



39th Annual Meeting of the shareholders of the

societe anonyme under the name

**« SPACE HELLAS S.A. TELECOMMUNICATIONS, IT, SECURITY
SYSTEMS AND SERVICES - PROVISION OF SECURITY SERVICES
PRIVATE ENTERPRISE »**

(General Commercial Registration Number (GEMH) 375501000)
(FISCAL YEAR 01.01.2024 – 31.12.2024)

Thursday, 19 June 2025, at 11:00 a.m.



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1.

INVITATION

INVITATION TO THE ANNUAL GENERAL MEETING OF THE SHAREHOLDERS OF THE COMPANY "SPACE HELLAS S.A. TELECOMMUNICATIONS, IT, SECURITY SYSTEMS AND SERVICES - PROVISION OF SECURITY SERVICES PRIVATE ENTERPRISE" (General Commercial Registry Number 375501000)

In accordance with the law, the company's articles of association and by virtue of resolution of the company's board of directors dated 27/05/2025, the shareholders of ordinary, registered, dematerialized shares with a voting right (hereinafter the "shareholders") of "SPACE HELLAS S.A. TELECOMMUNICATIONS, IT, SECURITY SYSTEMS AND SERVICES - PROVISION OF SECURITY SERVICES PRIVATE ENTERPRISE" (hereinafter "SPACE HELLAS S.A.") are hereby invited to the thirty ninth (39th) annual general meeting of the shareholders that will be held on Thursday, **19 June 2025 at 11:00 am** (hereinafter the "annual general meeting") at the company's headquarters (Agia Paraskevi, 312 Messogion Avenue, 1st floor), in order to discuss and decide upon the following items of the daily agenda:

AGENDA

Item 1: Submission and approval of the annual financial statements (standalone and consolidated) according to the international financial reporting standards for the fiscal year 2024 (1/1/2024 – 31/12/2024) along with the relevant reports and declarations of the board of directors and the independent auditor.

Item 2: Approval of the distribution of financial results of the fiscal year 2024 (1/1/2024 - 31/12/2024) including dividend distribution for the same fiscal year. Provision of authorizations to the company's board of directors.

Item 3: Approval of the overall management of the fiscal year 2024 (1/1/2024 - 31/12/2024) and release of the independent auditors for the same fiscal year according to the articles 108 and 117 para. 1 case c) of the law 4548/2018.

Item 4: Election of the certified auditors' company for (i) the audit of the annual and overview of the interim financial statements (standalone and consolidated) for the fiscal year 2025 (1/1/2025 - 31/12/2025), according to the international financial reporting standards, and (ii) the issuance of tax certificate for the said fiscal year, as well as the determination of the relevant remuneration.

Item 5: Election of an auditing company - certified auditor / accountant for expressing an opinion on the compliance of the submission of the sustainability report for the fiscal year 1/1/2025 - 31/12/2025 and determination of the relevant remuneration.

Item 6: Submission for discussion and consulting voting on the remuneration report of the fiscal year 2024 (1/1/2024 - 31/12/2024) - Reference to the opinion of the remuneration committee (HCMC Protocol no: 638 /26/03/2025).

Item 7: Approval of the paid compensation and remuneration to the members of the board of directors for the fiscal year 2024 (1/1/2024 - 31/12/2024) and pre-approval of compensation and remuneration for the fiscal year 2025 (1/1/2025 - 31/12/2025).

Item 8: Approval of the amendment of the suitability policy of the members of the board of directors of the company in accordance with the circular no. 60/29-04-2025 of the Hellenic Capital Market Commission.

Item 9: Submission of the annual activities report of the audit committee for the fiscal year 2024 (1/1/2024 - 31/12/2024).



Item 10: Submission of the report of the independent non-executive members of the board of directors for the period 27/6/2024 - 19/6/2025 according to article 9 para. 5 of the law 4706/2020.

Item 11: Grant of permission to the members of the board of directors and the company's managers, according to article 98 para. 1 of the law 4548/2018.

Item 12: Various announcements.

I. RIGHT TO PARTICIPATE TO THE ANNUAL GENERAL MEETING AND TO THE ADJOURNED GENERAL MEETING (IN CASE NEEDED)

At the above annual general meeting, only natural or legal persons that have the status of shareholder at the beginning of **June 14nd 2025**, day of **Saturday** (the beginning of the 5th day before the annual general meeting, hereinafter referred to as the "record date") have the right to participate and vote, that is the persons that are registered in the Dematerialized Securities System which is administered by the company "HELLENIC CENTRAL SECURITIES DEPOSITORY S.A." (ELKAT). Proof of shareholder status is evidenced through confirmation that the company receives from ELKAT in the context of the provision by the latter of the relevant registry services.

In case the quorum required by the articles of association and the law is not reached during the annual general meeting, an adjourned general meeting of the company's shareholders will be held on **July 26th, 2025, day of Thursday and at 11:00 am** (hereinafter referred to as the "adjourned general meeting"). The above record date is also valid in the case of an adjourned general meeting, for which no new invitation is required to be published, or in case of a postponement, if the postponed meeting is organized in a period no longer than thirty (30) days from the record date. If this does not happen then the person who holds the share at the beginning of the third date before the day of the postponed meeting participates to the postponed meeting. It is noted that, to prove the shareholder status, the shareholder is not required to present a relevant written certificate.

Against the company as a shareholder who is entitled to participate in the annual general meeting or in the adjourned general meeting and to exercise the right to vote is considered the above registered or the above identified as such at the record day. The exercise of the above participation and voting rights does not require share commitments of the holder or to follow any other relevant procedure, which restricts the possibility of selling or transferring of the said shares during the period between the record date, as above defined, and the date of the annual general meeting.

Shareholders that do not comply with the deadline in par. 4 of article 128 of law 4548/2018, i.e., that do not submit in writing or by electronic means the appointment of proxies or representatives to the company at least forty-eight (48) hours before the appointed date of the annual general meeting, participate at the annual general meeting unless the annual general meeting refuses this participation for good reason which justifies this refusal.

II. PARTICIPATION AND VOTING PROCESS BY PROXY.

Shareholders who are entitled to participate in the annual general meeting can vote either in person or by proxy, in accordance with the article 128 of the law 4548/2018.

Each shareholder (natural or legal person) may appoint up to three (3) proxies. However, if a shareholder holds shares of the company which appear in more than one securities' account, such limitation does not prevent that shareholder to appoint different proxies for the shares which appear in each securities' account in relation to the annual general meeting. A proxy appointment can be freely recalled. A proxy that acts for more than one shareholder can vote differently for each shareholder.

A shareholder may appoint a proxy for one or more general meetings and for a specific timeframe. The proxy is obliged to vote according to the shareholder's instructions if there are



any. Any non-compliance of the proxy with the instructions it has received does not affect the validity of the decisions of the annual general meeting, even if the representative's vote was decisive for achieving the majority.

The shareholder's proxy is obliged to file the voting instructions for at least one (1) year from the date of the annual general meeting or any adjourned general meeting, in which he used the power of attorney.

Form of appointment or revocation or replacement of proxies is available to the shareholders on the company's website www.space.gr and then: SPACE HELLAS-Investors Relations/General Meetings/2025, and in case a shareholder is not possible to have internet access to such forms, in a typed version at the company's Investor Relations and Corporate Announcements Unit (302 Messogion Av., Holargos, 210-6504458), which is possible to be send to the interested shareholder by e-mail or post office without charge. In accordance with the article 128 par. 4 v. 4548/2018 the said form shall be submitted at least forty-eight (48) hours before the specified date of the general meeting, i.e., until June 17, 2025, 11:00 am.

The document is either:

a) submitted by the shareholder or representative within the said deadline to the company's Investor Relations and Corporate Announcements Unit, at: 302 Messogion Av., Holargos, Attica, be filled-in and signed by the shareholder with the authenticity of the signature verified or alternatively digitally signed by using a recognized digital signature (qualified certificate) of the shareholder or

b) is sent by the shareholder or the representative within the above deadline, completed, signed by the shareholder and certified for his/her authenticity or, alternatively, digitally signed using a qualified digital signature (qualified certificate) of the shareholder, by e-mail to the company's e-mail address sharehold@space.gr (Shareholder Service & Corporate Announcements Unit).

Shareholders are asked to ensure that the proxy appointment document is successfully dispatched and received by the company and may call for this purpose: +30 210 6504458 (Investor Relations and Corporate Announcements Unit).

The appointed proxy is obliged to notify to the company, prior to the commencement of the annual general meeting, any specific fact, which might be useful to the shareholders, in their assessment of the risk of the proxy serving interests other than their own.

Conflict of interest may arise in particular in cases where the proxy: a) is a controlling shareholder of the company or is a legal person or entity controlled by such shareholder; b) is a member of the board of directors or in general of the management of the company or of a controlling shareholder, or of another legal person or entity controlled by such shareholder; c) is an employee or an auditor of the company or of a controlling shareholder, or of another legal person or entity controlled by a controlling shareholder; d) is a spouse or a first degree relative of a natural person referred to in cases a to c above.

III. MINORITY RIGHTS

According to article 121, paragraph four (4), of the Law 4548/2018, all shareholders are hereby informed that, inter alia, they have the following rights provided for in article 141 paragraphs 2, 3, 6 and 7, of Law 4548/2018:

Article 141 paragraph 2 of the Law 4548/2018: At the request of Shareholders representing 1/20 of the paid-up share capital, the Board of Directors is obliged to include additional items in the agenda of the General Meeting, provided that the relevant request is received by the Board of Directors at least fifteen (15) days prior to the General Meeting.



The additional items must be published or disclosed under the responsibility of the Board of Directors in accordance with Article 122 of the Law 4548/2018 at least seven (7) days prior to the General Meeting. The request to have additional items included in the agenda must be accompanied by a justification or by a draft decision to be adopted by the General Meeting. The revised agenda must be published in the same manner as the previous agenda, thirteen (13) days before the date of the General Meeting and at the same time must be also made available to Shareholders on the Company's website (www.space.gr, SPACE HELLAS / Investors Relations / General Assemblies / 2025), along with the justification or the draft decision submitted by the Shareholders, in accordance to the article 123 paragraph 4 of the Law 4548/2018. If these additional items are not published, the requesting shareholders are entitled to request the adjournment of the general meeting in accordance with paragraph 5 of Article 141 of the Law 4548/2018 and to make the publication themselves, in accordance to the second subparagraph of this paragraph (and paragraph 2 of Article 141 of the Law 4548/2018) at Company's expense.

Article 141 paragraph 3 of the Law 4548/2018: Shareholders representing 1/20 of the paid-up share capital, have the right to input drafts decisions which have been included in the initial or revised agenda of the General Meeting. At least seven (7) days before the date of the General Meeting, the drafts decisions on the items, are made available to the shareholders in accordance with the article 123 paragraph 3 of the Law 4548/2018 at least six (6) days before the date of the General Meeting.

Article 141 paragraph 6 of the Law 4548/2018: Following a request submitted by any Shareholder to the Company at least five (5) full days prior to the General Meeting, the Board of Directors is obliged to provide to the General Meeting the requested specific information on the Company's affairs, to the extent that this may be useful for the assessment of the items on the agenda. The Board of Directors may provide a single response to Shareholders' requests with the same content. The obligation to provide information does not apply in the event that the information requested is already available on the Company's website, especially in the form of questions and answers. At the request of Shareholders representing 1/20 of the paid-up share capital, the Board of Directors is obliged to announce to the Annual General Meeting the amounts that have been paid during the last two years to each member of the Board of Directors or to the Company's managers, as well as any benefits that were granted to them for any reason or on the basis of their contract with the Company. In all the above cases, the board of directors may refuse to provide the information for substantive reasons, as recorded in the minutes. Such a reason may be, in the circumstances, the representation of the requesting shareholders to the board, in accordance with Articles 79 or 80 of the Law 4548/2018. In the cases of this paragraph, the board of directors may respond in a single application to shareholders with the same content.

Article 141 paragraph 7 of the Law 4548/2018: At the request of shareholders representing at least one tenth (1/10) of the paid-up capital which is presented to the company within the period referred to in paragraph 6 of article 141 of the Law 4548/2018, the Board is obliged to provide to the General Assembly information on the course of Corporate Affairs and asset situation of the company. The Board may refuse to provide such information for substantive ground, which is indicated in the minutes. Such a reason might be, as the case may be, the representation of the applicant shareholders on the Board, in accordance with articles 79 or 80 of the Law 4548/2018, provided that the respective members of the Board have received relevant information in a sufficient way.

In all the above cases, the requesting shareholders must demonstrate their status as shareholders, as well as the number of shares they hold, at the time of the exercise of their right. Such proof is the presentation of a certificate from ELKAT or the certification of the shareholder status by a direct electronic connection of ELKAT and company.

All the above information on minority rights and the terms for enforcing them are available on the website of the company (www.space.gr and then: SPACE HELLAS/Investors Relations/General Meetings/2025).



IV. AVAILAIBLE DOCUMENTS AND INFORMATION

In the company's internet website (www.space.gr and then: SPACE HELLAS/Investors/General Meetings/2025) are available or will be available, according to the law and the company's articles of association, electronically and also available in hard copies in the company's offices (302 Messogion Av., Holargos, Attica, Investor Relations and Corporate Announcements Unit, Tel.:+30 210 6504458), in accordance with the law 4548/2018, the present invitation, the total number of shares and voting rights that these shares incorporate on the invitation date, the documents that need to be used for the participation and voting by proxy, any documents to be submitted to the annual general meeting, the draft decisions for each item of the agenda, or, in case there is no decision to be proposed for approval, comments of the board of directors as well as the draft decisions that are proposed by the shareholders, in accordance with paragraph 3 of article 141 of law 4548/2018, immediately upon their receipt by company, as well as information regarding the exercise of minority rights of par. 2, 3, 6 and 7 of article 141 of law 4548/2018.

