

Other professional commitments of Board members**

Board Member	Board Role	Non-Executive responsibilities in other Listed Company	Executive responsibilities in Unlisted Company	Non-Executive responsibilities in Unlisted Company
Evangelos Mytilineos	Chairman & CEO	-	-	-
Spyridon Kaldas	Vice-Chairman A' - Non-Executive Member	-	-	-
Evangelos Chrisafis	Vice-Chairman B' - Executive Member	-	-	<p><u>«GOLDEN SOLAR S.A.»</u> ✓ Board Member</p> <p><u>GOLDEN YACHTING MARI-TIME COMPANY OF PLEASURE YACHTS</u> ✓ Vice-Chair</p>
Dimitrios Papadopoulos	Executive Member	-	<p><u>METLEN</u> ✓ Board Member – MNG Trading S.A. ✓ Administrator - “Agios Nikolaos” Sole Proprietorship IKE</p> <p><u>SO & PEN Private Company</u> ✓ Administrator (*)</p> <p><u>Mountain and Winter Getaways</u></p>	<p><u>Council for Sustainable Development - SEV</u> ✓ Board Member</p>

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			✓ Board Member	
Christos Gavalas	Executive Member	-	<u>CIEL MARE PRIVATE COMPANY</u> ✓ Administrator	<u>Delphi Distomon – Subsidiary company</u> ✓ Board Member
Ioannis Petrides	Lead Independent Director	<u>PUIG S.A.</u> ✓ Board Member ✓ Audit Committee Chair ✓ ESG Committee Member <u>Triton Partners Equity Frankfurt</u> ✓ Senior Industry Advisor (*) <u>CyPet Ltd</u> ✓ Board Member	-	-

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Panagiota (Peggy) Antonakou	Independent Non-Executive Member	-	<u>Google S.E. Europe</u> ✓ General Manager <u>BLUEPIN Private Company</u> ✓ Administrator(*)	<u>Onassis Foundation</u> ✓ Board Member
Anthony Bartzokas	Independent Non-Executive Member	-	-	<u>National and Kapodistrian University of Athens</u> ✓ Professor - Department of Economics <u>London School of Economics and Political Science</u> ✓ Visiting Professor in Practice <u>United Nations University</u> ✓ Professorial Fellow

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Emmanouil Kakaras	Independent Non-Executive Member	-	<u>NEXT Energy Business, Mitsubishi Heavy Industries EMEA Ltd</u> ✓ Vice-President	<u>CERTH / CPERI (Centre for Research and Technology Hellas / Chemical Process and Energy Resources Institute)</u> ✓ Academic Staff <u>National and Technical University of Athens, Mechanical Engineering School</u> ✓ Professor <u>University Duisburg Essen</u> ✓ Academic Staff
Polyxeni (Xenia) Kazoli	Independent Non-Executive Member	<u>Autohellas SA</u> ✓ Board Member <u>Dimand SA</u> ✓ Board Member <u>Athens Exchange Group</u> ✓ Board Member		<u>Supervisory Board of the Hellenic Growth fund</u> ✓ Board Member

Board Member	Board Role	Non-Executive responsibilities in other Listed Company	Executive responsibilities in Unlisted Company	Non-Executive responsibilities in Unlisted Company
		<ul style="list-style-type: none"> ✓ Chair of the Remuneration and Nominations Committee ✓ Audit Committee Member 		
Konstantina (Tina) Mavraki	Independent Non-Executive Member	-	INGENIOS LTD, UK ✓ Executive Director	First Bauxite LLC ✓ Board Member (*)
Natalia Nicolaidis	Independent Non-Executive Member	<u>AEGEAN AIRLINES S.A.</u> ✓ Board Member (*) ✓ Remuneration & Nominations committee Chair (*) ✓ Sustainability Committee Chair (*) <u>TITAN CEMENT INTERNATIONAL S.A.</u> ✓ Board Member (*) ✓ Audit & Risk Committee member (*)	<u>Dynamic Counsel Ltd</u> ✓ Board Member (*)	-

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		<p><u>SMCP SA</u></p> <ul style="list-style-type: none"> ✓ Board Member (*) ✓ Nomination & Compensation Committee member (*) 		
Alexios Pilavios	Independent Non-Executive Member	<p><u>Trade Estates R.E.I.C</u></p> <ul style="list-style-type: none"> ✓ Board Member (*) ✓ Audit Committee Chair (*) 	-	<p><u>Alpha Bank Group</u></p> <ul style="list-style-type: none"> ✓ Alpha Asset Management S.A.- Chair ✓ ABC Factors S.A.- Vice-Chair <p><u>PLAISIO</u></p> <ul style="list-style-type: none"> ✓ Board Member (*) ✓ Audit Committee Chair (*) <p><u>V.S.Karoulis Μονοπρόσωπη Α.Ε.</u></p> <p><u>– Single Member SA</u></p> <ul style="list-style-type: none"> ✓ Board Member (*)

(*) Acquisition of status after the election to the Board of METLEN

(**) None of the Board members, hold executive roles in listed companies other than METLEN