

CURRICULUM VITAE OF MEMBERS OF THE BOARD OF DIRECTORS

Konstantinos Chalioris, Chairman of the Board of Directors, Executive Member

He possesses a professional experience of 44 years during which he has developed a strong understanding of the industry and the international market. Since 2009, he holds the position of the Chairman of the Board of Directors. Following the decision of the Board of Directors as of July 28, 2021, the date on which the Board of Directors of the Company was reconstituted, Mr. Chalioris remained Chairman of the Board of Directors of the Company, while by a previous decision of the Board of Directors as of October 14, 2020 he assumed the position of Chief Entrepreneur. The specific position, which was added to the organizational chart of the Group aims to ensure the continuation of the profitable growth of the Group in areas that fall both in the existing activities of the Group and in new beneficial activities in the future. The creation of this position and its assumption by Mr. Chalioris, who has a significant career and valuable experience in "entrepreneurship", will ensure the future development of the Group.

Georgios Samothrakis, Vice-Chairman of Board of Directors, Independent Non-Executive Member

He is a graduate of the Athens University of Economics and Business (ASOEE) and a former Chartered Public Accountant. He specializes in tax issues and tax strategy of Greek and multinational companies, while has been extensively involved in regular and extraordinary audits of commercial and industrial enterprises. He began his career in 1965 at the National Bank of Greece and in 1972 moved to Coopers & Lybrand (now PwC) to set up the Tax Services department where he remained head until 2006. For a number of years, he was also Chairman of the Board of PwC. From 2007 to 2019 he was shareholder and chairman of AS Network, an audit, accounting and tax services group. He has been a consultant of the Supervisory Board of the Body of Chartered Public Accountants (SOEL), where he was a member from 1993 until 2022. He has been actively involved in the formation of the audit - accounting institutional framework in Greece. He has been President of the Fédération des Experts Comptables Méditerranéens, President of the Hellenic Institute of Economic Management (IOD), Member of Committees of the Ministry of Economy and Finance for the implementation of IFRS in Greece, the simplification of the Greek Code of Accounting Books and Records as well as the integration of the new 8th Directive and also a Member of the Corporate Governance

Committee of the Hellenic-American Chamber of Commerce. During the last years he has also been the Chairman of the Company's Audit Committee.

Dimitrios Malamos, Chief Executive Officer, Executive Member

He graduated from the Athens College in 1993. He studied in Great Britain from 1993 to 1998. He holds a BA (Hons) in Business and Financial Economics from Staffordshire University and a postgraduate MBA degree from University of Kent in Canterbury. From 2000 to 2007 he worked in PricewaterhouseCoopers in the area of Management Consulting servicing companies of the private and public sector where he gained significant experience in the fields of budgeting and reporting, financial analysis and internal restructuring. During the period 2007-2009 he worked in National Bank of Greece in the Accounting & Finance division and he returned to PricewaterhouseCoopers in the area of Management Consulting. From June 2010 to March 2020, he worked at Thrace Group as Group CFO. From March 2020, Mr. Malamos assumed the role of Deputy Group CEO, while from October of the same year he holds the position of CEO of the Company and the Group (Group CEO).

Theodoros Kitsos, Non-Executive Member

He holds a BSc degree from the Economics Department of the National and Kapodistrian University of Athens and an MBA degree in finance from the Wagner College of USA. He started his career in Unilever Hellas and worked successfully in other companies of the Group located abroad and especially in the United Arab Emirates, Saudi Arabia and the Netherlands. He returned to Greece in 2005 where he worked as General Manager of Human Resources and Organization at PPC (DEI) SA. In a later stage he held the position of Deputy General Manager of Human Resources at Eurobank Group. By the end of the year 2007, he returned to Unilever Group based in London undertaking the duties with regard to the global organizational planning of the Company, whereas in year 2010 he moved to Unilever Russia, Ukraine and Belarus based in Moscow where he held the position of Vice President responsible for issues of human resources and organization, implementing successfully the acquisitions and mergers of three companies active in the production and trading of consumer products. Since the summer of 2015, he worked at the headquarters of Unilever in London having assumed a multitude of responsibilities in the areas of Finance, Law, Technology and Support Services on global level, up until 2020, when he completed his collaboration. Since 2016, he has been a member of the Boards of Directors of various companies in Greece.