Agia Paraskevi, May 27th, 2025

On behalf of the company

The Chairman of the BoD

SPYRIDON MANOLOPOULOS

2. PROPOSALS OF THE BOARD OF DIRECTORS ON THE ITEMS OF THE DAILY AGENDA

ITEM 1st: Submission and approval of the annual financial statements (standalone and consolidated) according to the international financial reporting standards for the fiscal year 2024 (1/1/2024 – 31/12/2024) along with the relevant reports and declarations of the board of directors and the independent auditor.

Required quorum: 1/5 off the share capital Majority: 50% + 1 of the votes represented

The board of directors proposes to the general meeting to approve the annual financial report (standalone and consolidated) according to the international financial reporting standards (IFRS) for the fiscal year 2024 (1/1/2024-31/12/2024) that have been approved from the board of directors (meeting dated 24/04/2025) accompanied by the relevant reports and statements of the board of directors and the independent auditor and published in accordance with the law.

The annual financial report and the relevant documents are available in the company's site (www.space.gr and then SPACE HELLAS/Investors/Financial Results/2024).

ITEM 2nd: Approval of the distribution of financial results of the fiscal year 2024 (1/1/2024 - 31/12/2024) including dividend distribution for the same fiscal year. Provision of authorizations to the company's board of directors.

Required quorum: 1/5 off the share capital Majority: 50% + 1 of the votes represented

The board of directors proposes to the general meeting to approve the distribution of the profits of the fiscal year 2024 amounting 2.737.213,52 euros after taxes according to the legislation as in force as follows:

- a) Formation, as provided in article 158 of Law 4548/2018, of the regular reserve 5% on net profits after taxes amounting to € 136.860,68.
- b) Distribution of dividend € 968.479,80 on net profits, amounting to Euro 0,15 per share, which exceeds the minimum dividend required by law under Article 161 of Law 4548/2018, considering Article 160 and the restrictions of Article 159 of the same law. According to the current tax provisions, the dividend to be distributed is subject to a 5% withholding tax (with the exception or variation of the withholding rate for shareholders subject to special provisions) and after the above withholding the net dividend payable per share amounts to fourteen euro cents and twenty-five centimes (€0.1425).
- c) The remaining balance of the net profit shall remain as retained.

With regard to the dividend for the fiscal year 2024, as already announced by the company with the financial calendar 2025, the general meeting is required to approve the ex-dividend date, the record date file of the beneficiary shareholders and the payment date for the remaining dividend of the financial year 2024, as follows: Ex-dividend date: Monday, July 21 2025. Beneficiaries of dividend (record date): Tuesday, July 22, 2025. Dividend payment date: Friday, July 25, 2025. The payment of the dividend for the fiscal year 2024 will be made through a relevant bank.

Finally, the board of directors requests the authorization by the general meeting for the implementation of its decisions on the current item of the agenda, including the payment of the dividend to the beneficiary shareholders, as mentioned above.

ITEM 3rd: Approval of the overall management of the fiscal year 2024 (1/1/2024 - 31/12/2024) and release of the independent auditors for the same fiscal year according to the articles 108 and 117 para. 1 case c) of the law 4548/2018.

The board of directors proposes to the general meeting to approve the overall management of the company's board of directors for the fiscal year 1/1/2024 – 31/12/2024, according to the article 108 of the Law 4548/2018 and release of independent auditors who carried out the audit of the financial statements from any liability for compensation for of the fiscal year 1/1/2024 - 31/12/2024, according to the article 117 par.1 case c) of the Law 4548/2018.

ITEM 4th: Election of the certified auditors' company for (i) the audit of the annual and overview of the interim financial statements (standalone and consolidated) for the fiscal year 2025 (1/1/2025 - 31/12/2025), according to the international financial reporting standards, and (ii) the issuance of tax certificate for the said fiscal year, as well as the determination of this remuneration.

Note: According to article 124 par. 8 of law 4548/2018: "8. A natural person who holds shares listed on a regulated market and who is a member of the board of directors of that company, does not participate in the vote of the general meeting and is not counted on to form the quorum and majority when the general meeting decides to assign the mandatory audit of financial statements by a certified auditors or audit firm. This paragraph shall not apply when the majority of the independent members of the Board of Directors declare that they agree with the assignment of the audit to the proposed persons".

Following the recommendation and reasoned preference of the company's audit committee and with the approval of all the independent members of the board of directors, according to article 124 para. 8 of the law 4548/2018, the board of directors proposes to the general meeting of shareholders, the annual audit and review of the company's interim financial statements (standalone and consolidated) for the fiscal year 1/1/2025- 31/12/2025 to be carried out by the auditing company "ASSOCIATED CERTIFIED PUBLIC ACCOUNTANTS s.a. (Crowe)" with an annual fee of € 37.240, plus VAT for the audit of the company's annual financial statements 2024 (standalone and consolidated), € 6.000 plus VAT for the review of the semi-annual financial statements of the company 2025 (standalone and consolidated) of € 15.000 plus VAT for issuance of the annual tax certificate 2025.

Following the above recommendation, and after the recommendation and reasoned preference of the company's audit committee and with the approval of all the independent members of the board of directors, according to article 124 para. 8 of the law 4548/2018, the Board of Directors also proposes to the general meeting of shareholders the general meeting to elect as ordinary and alternate independent auditors of the company for the audit of the financial statements of company and the group of companies of the fiscal year 1/1-31/12/2025, according to the provisions of law 4548/2018 and the legislation in force, the following certified public accountants of the Auditing Company "ASSOCIATED CERTIFIED PUBLIC ACCOUNTANTS s.a. (Crowe)": a) as ordinary auditor it is proposed to be elected Mr. Koutsoulentis Vasileios son of Theodoros, certified public accountant, resident of Lagonisiou Kalyvion, 4 Agias Skepis and Thiras street, municipality of Saronikos, ID A 01500692/28-2-2025/T.A. Saronikos, tax reference number 107989876 and S.O.E.L. registration number 39261 as an ordinary auditor and b) as substitute auditor it is proposed to be elected Mr. Karalis Efstathios son of Ioannis, certified public accountant, resident of Melissia, 6 Dodekanisou street, municipality of Penteli, ID P 630398/15.06.1995/T.A. Penteli, tax reference number 118214333 and S.O.E.L. registration number 40311.

It is noted that the total remuneration of the certified auditors by the company for the fiscal year 2024, according to the decision of the 38th annual general meeting of the company's shareholders amounted to € 37.240,00 plus VAT for the audit of the annual financial statements 2024 (standalone and consolidated), to € 6.000,00 plus VAT for the review of the 2024 semi-



annual financial statements (standalone and consolidated) and to € 15.000,00 plus VAT for the issuance of the annual tax certificate 2024.

Therefore, there was no change in the annual fee for the audit of the annual financial statements and the review of the semi-annual financial statements (standalone and consolidated) for the fiscal year 2025, in accordance with international financial reporting standards, which is reasonable and within the range of current prices in the audit industry and commensurate with both the size of the company and the group and the size, reputation, prestige and experience of the auditing company.

Also, according to the above recommendation of the audit committee, it should be considered that:

a) The two (2) certified auditors of the auditing company "ASSOCIATED CERTIFIED PUBLIC ACCOUNTANTS s.a. (Crowe)" have audited a considerable number of companies in several industries over a number of years. Mr. Koutsoulentis has the appropriate audit experience and extensive knowledge of IFRS issues.

b) Due to the familiarity of the auditing company's executives with the issues of SPACE HELLAS, they can conduct the audit of the company more efficiently and in a more targeted manner.

c) From the communications with the executives of the Financial Division, it is provided that their cooperation with the executives of the audit firm is excellent and particularly effective, achieving compliance with the strict deadlines for the publication of the financial statements.

It is noted that based on their statements to the audit committee, the above certified auditors and members of the audit team are independent in relation to SPACE HELLAS and there is no obstacle in their appointment.

The objectivity and independence of the certified auditors for the above services to be provided to the company for the fiscal year 2025 are adequately ensured and, in addition, their independence is confirmed in writing by the certified auditors themselves in their solemn declarations to the company.

Considering all the above, the audit committee proposed and recommended to the board of directors that the aforementioned auditors conduct the external audit of the company for the fiscal year 2025.

ITEM 5th: Election of an auditing company - certified auditor / accountant for expressing an opinion on the compliance of the submission of the sustainability report for the fiscal year 1/1/2025 - 31/12/2025 and determination of the relevant remuneration.

Required quorum: 1/5 off the share capital Majority: 50% + 1 of the votes represented

The board of directors submits for discussion and voting to the general meeting, such as the expressing of an opinion, on the compliance of the submission of a sustainability report for the financial year 1/1/2025 - 31/12/2025, in accordance with law no. 5164/2014, law no. 4548/2018 and the announcement of the Hellenic Capital Market Commission no.: 506 / 07/03/2025, to the company "ASSOCIATED CERTIFIED PUBLIC ACCOUNTANTS s.a. (Crowe)": and the distinctive title "SOL Crowe" with a remuneration of € 14,000 plus VAT.

ITEM 6th: Submission for discussion and consulting voting on the remuneration report of the fiscal year 2024 (1/1/2024 - 31/12/2024) - Reference to the opinion of the remuneration committee (HCMC Protocol no: 638 /26/03/2025).

Required quorum: 1/5 off the share capital Majority: 50% + 1 of the votes represented

“REMUNERATION REPORT OF BOARD OF DIRECTORS (article 112 LAW 4548/2018)”

The board of directors of the company under the name “SPACE HELLAS S.A. TELECOMMUNICATIONS, IT, SECURITY SYSTEMS AND SERVICES - PROVISION OF SECURITY SERVICES PRIVATE ENTERPRISE” and the distinctive title "SPACE HELLAS" submits the present remuneration report (hereinafter the "Report") for discussion as the subject of the 6th item of the agenda of the annual general meeting of shareholders of the company of 19 June 2025, pursuant to article 112 of the law 4548/2018, as amended and in force. The Report contains a comprehensive overview of the total remuneration of the members of the board of directors of the company for the last fiscal year (2024) and the minimum information required by law, has also been reviewed by the Company's remuneration and nomination committee (minutes of the meeting dated 04-06-2025) and is in line with the Company's remuneration policy, as approved and in force pursuant to the resolutions of the Annual General Meeting of the Company's shareholders dated 07/05/2019, 18/06/2020 and 12/06/2023. After the annual general meeting, it will be available on the company's corporate website for a period of ten (10) years, as required by law. According to the law, the vote of the shareholders has an advisory character and the company's BoD will explain in the next Report the way in which the result of the vote was considered during the annual general meeting of 19th June 2025.

A. TOTAL REMUNERATION PAID DURING THE FISCAL YEAR 2024:

Total remuneration of members of the board of directors of “SPACE HELLAS” for the year 2024 (article 112 par. 2 a' of the law 4548/2018 as in force). Remuneration policy covers all remuneration provided and in particular:

- Fixed remuneration (salary) 627.332 euros (net 356.623 euros),
- Variable remuneration (bonus) 124,000 euros (net 64,397 euros),
- Fees from participation in the board of director's meetings, and of its committees, 386.000 euros (net 229.863 euros).

NAME	GROSS REMUNERATION	GROSS BONUS	FEES FOR PARTICIPATION IN BoD	FEES AS A MEMBER OF A COMMITTEE OF BoD	TOTAL GROSS REMUNERATION
SPYRIDON MANOLOPOULOS (Executive Chairman)	140,625 €	30,00 €	54,000 €	0 €	224,625 €
IOANNIS MERTZANIS (Chief Executive Officer)	140,625 €	40,000 €	54,000€	0 €	234,625 €
IOANNIS DOULAVERIS (Executive Member)	137,906 €	36,000 €	54,000 €	0€	227,906 €
PANAGIOTIS MPELLOS (Executive Member)	126,562 €	18,000€	54,000 €	0 €	198,562€
ANASTASIA PAPANIZOU (Executive Member)	81,614 €	0€	54,000 €	0€	135,614 €
THEODOROS CHATZISTAMATIOU (Non-Executive Vice President)	0 €	0 €	44,000€	0€	44,000 €
CHATIRAS EMMANOUEL (Independent Non-Executive member)	0€	0 €	24,000 €	0€	24,000 €
THEOUDOROU EIRINAIOS (Independent Non-Executive Member)	0€	0€	0€	24,000 €*	24,000 €

ANNA KALLIANI (Independent Non-Executive Member)	0€	0€	24,000 €	0€	24,000 €
TOTAL	627,332 €	124,00 €	362,000 €	24,000 €	1,137,332 €

*refers to remuneration of the Chairman of the Audit Committee under a contract.

The fixed remuneration of the executive and non-executive members (except the independent ones) of the board of directors is determined by their indefinite employment relationship with the company.

Variable remuneration is linked to corporate goals that are determined by quantitative and qualitative criteria (financial results, economic indicators, retention of high-potential employees, social responsibility, adaptation to ever-changing technological developments in the field of information and communication technologies). These criteria contribute depending on the percentage of their achievement but also their predetermined importance to the percentage of the achievement of the general corporate goal. This goal is specified during the preparation of the annual budget (annual target) and the company's business plan (three-year target). Regarding 2023 the total annual target achievement fee amounted to € 124.000 was paid in 2024 and is analyzed in the above table.

Regarding the fees for preparation and participation in the meetings of the Board of Directors and depending on the distinction of the members of the Board of Directors in executive and non-executive, the amounts of the attached table were given as an extraordinary fee for the preparation and participation per meeting. These amounts resulted from the approved remuneration policy of the members of the board of directors (general meetings of the company's shareholders of 07/05/2019,18/6/2020 and 12/6/2023).

