

Reconstitution of the Remuneration and Nomination Committee – Formation into a body and re-election of the Chair

IDEAL HOLDINGS S.A. (hereinafter the “Company”) announces that the Company’s Board of Directors, at its meeting held on 29.01.2026, resolved to reconstitute the unified Remuneration and Nomination Committee (hereinafter the “Committee”) by appointing two (2) additional members of the Board of Directors thereto, namely Ms Anastasia Dritsa, Independent Non-Executive Member, and Mr Georgios Diakaris, Non-Executive Member of the Board of Directors.

Following the above, the Committee consists of the following members of the Company’s Board of Directors:

1. Eleni Tzakou – Independent Non-Executive Member
2. Ioannis Artinos – Non-Executive Member
3. Marina Efraimoglou – Independent Non-Executive Member
4. Anastasia Dritsa – Independent Non-Executive Member
5. Georgios Diakaris – Non-Executive Member

The term of office of the Committee shall be until the expiry of the term of office of the current Board of Directors, i.e. 01.12.2027, and may be extended until the expiry of the deadline within which the immediately following Annual General Meeting of the Company’s shareholders must be convened and the relevant resolution is adopted.

Furthermore, at its meeting held on the same day (29.01.2026), the Committee formed into a body and, following a vote, re-elected Ms Eleni Tzakou, Independent Non-Executive Member of the Board of Directors, as its Chair, in accordance with Article 10(3) of Law 4706/2020 and the Committee’s Rules of Procedure.

Following its formation into a body, the Committee is composed as follows:

6. **Eleni Tzakou – Chair** (Independent Non-Executive Member of the Board of Directors)
7. **Marina Efraimoglou – Member** (Independent Non-Executive Member of the Board of Directors)
8. **Anastasia Dritsa – Member** (Independent Non-Executive Member of the Board of Directors)
9. **Ioannis Artinos – Member** (Non-Executive Member of the Board of Directors)
10. **Georgios Diakaris – Member** (Non-Executive Member of the Board of Directors)

It is noted that the Committee is composed exclusively of non-executive members, the majority of whom are independent non-executive members, in accordance with the applicable legal framework.