, organizations and associations in the public and private sector, has served as Chairperson of the previous Remuneration Committee of the Company and as a member of the previous Nomination Committee of the Company.

- Mr. *Efstathios Koutmeridis* has professional experience in financial auditing and tax administration, holding relevant senior administrative positions.

- Ms. *Zonglyu (Jessie) LU* has extensive experience in Business Development, having held management positions in companies in the shipping sector for many years.

- Mr. *Konstantinos Fotiadis* serves as Legal Director in a company with a wide range of activities, as well as a legal advisor and member of the BoD of various companies, has experience in corporate governance matters of société anonyme companies, some of them in the fields of tourism and transportation.

2. The majority of the Committee members — specifically Ms. Angeliki Samara, Mr. Panagiotis Michalopoulos, and Mr. Efstathios Koutmeridis — fulfill the independence requirements and criteria set forth in the current regulatory framework (Article 9, paragraphs 1 and 2 of Law 4706/2020), as:

(a) they do not directly or indirectly hold voting rights exceeding 0.5% of the Company's share capital; and

(b) they are free from any financial, business, family, or other type of dependency relationship, which may influence their decision-making or compromise their independent and objective judgment.

Their independence was ascertained by the Ordinary General Meeting held of 14/05/2025, and reaffirmed by the BoD at its meeting on 09/10/2025.

The CVs of the members of the Remuneration and Nomination Committee are available on the Company's website (<https://www.thpa.gr/board-of-directors/>), for the purpose of providing complete, adequate, and appropriate information to both the Company's shareholders and the investing public.