Finally, the Company provides non-monetary benefits to most Members of the Board of Directors due to the needs of their position to support the performance of their duties such as the use of a corporate mobile phone, the use of a corporate car and private health insurance based on the approval of the competent corporate bodies.

B. ANNUAL ALTERATION OF REMUNERATION, COMPANY'S PERFORMANCE & AVERAGE REMUNERATION OF EMPLOYEES (except for executives)

A comparative Table of annual total remuneration of the members of the board of directors of Space Hellas and average annual mixed remuneration of employees (except for executives) for the years 2019- 2024 (article 112 par. 2 b of Law 4548/2018) is presented.

Year	Total Gross Annual remuneration of BoD	Annual Change %	Annual Gross Remuneration of employees except for executives (average) ¹	Annual Change %
2024	1,137,332 €	5.39%	28,027 €	8.40%
2023	1,079,182 €	-5.47%	25,855 €	0,86%
2022	1,141,682 €	1.49%	25,633 €	2.79%
2021	1,124,866 €	4.22%	24,937 €	2,.7%
2020	1,079,281 €	-3.79%	24,432 €	-0.04%
2019	1,121.839 €	-2.47%	24,441 €	1.92%

Notes:

- (1) The average is calculated on the basis of the period of service (i.e., total gross remuneration by the number of staff in proportion to the months of service)

In detail, the changes of the members of the Board of Directors for the years 2024-2023 are as follows:

NAME	TOTAL GROSS REMUNERATION 2024	TOTAL GROSS REMUNERATION 2023	% of change
SPYRIDON MANOLOPOULOS (Executive Chairman)	224.625 €	194.625 €	15,4%
IOANNIS MERTZANIS (Chief Executive Officer)	234.625 €	234.625 €	0,0%
IOANNIS DOULAVERIS (Executive Member)	227.906 €	218.906 €	4,1%
PANAGIOTIS MPELLOS (Executive Member)	198.562 €	180.562 €	10,0%
ANASTASIA PAPARIZOU (Executive Member)	135.614 €	129.963 €	4,3%
THEODOROS CHATZISTAMATIOU (Non-Executive Vice President)	44.000 €	44.000 €	0,0%
CHATIRAS EMMANOUEL (Independent Non-Executive member)	24.000 €	24.000 €	0,0%
THEOUDOROU EIRINAIOS (Independent Non-Executive Member)	24.000 €	28.500 €	-15,8%
ANNA KALLIANI (Independent Non-Executive Member)	24.000 €	24.000 €	0,0%
TOTAL	1.137.332 €	1.079.182 €	5,4%

A comparative table with financial data and indicators that reflect the time course of the company's performance figures for the years 2019 – 2024 (article 112 par. 2 b of law 4548/2018) is presented.

YEAR	Turnover ¹	Profit before interest, tax, depreciation, and amortization (EBITDA) ¹	Profit before interest and tax (EBIT) ¹	After-tax profit (EAT) ¹	net debt/EBITDA (times) ¹	Index of the Company's performance (ROE) ¹
2024	155,171,000 €	18,192,000 €	10,585,000 €	1,848,000 €	3,30	6.00%
2023	148,078,000 €	17,480,000 €	11,281,00 €	4,78,000 €	2,70	17.00%
2022	128,586,000€	10,816,000 €	7,294,000 €	4,685,000 €	3,80	16.40%
2021	103,323,000 €	9,451,000 €	6,451,000 €	3,845,000 €	3,60	18.90%
2020	80,732,000 €	6,818,000 €	4,826,000 €	1,760,000 €	1,32	9.75%
2019	72,250,000 €	6,283,000 €	4,471,000 €	1,516,000 €	1,26	9.25%

Notes: (1) Economic indicators are derived from the consolidated balance sheet.

C. REMUNERATIONS OF ANY NATURE FROM ANY COMPANY BELONGING TO THE GROUP (art. (112 para.2 (c) of law 4548/2018).

Of the Group's affiliated companies, whose results are consolidated in the Company's financial statements, only in relation to the subsidiary "SINGULARLOGIC INFORMATION SYSTEMS AND INFORMATION APPLICATIONS S.A.", by decision of the annual general meeting of its shareholders dated 28/06/2024 (item 5), the payment of extraordinary remuneration from profit distribution was approved in accordance with Article 109 par. 1 of law no. 4548/2018 to the members of the Board of Directors Spyridon Manolopoulos, Chairman of the Board of Directors, Ioannis Mertzanis, CEO, Ioannis Doulaveris and Panagiotis Bellos, members of the Board of Directors, in the total amount of €265.000,00 and the Board of Directors was authorized to decide, at its discretion, to distribute the above total amount among the aforementioned members as beneficiaries. Thereupon they were paid: To Mr. Spyridon Manolopoulos, Chairman of the Board of Directors, the amount of € 60,000, to Mr. Ioannis Mertzanis, Managing Director, the amount of € 110,000, to Mr. Ioannis Doulaveris, member of the Board of Directors, the amount of € 70,000 and to Mr. Panagiotis Bellos, member of the Board of Directors, the amount of € 25,000, in accordance with article 109, par.1 LAW no.4548/2018. This extraordinary remuneration was paid by the subsidiary company to each of the above members during the 2024 fiscal year and has been considered in the company's financial results for the 2024 fiscal year.

D. No shares or share options have been granted or offered to the members of the Board of Directors during the fiscal year 2024 (article 112 par. 2 (d) of Law 4548/2018).

E. There is program for share options for the members of BoD during the fiscal year 2024 and therefore no options have been exercised (article 112 par. 2 (e) of Law 4548/2018).

F. It is not possible to recover variable remuneration (article 112 par. 2 (f) of the Law 4548/2018).

G. This Remuneration Report is in full compliance with the Company's approved remuneration policy and there are no deviations (article 112 par. 2 (g) of Law 4548/2018)".

ITEM 7th: Approval of the paid compensation and remuneration to the members of the board of directors for the fiscal year 2024 (1/1/2024 - 31/12/2024) and pre-approval of compensation and remuneration for the fiscal year 2025 (1/1/2025 - 31/12/2025).

Required quorum: 1/5 off the share capital Majority: 50% + 1 of the votes represented

The board of directors proposes the approval of compensations and remunerations paid to the members of the board of directors in the fiscal year 2024, in accordance with the article 109 of the law 4548/2018 which were determined and pre-approved by decision of the 27-06-2024 annual general meeting. Specifically, for the year 2024, have been paid (a) fixed remuneration (gross salary) of a total amount of 627.332 euros (net 356.623 euros) to the members of the board of directors with an employment relationship with the company and variable remuneration (bonus) totaling 124.000 euros (net 64.397 euros), pertain to the goals of the fiscal year 2023 paid in 2024, and (b) to all members of the Board of Directors fees for participation in meetings of the body, and where appropriate, of its committees, totaling 386.000 euros (net 229.863 euros).

A relevant table follows:

NAME	GROSS REMUNERATION	GROSS BONUS	FEES FOR PARTICIPATION IN BoD	FEES AS A MEMBER OF A COMMITTEE OF BoD	TOTAL GROSS REMUNERATION

SPYRIDON MANOLOPOULOS (Executive Chairman)	140,625 €	30,000 €	54,000 €	0 €	224,625 €
IOANNIS MERTZANIS (Chief Executive Officer)	140,625 €	40,000 €	54,000 €	0 €	234,625 €
IOANNIS DOULAVERIS (Executive Member)	137,906 €	36,000 €	54,000 €	0 €	227,906 €
PANAGIOTIS MPELLOS (Executive Member)	126,562 €	18,000 €	54,000 €	0 €	198,562 €
ANASTASIA PAPARIZOU (Executive Member)	81,614 €	0 €	54,000 €	0 €	135,614 €
THEODOROS CHATZISTAMATIOU (Non-Executive Vice President)	0 €	0 €	44,000 €	0 €	44,000 €
CHATIRAS EMMANOUEL (Independent Non- Executive member)	0 €	0 €	24,000 €	0 €	24,000€
THEOUDOROU EIRINAIOS (Independent Non- Executive Member since 10/10/2022)	0 €	0 €	0 €	24.000 €* 24,000 €	24,000€
ANNA KALLIANI (Independent Non- Executive Member)	0 €	0 €	24,000 €	0 €	24,000€
TOTAL	627,332 €	124,000 €	362,000 €	24,000 €	1,137,332 €

*refers to remuneration of the Chairman of the Audit Committee under a contract.

The above remuneration (salary) as well as the variable remuneration (bonus) are within the framework of the pre-approval of the general meeting of 27-06-2024. In accordance with the updated remuneration policy approved by the general meeting of 18-06-2020, regarding the extraordinary remuneration of the members of the board of directors for their preparation and participation in the meetings of the body, the payment of a fixed (flat rate) fee, which (fee) amounts to € 54,000 for executive members and € 24,000 for non-executive members, excluding the non-executive vice president who will be remunerated with € 44,000, in any case regardless of the number of meetings. The amounts of the remuneration of the members of the board of directors for their participation in the meetings of the body for the year 2024 mentioned in the table above, are in accordance with the above-mentioned updated remuneration policy of the company and the new remuneration policy approved by the general meeting of 12-06-2023, and are in line with those approved by previous general meetings of the company's shareholders based on the relevant previous policies of the company. The amount of remuneration differs for the executive members of the board of directors, compared to the non-executive members, because the executive members, due to their position, are also responsible for the analysis of the agenda items, the briefing of the non-executive members of the board, the preparing and advising on decision-making.

Consequently, the board of directors proposes the pre-approval of compensation and remuneration of the members of the board of directors for the fiscal year 2025 and proposes that the fixed remuneration for the members with an employment relationship with the Company to be set at to the level of 672.000 euros from 627.332 euros in 2024 and that the variables (bonus) amount to a maximum of € 124.000, the same as in 2024, to be paid in 2025 to achieve the targets set for the fiscal year 2024. Regarding the extraordinary remuneration of the members of the board of directors for their preparation and participation in the meetings of the body, it is proposed the payment of a fixed remuneration (standard fee) according to the



approved by the general meeting of the company's shareholders of 12-06-2023 remuneration policy, which (remuneration) will amount to € 54,000 for executive members and to € 24,000 for non-executive members, except a) the independent non-executive member of the company's board of directors who is also the chairman of the audit committee and who will receive a fee of € 24,000 for performing the duties of the chairman of the audit committee and will not receive any fee for attending board meetings, in accordance with the relevant provision of the company's remuneration policy; and b) the non-executive vice president who will be receiving € 44,000, in any case regardless of the number of meetings. Finally, the variable remuneration (bonus) regarding the achievement of the goals for the year 2025 to be paid within 2026 is proposed to be formatted in accordance with the company's remuneration policy, and, in any case, up to the maximum quantitative limit given by this pre-approval.

ITEM 8th: Approval of the amendment of the suitability policy of the members of the board of directors of the company in accordance with the circular no. 60/29-04-2025 of the Hellenic Capital Market Commission.

Required quorum: 1/5 off the share capital Majority: 50% + 1 of the votes represented

According to the circular 60 / 29-04-2025 of the Hellenic Capital Market Commission (update of circular 60 / 18-09-2020) and taking into consideration the document of the Hellenic Capital Market Commission on the subject: "Notes, clarifications and recommendations regarding the actions of companies in view of the publication of the Annual Financial Reports 31.12.2024 in the context of corporate governance" and the indication of the Securities and Exchange Commission in the said document that since the publication of Law no. 5178/14.02.2025 and until 30.06.2026, companies must take all necessary organizational measures to comply with the obligations provided for, the Board of Directors recommends to the General Meeting to approve the new suitability policy as an amendment to the existing one, which reflects the changes due to the amendment of Law No. 4706/2020 (v. 5178/2025).

The amendments relate to the addition of: a) in section I. 1 of the amended provisions, and in paragraph 4. of case d) concerning the observance of the percentages for gender balance on the board of directors in accordance with articles 3A and 3B of the Act. 4706/2020 and b) in section III A. of paragraphs 3., 4. and 5. which are paragraphs 8., 9. and 10. of the circular 60 / 29-04-2025 of the Securities and Exchange Commission.

The new suitability policy is as follows:

**"SUITABILITY POLICY
OF THE MEMBERS OF THE BOARD OF DIRECTORS**

I. Legal framework – approval, amendments, and periodical evaluation- scope - content

1. In the company "**SPACE HELLAS SOCIETE ANONYME TELECOMMUNICATIONS, IT, SECURITY SYSTEMS & SERVICES PRIVATE ENTERPRISE FOR PROVISION OF SECURITY SERVICES**" (General Commercial Registration No (GEMH) 375501000, (hereinafter the "company ") a suitability policy applies in accordance with the provisions of Article 3 of LAW 4706/2020 on the "Corporate governance of societe anonyme companies, modern capital market, incorporation into Greek legislation of the Directive (EU) 2017/828 of the European Parliament and of the Council, measures to implement Regulation (EU) 2017/1131 and other provisions", as amended pursuant to Law 5178/2025 (Government Gazette A' 22/14.02.2025) "Measures for gender balance in management positions in listed companies, unlisted public limited companies and public enterprises - Implementation of Directive (EU) No.) 2022/2381 of the European Parliament and of the Council of 23 November 2022 - Arrangements for the strengthening of pilot programs for strengthening social cohesion - Demographic Development Program and other provisions" and applicable, Law 4548/2018, as in force, the company's Articles of Association and Circular No. 60/29-04-2025 (update of Circular 60 posted under ΑΔΑ ΩΙΠΓΟΡΡΠΠ-ΣΑΖ) of the Securities and Exchange Commission



on the subject: "Guidelines for the Suitability Policy for the application of the provisions of Article 3 of Law No. 4706/2020, as amended by Law 5178/2025 and in force (hereinafter referred to as the "Suitability Policy").

2. The suitability policy is made and approved by the board of directors of the company and then it is submitted for approval to the general assembly of the shareholders of the company and after that it is posted to the company's website. Amendments to the suitability policy must be approved by the board of directors of the company and in case they are substantial must be submitted for approval to the general assembly. The suitability policy and any substantial amendment is in force upon its approval by the general assembly of the shareholders of the company. As substantial amendments are defined the amendments that introduce derogations or significant changes to the content of the suitability policy and more particular as regards the applied general principals and criteria.

3. The suitability policy is in accordance with the internal operation code of the company, as in force, and the corporate governance code that the company applies.

4. The suitability policy includes a) The principles on the selection or the replacement of the members of the board of directors as well as the renewal of the term of the current members, b) The criteria on the evaluation of suitability of the members of the board of directors and in particular as regards the moral guarantees, the reputation, the know-how and skills, the independence in the opinion and the experience in the execution of duties appointed, c) the diversity criteria in the selection of the members of the board of directors and d) the criteria and procedure for the selection of the members of the board of directors, taking into account the percentages for gender balance on the board of directors, in accordance with Articles 3A and 3B of Law No. 4706/2020.

5. The suitability policy aims to ensure the quality staffing, efficient operation, and fulfilment of the role of the Board of Directors based on the overall strategy and medium-term business objectives and planning of the company with the aim of promoting the corporate interest.

6. In the formation of the suitability policy, the board of directors of the company has taken into consideration the size of the company, its internal organization, the risk assessment, the nature, scale and complexity of the company's activities, as well as any other specific element related to the company, the markets to which the company operates and also the principles of the digital transformation and the ICT technologies.

7. The nominations committee, the internal control unit, as well as the organizational units with a similar subject matter (as is the human resources and / or the legal department) may provide effective contribution in the formation and monitoring of the suitability policy.

8. The company monitors the effectiveness of the suitability policy, proceeds to its periodical evaluation in between regular time periods or when significant event take place events or changes and amends the suitability policy and reexamines its concept, taking into consideration, inter alia, the recommendations of the nominations policy and of the internal control unit and any external bodies, if required.

II. Composition of members of the members of the board of directors

1. In accordance with the company's articles of association, the company is managed by the board of directors composed from three (3) to nine (9) members. The exact number of the members of the board of directors is decided by the general assembly of the shareholders of the company, in between the limits predicted in the articles of association.

2. In any case, the board of directors is completed by a sufficient number of members and its appropriate synthesis is always secured, as it is provided hereunder.

3. More specifically, the board of directors is consisted of executive, non-executive, and independent non-executive members.

3.1. The executive members of the board of directors have executive authorizations as regards the management of the company in the context of their tasks assigned to them and more specifically: a) are responsible for the application of the company's strategy as decided by the board of directors and b) consult in regular time periods with the non-executive members of the board of directors as regards the suitability of the applied strategy.

3.2. The non-executive members as well as the independent non-executive members of the board of directors, in addition to their general duties in the criteria of their position as members of the board of directors, are entrusted with the role of the systematic oversight and monitoring of the process of decision making by the management of the company and more specifically: (a) monitor and examine the strategy of the company and its implementation, as well as the achievement of its objectives, (b) ensure effective supervision of executive members, including the monitoring and control of their performance, and (c) express and provide opinion on proposals submitted by executive members, on the basis of existing information.

3.3 Moreover, the independent non-executive members of the board of directors (a) are not less than one third (1/3) of the total number of members of the board of directors and, in any case, no less than two (2), whereas, if a fraction occurs, it shall be rounded to the next largest whole number and (b) at the time of their appointment or election and during their term of office shall meet the independence criteria predicted in Article 9 of LAW 4706/2020.

4. It should be noted that in case the president of the board of directors is an executive member, a vice president is appointed obligatory from its non-executive members. Upon the condition that the said obligation is met, another vice-chairman from its executive members can be appointed.

III. Principles of the selection, replacement, or renewal of the term of the members of the board of directors.

A. General Principles

1. The company aims to staff the members of the board of directors with persons of good character and reputation who also have the experience needed from their assigned duties and their role in the board of directors, and in parallel they are available to the extent necessary for performing their duties. The company promotes and ensures diversity and adequate gender representation on its board of directors and, more generally, ensures equal treatment and opportunities, as well as the pooling of a wide range of qualifications and skills among board members.

2. Upon the selection, the renewal of the term and the replacement of a member of the board of directors, the assessment of the individual and collective suitability is taken into consideration (as analyzed in more details hereunder in B).

3. The selection criteria are set by the Board of Directors, following the recommendation of the company's Remuneration and Nomination Committee, before the start of the selection process and cover all stages of the selection process, so that, in the event that the required percentage of article 3A of Law no. 4706/2020, as in force, to ensure that among the candidates with the same qualifications in terms of competence, skills and professional performance, priority is given to the candidature of a person of the underrepresented sex, unless exceptional reasons, specifically justified, require the selection of the candidate of the other sex.

4. A candidate who has been examined in the selection procedure for appointment or election to a position on the Board of Directors shall receive within twenty (20) days, upon request addressed to the company, detailed information on:

(a) the evaluation criteria on which the selection was based,



b) the objective, comparative evaluation of the candidates resulting from the application of the criteria in a); and

(c) the specific reasons which led to the exceptional selection of a candidate of a gender which is not under-represented, if such a case exists.

5. The company bears the burden of proving that the provisions of points 3 and 4 above have been complied with.

6. The candidate members of the board of directors, prior to their occupation of the office, are informed for the culture, the values and the general strategy of the company and the corporate governance principles, so that they are aware, if possible.

7. It is a condition for the election or the maintenance of membership in the board of directors is that there is no issued final and undisputed judgement in the between one (1) year, before or from its election accordingly, that recognizes its liability for damage transactions of the company or non-public listed company of the LAW 4558/2018, with affiliated members.

8. The bylaws of the company can predict a period for the above condition of more than one (1) year.

9. Each candidate member submits to the company a personal statement that no such above condition is met and each member of the board of directors notifies without delay to the company the issuance for such final and undisputed decision.

10. In the performance of their duties, the members of the board of directors must show the effort of a prudent businessperson who is active in similar conditions. Such effort is examined in the basis of the role of each member and its duties assigned by the law, the company's bylaws or with a decision of the competent company's bodies.

B. Individual and collective suitability of the members of the board of directors.

1. It must be examined that the members of the board of directors are suitable for their place to the board. Such a suitability is distinguished by individual and collective.

More specifically:

1.1. The individual suitability is the extent to which a person is considered to have as a member of the board of directors efficient knowledge, qualifications, experience, independent thinking, and good reputation to the performance of their duties as member of the board of directors of the company.

1.2. The collective suitability is the suitability of the members of the board as a whole.

3. For the examination of the above, the company monitors on a regular basis the suitability of the members of the board, especially to find out, under the knowledge of any new event, cases under which the reassessment of their suitability is necessary.

4. Besides the above regular monitoring of the suitability of the members of the board of directors, the suitability of each member or the members is evaluated also in non-regular cases, especially in the following cases: a) When there are doubts as to the individual suitability of the members of the board of directors or the suitability of the composition of the body, b) In case of significant impact on the reputation of a member of the board of directors, c) In case of the occurrence of a fact that might significantly affect the suitability of a member of the board of directors including the cases in which the members do not comply with the conflict of interest policy of the company.

5. In case that the end of the above one or more of the suitability criteria is noted in a member of the board, for reasons that such member could not prevent even with measures taken of

extreme diligence, the board of directors of the company shall immediately cease such member, and also proceed to the replacement in between three (3) months.

6. The board of directors with its decision, upon an opinion of the competent bodies of the company, ensures that the company obtains the appropriate replacement plan, for the normal continuity of the management of the company's affairs and the decision making, in case of members that leave, and especially the executive members and the members of the committees.

B.1 Evaluation criteria of the individual suitability of the members of the board of directors.

1. The individual suitability of the members of the board of directors is mainly assessed based on the criteria mentioned below. The criteria are general and apply to all the members of the board of directors regardless of whether they are executive, non-executive or independent non-executive members. Special impediments, commitments, or conditions (such as those of art. 3 par. 4, 5 and 6 and art. 9 par. 1 and 2 of Law 4706/2020 and art. 44 par. 1 of Law 4449/2017) apply regardless of the suitability criteria, as defined in the relevant provisions in force and are related accordingly taking into consideration the provisions as regards the role of each member.

B.1.1. Efficiency of knowledge and qualifications

1. The efficiency of knowledge and qualifications is very important in the evaluation of the individual suitability of the members of the board of directors of the company and it is related to the required knowledge, qualifications and experience of the members of the board to exercise their duties taking into consideration their appointed role, their position and the pre required skills by the company, related to each specific position.

2. Due to the broad scope of the company's activities and the importance of understanding and adapting to different market sectors, particular importance is taken of: (a) the theoretical knowledge of each member, the level and kind of education (field of study and specialization), especially if it is relevant to activities similar to those of the company or in other relevant sectors and (b) the practical experience, the prior position and the kind of employment obtained by the relevant member, taking into consideration the duration in the relevant position, the size of the relevant body, the scale and the complexity of the business activity assigned, the number of persons under the member's duty, in case, the nature of activities of the entity, the familiarity with the ICT technology.

3. During the evaluation of the sufficient knowledge and qualifications of the members of the board of directors, the following may be examined: a) the role and the duties of the office and the required abilities, b) the knowledge and qualifications that have been acquired in the course of education and training, c) the practical and professional experience that have been previously accumulated, d) the knowledge and qualifications that have been acquired and are proven based on the professional experience and advancement of the member of the board of directors and e) the familiarity to the ICT technologies.

4. However, such evaluation is not being limited to the academic qualifications of the member or the proof of a specific period of experience.

5. On the contrary, in the same process it is carried out an in-depth analysis of the experience of the member and his training, as the knowledge and qualifications that have been acquired in the course of any previous employment depend on the nature, the scale and the complexity of the business activity as well as the duties that the member had in the said course and the level of his responsibility.

6. The executive members of the board of directors may have acquired sufficient practical and professional experience either by occupying an office of responsibility or through the exercise of any professional activity for a substantial period of time.

7. The members of the board of directors must know and clearly understand the provisions on the corporate governance of the company as included in the law and the corporate governance code that the latter applies, the respective role and the responsibilities thereof not only as members of the board of directors but also as members of the committees thereof and on a case-by-case basis, if it is a group, the structure thereof and any potential conflict of interest.

B.1.2. Character and references

1. The members of the board of directors have a good reputation and character references that mainly relates to their honesty and integrity.

2. A member of the board of directors is presumed to have good reputation and integrity and to be honest unless there are objective and proven reasons that imply otherwise.

3. In order to assess the reputation, the honesty and the integrity of a candidate or an actual member of the board of directors, the company may carry out a search and notwithstanding the legislation on the protection of personal information, ask for information and relevant documents for any final administrative and court decisions against him especially on violation and offences related to his membership to the board of directors or the non-compliance with the legislation on the Capital Market or in general with financial crimes.

4. Notwithstanding the provisions of article 3 par. 4 and 5 of Law 4706/2020 in the course of the said assessment the relevance of the offence or the measure to the membership, the seriousness of the offence or the measure, the general circumstances, including any mitigating circumstances, the role of the person involved, the penalty that has been imposed, the stage that the pending procedure reached and any measures that have been implemented to restore the situation may be taken into consideration. It would be useful to check the period that has passed by and the behavior of the person after the violation or the offence.

5. The company during the assessment may also consider any decision of any competent authority on the candidate member of the board of directors that excludes him from being a member of any board of directors.

B.1.3. Conflict of interest.

1. The members of the board of directors must be informed to the conflict-of-interest policy that the company applies, according to the para. 3 (g) of the article 14 of Law 4706/2020, which is included in its internal operation code.

2. All the actual and potential conflicts of interest in the board of directors shall be the subject matter of a sufficient information, deliberation, documentation, adoption of decision and proper management (i.e., introduce the necessary measures for the limitation of the conflict of interest).

B.1.4. Independent thinking

1. All the members of the board of directors have an active participation to its meetings and make their own proper, objective and independent decisions and judgments during the performance of their duties, taking also into consideration the opinion of independent bodies or internal bodies in the company, which operate under the law, and is provided, if requested, during the meetings of the board of directors.

2. It is important that each member of the board of directors (executive, non-executive, independent non-executive) will ensure that during the performance of their duties expresses an independent opinion in the meetings and decision making of the board of directors. The absence of conflict of interest does not necessarily mean that the member is acting independently.

3. As objectivity is defined the impartial attitude and state of mind that allow for the member of the board of directors to perform their duties as they believe and not settle as to the quality



thereof. Independency is defined as the freedom from any circumstance that might prevent a member of the board of directors to perform their duties impartially.

4. Upon assessing the independence of thinking, the company takes into consideration whether all the members of the board of directors have the required behavioral qualifications that include among other: a) courage, confidence and determination to carry out a substantial evaluation and contest the proposals or opinions of the other members of the board of directors, b) the ability to address the other members of the board of directors and especially the executive members thereof with reasonable questions and criticize them and c) the ability to resist to groupthink.

B.1.5. Adequate availability.

1. The availability of the required time so as the members of the board to be in the position to fulfill their duties is important.

2. In order to define the adequacy of availability a number of criteria are taken into consideration on the basis of the description of the position of the member, the role and the duties of each member, as well as the assigned authorizations, the number of memberships of the member in other boards and the resulting offices they hold duties at the same time and also other professional or personal commitments or conditions.

3. The company informs each candidate member of the board of directors on the expected time necessary to be dedicated to his duties and the sessions of the board of directors and any other committee to which he might participate as member.

B.2 Evaluation criteria of the collective suitability of the members of the board of directors.

1. The members of the board of directors must be suitable, also as a total, for the performance of their duties and the composition of the board of directors should contribute to the effective administration of the company and the balanced adoption of the decisions.

2. The members of the board of directors must collectively adopt the appropriate decision upon assessment of the business model, the intention to undertake risk, the strategy, and the markets where the company is present, and also taken into consideration the opinions of independent bodies or internal committees operating under the provisions of the law and being made, if this is required, in the meeting of the board. In that sense, the members of the board of directors must be in the position, taking into consideration their role and duties, to substantially monitor and criticize the decisions of the senior officers.

3. The composition of the board of directors covers in a complex and experienced manner, all areas of knowledge required for the business activities of the company, and collectively with the sufficient experience and knowledge in between its members.

4. For this scope, an effort is being made to ensure that there is a sufficient number of members with knowledge in each sector, so as the discussion to be made in the meetings for the decision making to be creative. The members of the board acting collectively must obtain the required skills to present their views.

5. Taking into consideration the activities of the company in a wide range of sectors in the market, the composition of the board of directors must reflect the knowledge, the qualifications and the experience required for the performance of their duties.

6. In the said context it is important for the board of directors as a whole to sufficiently understand all the fields for which the members are collectively responsible and have the required qualifications to exercise actual management and supervision of the company.



7. In that sense, the board of directors must be also familiar with a) the business activity of the company and the basic risks related thereto, b) the strategic planning, c) the financial references, d) the compliance with the legislative and regulatory framework, e) the understanding of the issues on corporate governance, f) the ability to identify and manage risks, g) the impact of technology on the company's activities and j) the adequate representation per gender, according to the legislation in force.

8. The company is primarily responsible for identifying any irregularities as to the collective suitability. To that end, the board of directors is self-evaluated on an annual basis.

B.2.1. The adequate representation per gender

1. The company shall ensure that there is adequate representation per gender in the membership of the board of directors and at least in accordance with the minimum limits that are in force with the relevant provisions of the law as in force. The nominations committee is taking into consideration the said criterion at the stage of submission of proposals on the appointment of members of the board of directors.

2. The company ensure in general the equal treatment and equal opportunities between the genders. It is noted that this angle extends beyond the selection of the members of the board of directors and the provision of training to the members of the board.

IV. Diversity criteria

1. The company applies a diversity policy at the selection of the candidate members of the board of directors under the scope, with the requirement of a wide range of skills and qualifications at the selection process, to ensure, as far as possible, the diversity of views and experiences and making good decisions.

2. In addition to the adequate gender representation applied by the company in accordance with applicable law, when selecting candidates for members of the company's board of directors there is no exclusion due to discrimination on grounds of sex, race, color, ethnic or social origin, religion or belief, property, birth, disability, age or sexual orientation.

V. Application, monitoring, and amendment to the suitability policy

1. The monitoring of the application of the suitability policy is under the responsibility of the board of directors of the company. In such process, the internal audit unit of the company provides assistance, as well as the nominations' committee and the secretary of the board of directors, where appropriate. The annual corporate governance declaration of the company contains a relevant reference.

2. The company records the results of the evaluation of the suitability and in particular any weakness detected between the provided and the actual individual and collective suitability and the measures that need to be implemented for addressing the said lack.

3. The suitability policy is harmonized with the general framework of corporate governance, the company's culture, and the intention to undertake risks, that the company have set."

ITEM 9th: Submission of the annual activities report of the audit committee for the fiscal year 2024 (1/1/2024 - 31/12/2024).

The Chairman of the audit committee submits to the general meeting of the company the report on the activities of the audit committee for the fiscal year 2024 (1/1/2024 - 31/12/2024), in accordance with the circular of the Hellenic Capital Market Commission no.: 1508 and dated 17/7/2020, with a reference date of 24/04/2024.

The reports are as follows:



Report of the Audit Committee

Corporate Fiscal Year 01.01.2024 - 31.12.2024

of the Ordinary General Meeting of the shareholders of the Societe Anonyme with the name
**"SPACE HELLAS SOCIETE ANONYME TELECOMMUNICATIONS, INFORMATION AND
SECURITY SYSTEMS AND SERVICES - PRIVATE SECURITY SERVICES COMPANY"**

April 2025

"Dear Shareholders and representatives of the Company's shareholders,

On behalf of the Audit Committee of the Company and in my capacity as its Chairman, I submit this Activities Report of the Committee for the fiscal year 01.01.- 31.12.2024 for the purpose of informing you of the Committee's work as to ensure the company's compliance with the current legislative and regulatory "framework" governing its operation and the management of relevant risks.

Purpose & Composition of the Audit Committee

The purpose of the Audit Committee of the company "**Space Hellas Societe Anonyme Telecommunications, Information Technology, Security Systems and Services - Private Security Services Company**" (hereinafter the "Company") is the support of the Board of Directors in matters of quality supervision and financial integrity and the financial statements, the evaluation of the effectiveness of the internal control systems and the risk management as well as the monitoring of the obligatory audit of the annual and consolidated financial statements of the Company. Further analysis of the purpose of the Audit Committee is available in the Rules of Procedure of the Audit Committee, which is posted on the Company's website: (<https://www.space.gr/el/corporate-governance-code>).

The Rules of Procedure of the Audit Committee were drafted in accordance with the current legislation and the requirements of the Capital Market (Law 4706/2020, Regulation (EU) No. 537/2014 of the European Parliament and of the Council of 16 April 2014 and the relevant circulars of the Hellenic Capital Market Commission No. 1302 / 28.4.2017 and 1508 / 17.07.2020), and was approved by the Board of Directors of the Company with its Decision of 16.07.2021 (Minutes of the meeting of 16.07.2021).

The establishment and operation of the Audit Committee are governed by the provisions of article 44 of Law 4449/2017, Law 4706/2020, Regulation (EU) No. 537/2014 of the European Parliament and of the Council of 16 April 2014 and the relevant circulars of the Hellenic Capital Market Commission No. 1302 / 28.4.2017 and 1508 / 17.07.2020. According to circular No. 427 / 22.2.2022 of the Hellenic Capital Market Commission, the Income Statement is issued together with the annual financial report of the Company and is a distinct part of its content.

The Audit Committee is a committee of the Company's Board of Directors and consists of three (3) members (non-executive members of the Company's Board of Directors, the majority of whom are independent).

All members of the Committee are non-executive members of the Company's Board of Directors, who meet the eligibility criteria and two (2) of them are independent members who meet the independence requirements of article 9 of Law 4706/2020, on independent non-executive members of the Board of Directors.

The Chairman of the Audit Committee is a Suspended Auditor and has proven sufficient knowledge in accounting and auditing and must be present at the meetings of the Committee concerning the approval of the financial statements of the Company. All members of the Audit Committee have sufficient knowledge of the sector in which the Company operates.

The Audit Committee has the following composition:

Name/Surname	Position in the Audit Committee
Theodoros Gakis, son of Themistokles	Chairman, Independent non-executive member
Emmanouel Chatiras, son of Ioannis	Member, Independent non-executive member
Theodoros Chatzistamatiou, of Nikolaos	Member, non-executive Vice Chairman

The term of office of the above Audit Committee expires on 10/09/2026.

The brief CVs of the members of the Audit Committee are summarized below:

Eirinaios Theodorou, Chairman: Born in Athens in 1982, Eirinaios Theodorou graduated from the Department of Administration of the University of Patras in 2005 with a distinction of excellence by IKY. He is currently Chairman of the Board and co-founder of FK Consulting Services S.A. In 2008 he completed the postgraduate professional training course of the Institute of Certified Public Accountants and since 2016 he has been licensed as a Certified Public Accountant. Since 2009 he has been registered in the Register of Internal Auditors of the Ministry of Finance and has served as head of internal audit in large organizations (OASA, ERT, IDIKA). He holds a Class A accountant license since 2014. In 2013 he obtained the "CRMA" certification from the International Institute of Internal Auditors. He has served as a lecturer of accounting and taxation seminars as well as procedures for recording operating regulations and evaluation of internal control systems in private training centers. He has participated in more than 100 audit and advisory projects for both domestic and international clients, covering a wide range of industry sectors (Technology & Telecommunications, Manufacturing, Gas, Real Estate, Shipping, Construction, Hospitality & Leisure, Health Units). He has led projects on company valuations, mergers, and acquisitions and Strategic and Business Plans. In 2022 he joined Space Hellas' Board of Directors, as an independent non-executive member, and holds the position of the Chairman in the Audit Committee and of the member in the Remuneration and Nominations Committee.

Theodoros Chatzistamatiou, Member: Mr. Theodoros Chatzistamatiou was born in Athens on 3-7-1949. He is a graduate of the Department of Mathematics of the University of Athens (1973) and of NCSR Democritus (degree of Analysis and Programming (1973), while in the period 1975-1976 he studied analysis and programming. In 1977, he served as Chief Payroll Officer in the Naval General Staff of the Ministry of National Defense, with responsibility for planning and analysis. name: Hellenic Informatics Systems SA, a subsidiary of ETV and assuming the position of administrator of the Mediterranean Integrated Program (IMP) IT achieved the absorption of IMP to reach 97% within two years (from 13%). In 1993 he was a secretary at the General Secretariat of Information Systems of the Ministry of Finance. In the period 1994-1999 he held the position of director in the Hydrographic Service. In the period 1999-2006 he was the president of ISCHYS A.E.L.D.E. In the period 2000-2012 he was president and CEO of Master Hellas Consulting SA. In the period 2009-2013 he was chairman



of the board of directors of DEFKALION SA. He is the author of the book: "Learning COBOL Language" (1982) and his articles have been published in industry and daily press (1983-1992). He also has many years of educational experience in computer science, as in the period 1981-1987 he was a professor of computer languages at the School of Computer Programming of the Ministry of National Defense. He has participated in a number of complex IT projects. He is fluent in English. From 17-03-2016 he was an independent non-executive member of the Board of Directors of Space Hellas.

Emmanouil Chatiras, Member: Manos Hatiras was born in Athens on 03-08-1977. He is a recognized executive with proven know-how and business experience with significant financial success in London and New York. His experience in building new business ideas in multinational organizations gives him invaluable knowledge of how international companies operate. Today he is the CEO & Co-Founder of CURITY PHARMA S.A. (former HEXO MED S.A.). He has over 15 years of experience in investment management and financial experience. From 2009 to 2019 he excels at Deutsche Bank in London. He started his career at Deutsche Bank as Head of Hedge Funds Research and Investment at Corporate & Investment Bank. In 2013 he transferred to the capital management department of Deutsche Bank as the Global Head of Hedge Funds. Since 2016 he has been the Chief Executive Officer - Global Head of Multi-Asset Products, at the Corporate & Investment Bank of Deutsche Bank and a Member of the Executive Committee of Global Investment Solutions. Under Mr. Hatiras' leadership, his team was directly responsible for managing \$ 12 billion and had been repeatedly recognized as the Best Overall Investment Platform. Prior to joining Deutsche Bank, he was Credit Agricole's Chief Research Officer for European Holdings and a member of Credit Agricole's Investment Committee. He began his professional career in 2004 in New York as a hedge fund analyst at Lyra Capital LLC. During his financial career he was involved in most markets including the IT market having analyzed Hedge Funds investments in the IT field. He is the author of academic and practical articles with papers published by Wiley Publications as well as The Journal of Alternative Investments. He holds an MBA from the University of Massachusetts in the USA. and a bachelor's degree in Economics and IT Management from the University of Maine in the USA where he graduated with honors.

Areas of responsibility of the Audit Committee

Without prejudice to the responsibility of the members of the administrative or management body or other members elected by the general meeting of the shareholders of the audited entity, the responsibilities of the Audit Committee are defined in paragraph 3 of article 44 of Law 4449/2017 and more specifically:

- a. informs the board of the audited entity about the result of the statutory audit and explains how the statutory audit contributed to the integrity of the financial information and what was the role of the Audit Committee in that process,
- b. monitors the financial reporting process and submits recommendations or proposals to ensure its integrity,
- c. monitors the effectiveness of the company's internal control, quality assurance and risk management systems and, as the case may be, its internal control department, regarding the audited entity's financial information, without infringing the independence of this entity,
- d. monitors the mandatory audit of the annual and consolidated annual financial statements, and particularly its performance, considering any findings and conclusions of the competent authority in accordance with par. 6 of article 26 of Regulation (EU) no. 537/2014,
- e. oversees and monitors the independence of certified public accountants or audit firms in accordance with articles 21, 22, 23, 26 and 27, as well as article 6 of Regulation (EU) no. 537/2014 and in particular the appropriateness of the provision of non-audit services to the audited entity in accordance with article 5 of Regulation (EU) no. 537/2014,
- f. is responsible for the selection process of certified public accountants or auditing firms and proposes the certified public accountants or auditing firms to be appointed in accordance with



Article 16 of Regulation (EU) no. 537/2014, unless par. 8 of Article 16 of Regulation (EU) no. 537/2014.

The responsibilities of the Audit Committee are analyzed in article 4 of its Operating Regulations.

Meetings of the Audit Committee

Within the framework of its responsibilities in accordance with the legislation in force and its rules of operation, the Audit Committee meets regularly at least four (4) times a year, i.e. every three months, or exceptionally, if necessary, at the invitation of its Chairman. In particular, the Audit Committee have the express right to meet as often as it deems necessary for the performance of its duties.

Fifteen (15) Committee meetings were held in the year 2024. The meetings were held on matters within the Committee's areas of responsibility, with emphasis on the following topics: a) Financial Reporting, b) External Audit, c) Internal Audit, d) Corporate Governance and e) other matters related to its responsibilities. In the total, three (3) recommendations were made to the Board of Directors of the Company.

In the total of fifteen (15) meetings of the Audit Committee, twenty (20) issues were discussed, and decisions were taken. Of these, eight (8) issues related to Internal Audit, six (6) issues to External Audit, five (5) issues to Financial Reporting and one (1) to Corporate Governance.

The Audit Committee monitors and updates after each meeting the annual Meeting Schedule which includes, but is not limited to:

- Approving the annual program of the Internal Audit Unit and monitoring its execution – Audit Reports.
- Monitoring, examination, and evaluation of the preparation process of the financial information.
- Monitoring the effectiveness of the Internal Control System, mainly through the work of the Internal Control Unit and the work of the Certified Auditor.
- Overview of the main accounting assumptions for the Company's Financial Statements, at an individual and consolidated level.
- Proposal to appoint a Certified Public Accountant.
- Timetable for drafting the financial information (updated by the Management).
- Review of financial reports prior to their approval by the Board of Directors.
- Audit Committee's Annual Report.

The above works have been adequately executed during the fiscal year 2024.

The Audit Committee held six (6) meetings during the fiscal year 2024 related to the reports of the Internal Audit Unit and the approval of the Financial Statements for the fiscal year 2023 and the first half of the fiscal year 2024.

During the 2024 fiscal year, the Audit Committee held five (5) meetings with the Certified Public Accountants (CPAs) on the audit issues of the Company's Financial Statements, standalone and consolidated, three (3) for fiscal year 2023, one (1) for the first half of 2024 and one (1) for fiscal year 2024.

In particular, the following issues were discussed in detail:

- Investments in companies: i) impairment testing, ii) performing a goodwill impairment test, iii) intangible assets, iv) revenue recognition, v) impairment of receivables and vi) deferred tax assets
- The audit instructions sent by the parent company's Certified Public Accountants to the Certified Public Accountants of the Group's subsidiaries for the year 2023
- The audit instructions sent by the Statutory Auditor of the parent company to the Statutory Auditors of the Group's subsidiaries for the first half of the fiscal year 2024.

The Audit Committee conducted its tasks with full operational autonomy under the guidance of its Chairman, who is responsible for convening the meetings and defining the topics, included in the agenda.

All members of the Audit Committee participated in all the meetings and in every case the relevant minutes were kept. Depending on the topic of the meetings and as the case may be, the Certified Public Accountants, the Internal Auditor, the person in charge of the of internal control operation as well as the Company's Executives charged with the administration and management of the company's operations, affairs and activities were invited and participated, in order to provide the necessary information and clarifications. All decisions of the Committee were taken unanimously.

Financial Statements – Financial Information procedures

The Audit Committee was briefed in detail by the Company's Finance Department and the Certified Public Accountants on the Company's Financial Statements, on a standalone and consolidated level, prepared in accordance with IFRS for the year ended 31 December 2023. During the same presentation, the Audit Committee was also informed of the main accounting assumptions adopted by the Company in the preparation of the Financial Statements and the key issues that were of concern to the Finance Department in the preparation of these statements. The Audit Committee also evaluated the actions taken in the process of preparing the Financial Statements with no material findings. The Audit Committee recommended the approval of these Financial Statements by the Board of Directors.

The Audit Committee was also informed by the Company's Finance Department and the Certified Public Accountants about the Company's Condensed Interim Financial Statements, on a standalone and consolidated level, which were prepared in accordance with IFRS for the period from 01.01.2024 to 30.06.2024. During the same presentation, the Audit Committee was again informed of the main accounting assumptions adopted by the Company for the preparation of the Condensed Interim Financial Statements which do not differ from those adopted by the Company in 2023. The Audit Committee also considered and reviewed the most significant issues and risks associated with the Financial Statements and the significant judgments and estimates made by management in their preparation, as reflected in the auditors' supplemental report to the Audit Committee. The Audit Committee recommended that the Interim Financial Statements be approved by the Board of Directors.

In addition, the Audit Committee reviewed and thoroughly evaluated, in cooperation with the Certified Public Accountants (as mentioned above/ below), critical issues for the Company, such as:

- The use of the going concern assumption.
- Significant judgements, assumptions and estimates in preparing the financial statements.
- Valuation of assets at fair value.
- Assessing the recoverability of assets.
- Adequacy of disclosures about significant risks faced by the Company.



- Revenue recognition
- Impairment of receivables
- Recoverability of deferred tax assets
- Significant transactions with related parties.
- Significant unusual transactions.

Finally, we point out that the schedule for compiling the financial information was respected by the Management.

As regards the Company's Financial Statements, on a standalone and consolidated level, prepared in accordance with IFRS for the year ended 31 December 2024, the Audit Committee recommended their approval by the Board of Directors, in its minutes of 23/04/2024, by carrying out the prescribed procedure in line with the actions mentioned above, which were carried out on the Financial Statements for the financial year 2023.

Internal Audit Unit - Internal Control System (ICS) and Risk Assessment/Management Procedures

The Internal Audit Unit is staffed by the Internal Auditor/Head of the Internal Audit Unit, who has international professional certifications and considerable experience as an Internal Audit consultant in Public and Private Sector Companies.

The Head of the Internal Audit Unit submitted to the Committee the annual audit plan for 2024 and the Committee, in cooperation with the Head of the Internal Audit Unit, continuously monitored its execution.

At the Committee's meeting held on 20.12.2024, an evaluation of the Head of the Internal Audit Unit was conducted based on a specially designed questionnaire, which resulted in an adequate, unanimous vote by all members of the Committee, for the professionalism and consistent work demonstrated in fiscal year 2024.

On the reports of the Internal Audit Unit, the findings were made available to the Board of Directors, which acted accordingly to rectify the findings, with emphasis on those identified as high and medium risk.

Finally, the Audit Committee received the semi-annual and annual reports from the Risk Management Unit, which report on the most significant areas of risk for consideration in the process of developing the Unit's Annual Audit Plan for the year 2025.

External Audit - Certified Public Accountants (CPA)

The statutory audit performed by the CPAs contributed to the quality and integrity of financial reporting through the audit planning and risk assessment procedures that resulted in specific applicable audit procedures.

The Audit Committee held three (3) meetings with the Certified Public Accountants for the audit of the Financial Statements for the fiscal year 2023.

The first meeting was held on January 15, 2024, to update the Audit Committee on the audit issues of the Financial Statements of fiscal year 2023, namely: a) quality assurance and independence of the CPAs; b) governance of the project (composition of the working group); c) audit purpose and timetable; d) audit approach (phases, planning, risk assessment); e) asset and liability measurement methods, other accounting principles and policies, going concern and other issues; and f) audit of consolidated financial statements.



The second meeting was held on March 8, 2024, in order to communicate the responses (audit procedures and audit approach) to the assessed risks and the results of the audit procedures performed.

The third was held on 23 April 2024 to present the results of the audit, the finalization of the audit report and the supplementary audit (report meetings with the Auditor and the audit team of PKF Audit Company).

The Audit Committee worked closely with the CPAs to assess "high" risk areas and develop audit procedures to ensure the quality and integrity of financial reporting.

More specifically, the following areas were identified as "high" risk areas:

- Investments in companies: impairment testing
- Goodwill: impairment testing
- Intangible assets
- Revenue recognition
- Impairment of receivables
- Deferred tax assets

The audit work conducted by the CPAs did not identify any cases of material uncorrected errors which are assessed as material in order to provide a basis for a differentiated opinion.

Section 13 of the supplementary report, "Weaknesses of the ICS", states the following: "No material weaknesses were identified in the Company's system of internal control. Certain procedures for monitoring tax issues, mainly expenses, need to be better designed to achieve faster collection of the required documentation".

The Audit Committee in its minutes of 22/05/2023 proposed to the Board of Directors the reappointment of Audit Company PKF EUROAUDITING SA as Statutory Auditors for the audit of the Company's Financial Statements for the fiscal year ended 31 December 2023. After undertaking the audit, the CPAs, in a letter to the Audit Committee, reported as required by International Standards on Auditing on:

- their independence,
- their planning (audit approach) against the most significant risks - as identified by their preliminary assessment,
- the planned timetable for their work, and
- the level of their fees and for any other services.

The CPAs presented to the Audit Committee their reports on their audit of the Company and Group Financial Statements for the year 2023 and discussed the key issues of concern to the CPAs during their work.

They also presented to the Audit Committee their special supplementary report required by law (Law 4449/2017 and Regulation (EU) No 537/2014) on their audit of the Company's and the Group's Financial Statements for the year ended 31 December 2023.

The Audit Committee in its minutes of 14 June 2024 proposed for approval by the Annual General Meeting of the Company's shareholders the appointment of the auditing firm SOL Crowe to carry out the regular audit of the financial statements (individual and consolidated) of the Company for the fiscal year 2024, the review of the financial statements (individual and consolidated) for the first half of 2024 and the issuance of the annual tax certificate of the Company for the same fiscal year.

In more detail, the Audit Committee received the Report on the conclusions of the selection procedure of the Statutory Auditors for SPACE Hellas in accordance with paragraph e of Article



16 of Regulation (EU) No 537/2014 and examined all three (3) offers requested and received within the framework of the said selection procedure from the audit firms mentioned below:

- (i) "ASSOCIATED CPAs Limited Company of Chartered Accountants" and the distinctive title "SOL Crowe",
- (ii) 'Grant Thornton Chartered Accountants and Business Advisers Limited' and the distinctive title 'Grant Thornton SA'. And
- (ii) "BDO Chartered Accountants Limited Company" and the distinctive title "BDO Greece".

The General Meeting of 28 June 2024, in item 4, decided to appoint the auditing firm SOL Crowe for (i) the audit of the annual and review of the interim financial statements (corporate and consolidated) for the fiscal year 2024 (1/1/2024 - 31/12/2024), in accordance with international financial reporting standards, and (ii) the issuance of a tax certificate for the said fiscal year, as well as the determination of the fee thereof.

The Audit Committee held two (2) meetings with the Certified Public Accountants to audit the interim Financial Statements for the fiscal year 2024 (for the period from 1/1/2024 to 6/30/2024).

The first one was held on September 5, 2024, regarding the preparation of the Interim Financial Statements for the period 01.01.2024 to 30.06.2024 and the information contained therein and the second one on November 20, 2024 in order to discuss issues related to the monitoring, examination and evaluation of the financial reporting process for the financial year 2024 (meetings with the Auditor and the audit team of the auditing company SOL S.A.).

Both meetings were attended by the Group's Chief Financial Officer in order to discuss with the Statutory Auditors the issues of audit procedures such as the way of obtaining the requested audit data and the information required for the audit of the Annual Financial Statements, as well as issues regarding the audit approach and communication with the Audit Committee.

The first meeting was devoted to the review of the Group's Condensed Interim Financial Statements for the first half of 2024 (meeting of 5 September 2024) and the main issues of concern to **SOL Associated Certified Public Accountants S.A.** during its work, noting that the Company identified an error that in accordance with IAS 8 required the restatement of comparative figures (due to retrospective application of the effect of the error).

At the 2nd meeting (20 November 2024) the items in the Financial Statements were discussed in detail and the work expected to be conducted on the most significant items. The most significant issues and risks identified for the Parent Company and the Group are:

- Goodwill assessment
- Intangible assets
- Valuation of participations
- Recognition of tangible assets/ Rights of use
- Inventories
- Trade receivables
- Revenue recognition
- Intra-group transactions

Meetings with Company Executives and other issues

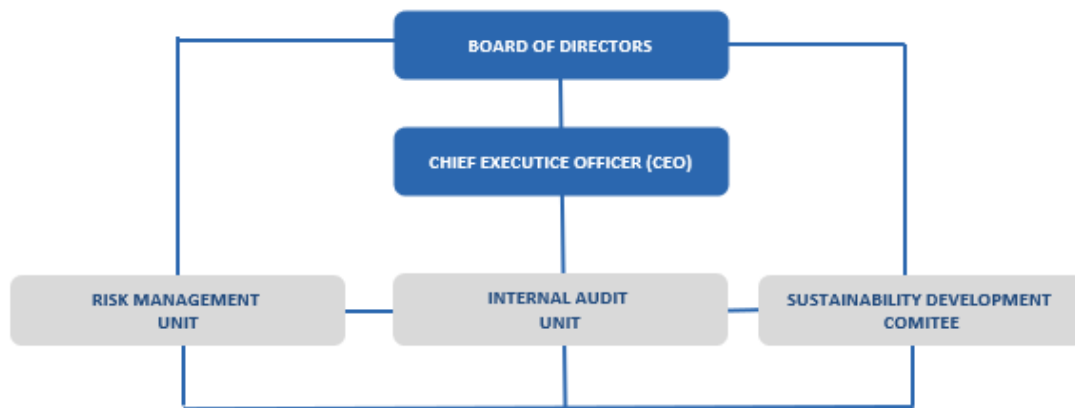
The Audit Committee met with executives and members of the Company's Board of Directors of the and was informed about the progress of the Company. The Audit Committee was briefed by the Chief Financial Officer on the procedures for the preparation of the Financial Information for the derivation of the annual Financial Statements for the fiscal year 2024.

Environmental, Social and Corporate Governance Risk Management (ESG)

Space Hellas Group applies an integrated risk management and internal control system, which ensures the timely identification, assessment and mitigation of risks affecting its operations and

strategy. The Internal Control System (ICS) supports the consistent implementation of the Group's strategy, the reliability of financial reporting, sustainable growth, due diligence processes and compliance with the regulatory framework. Its effectiveness is ensured through regular independent reviews and internal audits under the guidance of the Board of Directors.

The Internal Audit Unit (IAU) is an independent organizational structure that provides impartial and objective assurance services, adding value through proposals for process improvement and operational risk control. At the same time, the Risk Management Unit (RMU) supports the sustainable development of the Group, reporting to the Audit Committee and the Chairman of the Board of Directors. Its role includes identifying and managing financial and non-financial risks, participating in critical decision making and providing regular and ad hoc reports to governing bodies and regulators.



In the risk management framework, the Risk Control Self-Assessment (RCSA) process, based on the COSO ERM framework, is applied to assess the likelihood, magnitude, and impact of risks. The key risks identified and assessed are:

1. Operational Risks
2. Compliance Risks
3. Strategic Risks
4. Market Risks
5. Financial Risks
6. ESG (Environmental, Social and Corporate Governance) Risks

The Company recognizes that sustainability is a central pillar of its strategy. The RCSA process incorporates ESG criteria, ensuring compliance with current and future requirements. Key ESG risks include health and safety issues, geopolitical instability, natural disasters, climate change, preservation of intangible assets, as well as corporate culture, human resource management and stakeholder interaction.

Data and sustainability reporting risks are addressed on a case-by-case basis through discussions with data owners, Executive Management, or the Audit Committee, depending on their significance. The risk self-assessment process is conducted twice a year, confirming the Group's commitment to embedding sustainability in business planning.

Effectively managing the transition to a more sustainable future and strengthening risk management processes create opportunities to enhance performance, build trust with stakeholders and attract sustainable investment.

The Company's Dual Significance process is integrated into the Company's strategy and risk management, allowing the continuous monitoring of material sustainability issues (impacts on people and the environment, risks, and opportunities for the Group). Through regular meetings



with relevant executives, the impact, and dependencies of the Company's activities on risks and opportunities affecting its financial performance, reputation and sustainability are assessed.

The Company considers the likelihood, magnitude, and nature of the impact of risks and opportunities using qualitative and quantitative methods. Prioritization is based on severity and likelihood of occurrence, while ESG risks, are systematically assessed through the Risk Control Self-Assessment (RCSA).

For the decision-making and internal control process, there is cooperation with the Sustainability Committee (ESG Committee), which analyses and compiles critical information to update the risk register. Sustainability opportunities are integrated into strategic planning, with a focus on investment in green technologies, energy efficient ICT infrastructure and value creation for society as a whole.

Sustainable Development Policy

Sustainable Development Policy and Corporate Governance

Space Hellas Group incorporates the principles of sustainable development at the core of its strategy and operations, seeking to create long-term value for all stakeholders. The Sustainable Development Policy is a key pillar of the Group's corporate governance framework, ensuring compliance with international standards, regulatory requirements, and best business practices.

The Space Hellas Group's approach is based on:

- systematic materiality analysis, which was launched in 2021 and is reassessed regularly,
- the continuous management of risks and sustainability opportunities,
- linking ESG issues to business strategy and decision making.

Governance and Supervision

The Sustainability Policy is an integral part of the Group's overall corporate governance strategy and is overseen by the Management and the Board of Directors, with the Audit Committee ensuring compliance with the principles of responsible business while the going concern approach confirms the sustainability of the business model in the foreseeable future. The integration of ESG criteria into the Space Hellas Group's governance system contributes to transparency, accountability and enhancing the Group's resilience in the long term.

Environmental Responsibility

Space Hellas Group adopts the best available techniques and operates on the basis of a certified Environmental Management System (ISO 14001:2015), seeking to minimize its environmental impact. Particular emphasis is placed on the management of energy consumption and the life cycle of electronic equipment.

Social Responsibility and Working Environment

The Group promotes a fair, inclusive and safe working environment. In this context, it has signed the Diversity Charter of Greece and applies equal opportunities, meritocracy and zero tolerance to violence and harassment policies. At the same time, it invests in the continuous development of skills and professional development of its employees, following a strategy of attracting and retaining talent. In addition, it has certified Health and Safety Management



System (ISO 45001:2018), ensuring the prevention of accidents and strengthening the safety culture.

Commitment to Society and Stakeholders

Value creation for Space Hellas Group is not limited to the projects and solutions it offers but also extends to its social contribution. The Group acts responsibly towards society, undertaking voluntary initiatives that go beyond regulatory obligations. It seeks to continuously empower the community and build trusting relationships with all stakeholders, enhancing its positive social and environmental impact.

The Space Hellas Group's Sustainability Policy provides a clear framework for responsible business operations, is integrated into the overall corporate governance framework and guides the actions taken in the pillars of Environment, Society and Corporate Governance. All employees, suppliers and partners of the Group fall within the scope of the Sustainability Policy. The views of stakeholders are taken into account through open dialogue, ensuring that the Group's actions are aligned with their expectations.

The Policy is available on the corporate website, ensuring its transparency and accessibility for all interested parties.

In conducting its work, the Audit Committee had unhindered and full access to all the information that was necessary and at the same time had the necessary infrastructure and resources for the effective exercise of its duties and the implementation of its work. Within the framework of its responsibilities, it will continue to contribute to the smooth adaptation of the Company to the new, upgraded but also very demanding framework that was established regarding Corporate Governance.

**The Chairman of the Audit
Committee**
Eirinaios Theodorou.”

ITEM 10th: Submission of the report of the independent non-executive members of the board of directors for the period 27/6/2024 - 19/6/2025 according to article 9 para. 5 of the law 4706/2020.

The independent non-executive members of the board of directors submit to the annual general meeting of the company's shareholders their report according to article 9 par. 5 of the law 4706/2020.

It is noted that, according to the notes, clarifications and recommendations of the Hellenic Capital Market Commission under no. 784 dated 20/3/2023, the reports cover the period from the date of the last report (27-06-2024) to the date of the convening of the general meeting, i.e. from 27/6/2024 to 19/6/2025.

The report is the following:



Report of the independent non-executive members of the board of directors to the annual general meeting of shareholders of 19/06/2025 (article 9 par. 5 law 4706/2020)

This report (hereinafter "the Report") is submitted jointly by the independent non-executive members of the Board of Directors of "SPACE HELLAS S.A. TELECOMMUNICATIONS, IT, SECURITY SYSTEMS AND SERVICES - PROVISION OF SECURITY SERVICES PRIVATE ENTERPRISE" (hereinafter referred to as the "Company") to the annual general meeting of shareholders of the company on 19-06-2025, in accordance to the provisions of article 9 par. 5 of the Law of the 428/21.02.2022 as well as the notices, clarifications and recommendations of the Hellenic Capital Market Commission. It refers to the period from 27/06/2024 (time point to which the last report refers) until the date of the convening of the ordinary general meeting (19/06/2025). The independent non-executive members met without the presence of the executive members of the company's board of directors.

I. Monitoring and reviewing the Company's strategy and its implementation, as well as the evolution of its objectives:

During the period from 27/06/2024 to 19/06/2025, the Company served its strategic objectives and supported its holdings as they have developed in various sectors of the IT, communications and security market and its business planning, and at Group level, taking into account the significant unpredictable factors and the difficulties encountered mainly due to the fluctuations in the economy and technology.

The Company emphasized in sustainability issues by establishing a special committee on responsibility and sustainable development in order to provide information on sustainability in accordance with the current framework, formulate proposals and develop policies for the implementation of sustainable development practices in the Company, taking into account the market and the conditions of the environment in which the Company operates.

In the same context and in accordance with the provisions of Law no. 5164/2024, which transposed Directive (EU) 2022/2464 on sustainability reporting, the required sustainability report was prepared, in which information on sustainability was provided. This report, which was part of the annual financial report for the fiscal year 2024 published, covers the requirements of Regulation (EU) 2023/2772 on European Sustainability Reporting Standards (ESRS), which apply under that legislation.

The Company has taken the necessary actions to comply with the requirements of the law, applying the dual materiality methodology and considering the risks, impacts and opportunities related to sustainability issues of the applicable legislation. The report provides valuable information to stakeholders on environmental, social, and intergovernmental actions, as well as the impact of the Group's activities. Using international standards and procedures for data collection and analysis the validity and completeness of the data included in the report has been ensured.

In parallel, the Company continued to support investment in human resources, expertise, and infrastructure to support its solutions and the expansion of its products and services.

Regarding the Company's participations and in support of its business planning and strategy, efforts continued to strengthen shareholdings and partnerships and to highlight commercial opportunities in both the private and public sectors.

On corporate governance, the compliance unit, after its first period of operation, made efforts to strengthen compliance processes by incorporating automated methods, an action calendar and training programs into its action plan. At the same time, the Compliance Officer also made presentations at conferences in Greece and abroad on a broader range of topics related to regulatory compliance and evolutions with the development of artificial intelligence tools.



The first evaluation of the corporate governance system was carried out with a maximum reporting period of 17/07/2021 - 31/12/2024 by the Head of the Company's Internal Audit Unit, who submitted her report to the Board of Directors and which was approved by the Board of Directors (decision dated: 24/04/2025).

According to the conclusions of the report:

"Based on the work carried out, as well as the evidence obtained in relation to the assessment of the adequacy and effectiveness of the Company's Corporate Governance System, with a reporting date of 31 December 2024, there is nothing that could be considered as a material weakness of the Company's system of corporate governance, in accordance with the regulatory framework. The Company ensures that the Regulations and Laws governing the Company are properly implemented to have an effective Corporate Governance System to ensure its long-term sustainability and success."

During the period 12/06/2023 – 27/06/2024, the Company continued its presence in IT projects in the private and public sector by participating in tendering procedures and the implementation of relevant contracts, in accordance with the relevant decisions of its board of directors.

II. Supervision of the executive members of the board of directors, including the monitoring and controlling their performance.

The Company's strategy was implemented in the framework of the decisions of the board of directors and the formulation of recommendations of its executive members following suggestions of the Company's relevant committees, as appropriate.

The independent non-executive members of the board of directors communicated with the management of the Company (the executive members of the board of directors) and were informed on the corporate issues, the course and the strategy of the Company either remotely using electronic means of communication or with individual meetings at the Company, as appropriate, to ensure effective monitoring of the executive members.

It was ascertained that the executive members of the Company's board of directors, in the context of promoting the corporate interest and competitiveness of the Company, monitor the specific conditions of the information and communication technologies market, as well as the ESG disclosure guide of the Athens Exchange and are informed by the competent bodies on developments in new technologies and environmental issues, as well as on the procedures for the integration of these new developments in the corporate environment.

As a result , the independent non-executive members, (a) discussing the strategic moves implemented by the Company until 19/06/2025 and which were presented in more detail in section I of the Report, (b) taking into account the positive initiatives, suggestions and proposals of the executive members of the Board of Directors, which resulted in the promotion and implementation of the corporate objectives and (c) evaluating the above mentioned work of the executive members until 19/06/2025 in relation to serving the overall strategy, vision and, by extension, the development of the Company, they note their outstanding performance, both individually and collectively.

III. Review of the proposals of the independent members on the recommendations of the executive members of the board of directors

The executive members of the Company's board of directors made recommendations for the implementation of the corporate strategy and IT market conditions as shaped by the evolution of technology and existing domestic and international conditions, to explore the expansion of the Company's applications and product base, the adoption of a new organizational structure, regulatory compliance, the Company's response to innovation solutions, participation in tendering processes and the implementation of IT projects.

The independent non-executive members took these proposals into account in the context of the discussions in the board of directors. The meetings of the board of directors were attended



by all of its members, the recommendations of the executive directors and/or the recommendations of the relevant departments of the Company were discussed and, after discussion, the resolutions were unanimous in approving the relevant recommendations and no objection or amendment was raised by the independent directors in respect of the same.

IV. Conclusion

The implementation of the Company's strategy for the time period 12/06/2024 – 27/06/2025, based on the decisions of the board of directors and the business moves, in accordance with the corporate plan, that took place during this period, is considered as effective, always with a view to serving the Company's interests.

The independent non-exclusive members of the board of directors

Anna Kalliani

Emmanouil Chatiras

Eirinaios Theodorou

ITEM 11th: Grant of permission to the members of the board of directors and the company's managers, according to article 98 para. 1 of the law 4548/2018.

Required quorum: 1/5 of the share capital

Majority: 50% + 1 of the votes represented

In accordance with Article 98 para. 1 of the law. 4548/2018, and in order to facilitate the company's activities, permission is requested for the participation of the Executive Chairman of the Board of Directors Mr. Spyridon Manolopoulos and the non-executive Vice Chairman of the Board of Directors Mr. Theodoros Hadjistamatiou in the boards of directors of legal entities to be established by or with the participation of the company in pursuit of the corporate purpose.

ITEM 12th: Various announcements.



3. FORM OF PROXY

To:
Space Hellas S.A.
Investor Relations & Corporate Announcements Unit
302, Messogion Ave.
155 62 Holargos
Tel.: +30 210 6504458

Email: sharehold@space.gr

**FORM OF APPOINTMENT OF PROXY FOR THE PARTICIPATION TO THE ORDINARY
GENERAL MEETING OF "SPACE HELLAS S.A. TELECOMMUNICATIONS, IT, SECURITY
SYSTEMS AND SERVICES - PROVISION OF SECURITY SERVICES PRIVATE
ENTERPRISE"
(SPACE HELLAS S.A.)**

The undersigned shareholder / legal representative of the legal person who is shareholder of the company "Space Hellas S.A." (furthermore the company or Space Hellas S.A.):

NAME:

SURNAME:

FATHER'S NAME:

LEGAL REPRESENTATIVE (IN CASE OF LEGAL PERSON): _____

ADDRESS / HEADQUARTERS:

ID NUMBER/ Reg. Number at the Company's Registry
G.E.M.I.: _____

TELEPHONE NUMBER:

INVESTOR ACCOUNT (DSS ACCOUNT):

SECURITIES ACCOUNT:

NUMBER OF SHARES: _____ / or total number of shares owned for which I have the right to vote on the corresponding Record Date

Being fully aware and informed of the invitation of the ordinary general meeting of the company, which will take place on Thursday June 19th, 2025, at 11:00 am, at the headquarters of the company, 312 Messogion Ave. (1st floor), I hereby notify to you my intention to participate in the ordinary general meeting or in the case of postponed or repeated meeting, and to exercise my voting rights arising from the above mentioned shares or from the total number of shares owned, for which I will have the right to vote, on the corresponding record date, by law, through my representative(s).

Therefore, I authorize as my proxy / proxies:



1. NAME OF REPRESENTATIVE:

FATHER'S NAME:

EMAIL ADDRESS:

ADDRESS:

I.D. NUMBER or PASSPORT NUMBER: _____ issued the

by _____

or/and

2. NAME OF REPRESENTATIVE:

FATHER'S NAME:

EMAIL ADDRESS:

ADDRESS:

I.D. NUMBER or PASSPORT NUMBER: _____ issued the

by _____

or/and

3. NAME OF REPRESENTATIVE:

FATHER'S NAME:

EMAIL ADDRESS:

ADDRESS:

I.D. NUMBER or PASSPORT NUMBER: _____ issued the

by _____

and give them the order, the power and the right, acting jointly or each one of the above mentioned individually (*please delete the non-applicable*), to represent me in the abovementioned ordinary general meeting of the company (Space Hellas S.A.), which will take place on Thursday June 19th, 2025, at 11:00 am, at the headquarters of the company, 312 Messogion Ave. (1st floor), as well as to any postponed or repeated meeting, independently of the way of convocation, and vote as regards the item of the daily agenda, as defined hereabove, to exercise all my legal rights at the general meeting and, in general, to act whatever is necessary for my legal participation through the above person/persons, in any meeting of abovementioned general meeting.

I hereby approve every action of the above person(s) that will take place within the scope of the present authorization, as legal, valid, and binding.

It is noted that every shareholder has the right to appoint up to three (3) representatives. However, in case a shareholder holds shares of the company which appear in more than one securities' account, such limitation does not prevent the shareholder to appoint different proxies for the shares which appear in each securities' account in relation to a certain general meeting.

The appointed proxy is obliged to notify to the company, prior to the commencement of the general meeting, any specific fact, which might be useful to the shareholders, in their assessment of the risk of the proxy serving interests other than their own according to the article 128 paragraph 5 of Law 4548/2018.

**please note with (x) your respective choice*

Agenda
(Outline description of Items on which a vote is predicted)

	FOR	AGAINST	ABSTAIN	AT REPRESENTATIVE'S DISCRETION
FOR ALL THE ITEMS ON THE DAILY AGENDA VOTING AS HEREUNDER				

Item 1	FOR	AGAINST	ABSTAIN	AT REPRESENTATIVE'S DISCRETION
Submission and approval of the annual financial statements (standalone and consolidated) according to the international financial reporting standards for the fiscal year 2024 (1/1/2024 – 31/12/2024) along with the relevant reports and declarations of the board of directors and the independent auditor.				
Item 2	FOR	AGAINST	ABSTAIN	AT REPRESENTATIVE'S DISCRETION
Approval of the distribution of financial results of the fiscal year 2024 (1/1/2024 - 31/12/2024) including dividend distribution for the same fiscal year. Provision of autorisations to the company's board of directors.				
Item 3	FOR	AGAINST	ABSTAIN	AT REPRESENTATIVE'S DISCRETION

Approval of the overall management of the fiscal year 2024 (1/1/2024 - 31/12/2024) and release of the independent auditors for the same fiscal year according to the articles 108 and 117 para. 1 case c) of the law 4548/2018.				
Item 4	FOR	AGAINST	ABSTAIN	AT REPRESENTATIVE'S DISCRETION
Election of the certified auditors' company for (i) the audit of the annual and overview of the interim financial statements (standalone and consolidated) for the fiscal year 2025 (1/1/2025 - 31/12/2025), according to the international financial reporting standards, and (ii) the issuance of tax certificate for the said fiscal year, as well as the determination of the relevant remuneration.				
Item 5	FOR	AGAINST	ABSTAIN	AT REPRESENTATIVE'S DISCRETION
Election of an auditing company - certified auditor / accountant for expressing an opinion on the compliance of the submission of the sustainability report for the fiscal year 1/1/2025 - 31/12/2025 and determination of the relevant remuneration.				
Item 6	FOR	AGAINST	ABSTAIN	AT REPRESENTATIVE'S DISCRETION
Submission for discussion and consulting voting on the remuneration report of the fiscal year 2024 (1/1/2024 - 31/12/2024) - Reference to the opinion of the remuneration committee (HCMC Protocol no: 638 /26/03/2025).				
Item 7	FOR	AGAINST	ABSTAIN	AT REPRESENTATIVE'S DISCRETION
Approval of the paid compensation and remuneration to the members of the board of directors for the fiscal year 2024 (1/1/2024 - 31/12/2024) and pre-approval of compensation and remuneration for the fiscal year 2025 (1/1/2025 - 31/12/2025).				
Item 8	FOR	AGAINST	ABSTAIN	AT REPRESENTATIVE'S DISCRETION
Approval of the amendment of the suitability policy of the members of the board of directors of the company in accordance with the circular no. 60/29-04-2025 of the Hellenic Capital Market Commission.				

Item 11	FOR	AGAINST	ABSTAIN	AT REPRESENTATIVE'S DISCRETION
Grant of permission to the members of the board of directors and the company's managers, according to article 98 para. 1 of the law 4548/2018.				

In case I decide to attend the abovementioned general meeting in person, this authorization shall be deemed invalid provided however that I have notified to the company in writing of such revocation or replacement of the present authorization at least forty-eight (48) hours prior to the corresponding date of the general meeting.

I am fully aware that the authorization or the revocation of representatives is made in writing with the present document and not with electronically means, and it is submitted to the company at least forty-eight (48) hours prior to the corresponding date of the ordinary general meeting, i.e. **17 June 2025 and at 11:00 am**, as follows: either (a) it is submitted by the shareholder or the representative in between the above referred deadline to the company's Investor Relations and Corporate Announcements Unit at the address: 302 Messogion Ave, 155 62 Holargos, Attica, completed, signed by the shareholder and validated with the validation of the shareholder's signature, or, alternatively, digitally signed with the use of a recognized digital signature (qualified certificate) by the shareholder or (b) it is sent by the shareholder or the representative in between the above referred deadline, completed, signed by the shareholder and validated with the validation of the shareholder's signature, or, alternatively, digitally signed with the use of a recognized digital signature (qualified certificate) by the shareholder, with an electronic mail (email) to the electronic mail address (email) of the company (Investor Relations and Corporate Announcements Unit) sharehold@space.gr. The sender is informed to take care as regards the confirmation that he / she has successfully sent the relevant proxy as well as of its successful receipt by the company, by calling to the phone number + 30 210 – 6504458 (Investor Relations and Corporate Announcements Unit).

In any other case the representative/s will participate in the ordinary general meeting in accordance with the article 124 paragraph 5 of Law 4548/2018.

(place), (date)/..../2025

The undersigned shareholder

.....

Signature and full name

and in case of Legal entity company's stamp



4. TOTAL NUMBER OF SHARES AND VOTING RIGHT

The total number of shares and voting rights of the company “**SPACE HELLAS S.A. TELECOMMUNICATIONS, IT, SECURITY, SYSTEMS & SERVICES PRIVATE ENTERPRISE FOR PROVISION OF SECURITY SERVICES**” existing on the day of the invitation for the purpose of calculating the quorum and the majority on items of the agenda of the ordinary general meeting of June 19, 2025, amounts to six million four hundred fifty-six thousand five hundred thirty (6,456,530).

5. Draft decisions of the General Assembly

**SAMPLE DECISIONS OF THE ITEMS OF THE AGENDA OF THE ORDINARY
GENERAL MEETING**

ITEM 1st: Submission and approval of the annual financial statements (standalone and consolidated) according to the international financial reporting standards for the fiscal year 2024 (1/1/2024 – 31/12/2024) along with the relevant reports and declarations of the board of directors and the independent auditor.

In the first item of the agenda, presented and voted shareholders representing shares of the total shares, approved [unanimously / majority of (... %)] the annual financial statements (standalone and consolidated) according to the international financial reporting standards for the fiscal year 2024 (1/1/2024 – 31/12/2024) along with the relevant reports and declarations of the board of directors and the independent auditor.

ITEM 2nd: Approval of the distribution of financial results of the fiscal year 2024 (1/1/2024 -31/12/2024) including dividend distribution for the same fiscal year. Provision of authorizations to the company's board of directors.

In the second item of the agenda, presented and voted shareholders representing shares of the total shares, approved [unanimously / majority of (... %)] the distribution of financial results of the fiscal year 2024 (1/1/2024 – 31/12/2024) including dividend distribution for the same fiscal year and provided authorizations to the company's board of directors.

ITEM 3rd: Approval of the overall management of the fiscal year 2024 (1/1/2024 - 31/12/2024) and release of the independent auditors for the same fiscal year according to the articles 108 and 117 para. 1 case c) of the law 4548/2018.

In the third item of the agenda, presented and voted shareholders representing shares of the total shares, approved [unanimously / majority of (... %)] the overall management of the company of the fiscal year 2024 (1/1/2024 – 31/12/2024) according to the provisions of the article 108 of Law 4548/2018 and released the independent auditors for the same fiscal year according to the provisions of the article 117 para.1 case c) of Law 4548/2018 as regards the audit made to the financial statements of the fiscal year 2024 (1/1/2024 – 31/12/2024).

ITEM 4th: Election of the certified auditors' company for (i) the audit of the annual and overview of the interim financial statements (standalone and consolidated) for the fiscal year 2025 (1/1/2025 - 31/12/2025), according to the international financial reporting standards, and (ii) the issuance of tax certificate for the said fiscal year, as well as the determination of the relevant remuneration.

In the fourth item of the agenda, presented and voted shareholders representing shares of the total shares, elected [unanimously / majority of (... %)] the certified auditors' company for (i) the audit of the annual and overview of the interim financial statements (standalone and consolidated) for the fiscal year

2025 (1/1/2025 – 31/12/2025), according to the international financial reporting standards and (ii) the issuance of tax certificate for the said fiscal year and approved its remuneration, following the relevant proposal.

ITEM 5th: Election of an auditing company - certified auditor / accountant for expressing an opinion on the compliance of the submission of the sustainability report for the fiscal year 1/1/2025 - 31/12/2025 and determination of the relevant remuneration.

In the fifth item of the agenda, presented and voted shareholders representing shares of the total shares, elected [unanimously / majority of (... %)] the auditing company - certified auditor - accountant to express an opinion on the compliance of the submission of the sustainability report for the fiscal year 1/1/2025 - 31/12/2025 and determined the relevant remuneration.

ITEM 6th: Submission for discussion and consulting voting on the remuneration report of the fiscal year 2024 (1/1/2024 - 31/12/2024) - Reference to the opinion of the remuneration committee (HCMC Protocol no: 638 /26/03/2025).

In the sixth item of the agenda, presented and voted shareholders representing shares of the total shares, approved [unanimously / majority of (... %)] the remuneration report of the fiscal year 2024 (1/1/2024 – 31/11/2024) according to the provisions of the article 112 of Law 4548/2018, after reference to the opinion of the remuneration committee (HCMC Protocol no: 638 /26/03/2025).

ITEM 7th: Approval of the paid compensation and remuneration to the members of the board of directors for the fiscal year 2024 (1/1/2024 - 31/12/2024) and pre-approval of compensation and remuneration for the fiscal year 2025 (1/1/2025 - 31/12/2025).

In the seventh item of the agenda, presented and voted shareholders representing shares of the total shares, approved [unanimously / majority of (... %)] the paid compensation and remuneration to the members of the board of directors for the fiscal year 2024 (1/1/2024 – 31/12/2024), in accordance with the relevant proposal, and the compensation and remuneration to the members of the board of directors for the fiscal year 2025 (1/1/2025 – 31/12/2025) also according to the relevant proposal.

ITEM 8th: Approval of the amendment of the suitability policy of the members of the board of directors of the company in accordance with the circular no. 60/29-04-2025 of the Hellenic Capital Market Commission.

In the eighth item of the agenda, presented and voted shareholders representing shares of the total shares, approved [unanimously / majority of (... %)] the amendment to the suitability policy of the members of the company's board of directors, related to the circular no. 60/29-04-2025 of the Hellenic Capital Markets Committee.

ITEM 9th: Submission of the annual activities report of the audit committee for the fiscal year 2024 (1/1/2024 - 31/12/2024).

In the ninth item of the agenda, the chairman of the audit committee submitted to the presented shareholders representing shares of the total shares, the annual activities report of the audit committee for the fiscal year 2024 (1/1/2024 – 31/12/2024) and informed the annual general assembly for the activities of the audit committee.

ITEM 10th: Submission of the report of the independent non-executive members of the board of directors for the period 27/6/2024 - 19/6/2025 according to article 9 para. 5 of the law 4706/2020.

In the tenth item of the agenda, the independent non-executive members of the board of directors submitted to the presented shareholders representing shares of the total shares, their report for the period 27/6/2024 - 19/6/2025 according to article 9 para. 5 of the law 4706/2020.

ITEM 11th: Grant of permission to the members of the board of directors and the company's managers, according to article 98 para. 1 of the law 4548/2018.

In the eleventh item of the agenda, presented and voted shareholders representing shares of the total shares, granted permission [unanimously / majority of (.... %)] to the members of the board of directors and the company's managers according to the article 98 para. 1 of the law 4548/2018.

ITEM 12th: Various announcement