Vasileios Zairopoulos, Non-Executive Member

He began his career in 1983 in the apparel and footwear sector. Soon he assumed the position of Director of Design and Collection for a leading Company in the kids apparel market. His responsibilities were further expanded to include planning and coordinating production. Subsequently, he moved into business development, specifically focusing on expanding a large retail store chain. In addition to these duties, he assumed overall supervision of retail activities, including store planning, ordering and replenishment, management of the internal marketing and sales team, budgeting, and forecasting. Before departing to establish his own consulting firm, he engaged in a wide range of activities, such as strategy, negotiations, marketing management, corporate budgeting, and financial planning. Over the past decade, Mr. Zairopoulos has operated his own consulting firm, providing consultancy services in areas such as strategy, start-up ventures, business planning, investment evaluation and financing, international negotiations, pricing and communication. In addition to domestic companies, Mr. Zairopoulos has collaborated with two American multinational companies, Columbia Sportswear and New Balance. He received an IB Diploma in 1979 from UWC Atlantic College and a BSc in Management from Bath University in 1983.

Christos Shiatis, Non-Executive Member

He is an Associate Member of the Fellows of Chartered Accountants of England and Wales, a Chartered Public Accountant by the Cyprus Institute of Chartered Accountants and Member of the Hellenic Association of Chartered Accountants (SOEL). He began his professional career in Greece in 1981 at the auditing firm Kostouris - Michailidis (Grant Thornton) in Athens. In 1993 he became Managing Partner of the Greek Company and in 1997 he assumed the position of Territory Senior Partner at the Company that resulted from the merger of Kostouris-Michailidis and Coopers & Lybrand. In 1998 he was elected Chief Executive Officer of the Company PricewaterhouseCoopers in Greece. Alongside his management duties in the above audit firms, Mr. Shiatis has been active in the field of consulting, providing services to the senior management of large firms.

Athanasios Dimiou, Non-Executive Member

He graduated from the School of Chemical Engineering of the Aristotle University of Thessaloniki in 1986. From 1989 to 1996 he worked at the companies PLASTIKA MAKEDONIAS SA and AG.PETZETAKIS, initially in the field of Quality Control and the development of new products and then his duties expanded by moving in the position of Technical Director and

Director of Technical Services. From 1996 to 1998 he assumed the position of Plant Manager in the shoe manufacturer trading Company MOURIADIS SA, a Company listed on the Athens Exchange and since 1998 he worked as Plant Manager of THRAPLAST SA which mainly produces flexible packaging products made of polyethylene (current Thrace Polyfilms).

In 2000 he started in PLASTIKA THRAKIS SA as a Production Manager at the group's facilities in Xanthi and in 2004 he took over the duties of Plant Manager in the facilities of Magiko complex in Xanthi, a position he held until 2010. Since then, he has been the Managing Director THRACE NONOWOVENS & GEOSYNTHETICS SA. At the same time, he remains an active member of the Technical Chamber of Greece (TCG), while in the past he was a member of the Hellenic Company of Business Administration and the Institute of Production Management.

Myrto Papathanou, Independent Non-Executive Member

She studied Economics at the City University of London and holds a Master's Degree in Economics from the Imperial College Management School in London and an MBA from the INSEAD Business School.

She began her financial career in London, where she worked as a Fixed Income Strategist for Bank of America / Merrill Lynch and as a credit risk analyst for Dresdner Kleinwort Wasserstein.

She was a member of the Board of Directors of Think Silicon SA, while today she is member of the Board of Directors of Ferryhopper SA, Advantis Medical Imaging BV, Better Origin Ltd and Gommyr Power Networks Ltd, which are active in the fields of transport, sports technology, health technologies and renewable energy sources.

Since 2007 she has been working as a business development manager at CPI and since 2011 she has been developing her own business activity in technology as a consultant and investor in other companies. She is the founder of Metavallon VC and has served as Chief Financial Officer and Head of Corporate Development at the EFA Group, which is active in Aerospace & Defense and other high-tech sectors.

She is the first investor from Greece to emerge as Kauffman Fellow (Silicon Valley), a network that selects the best investors in the world. She is on Fortune Greece's list of the 40 entrepreneurs who innovated and excelled for 2020. She received the Leader of the Year award from Linkage Greece in 2016 in recognition of its outstanding leadership ability and contribution to business and society development.

She has also worked in the non-profit space, co-founding Ethelon and seeking funding for the microcredit organization Action Finance Initiative, while as board member of the organization Women-on-top she has developed Microfinance programs in Kenya and Nicaragua for women's empowerment.

Fotini-Marina Niforos, Independent Non-Executive Member

Fotini-Marina Niforos is an experienced Board member, advisor and academic, working at the intersection of technology and sustainability. She is an Affiliate Professor at HEC business school and the founder and President of the Climate Governance Initiative Greece, part of the global World Economic Forum network of Board Director associations leading climate action in the boardroom. A world-recognized expert on Blockchain and sustainable development, she is a member of the EU Blockchain Observatory, the lead author of the IFC-World Bank report on [*Blockchain: Opportunities for Private Enterprises in Emerging Markets*](#) and a frequent contributor in media (*Bloomberg, FT, CoinDesk and others*). She serves as Expert jury member for the European Innovation Council Accelerator, the mechanism providing blended finance for the scale up of European startups in deep tech. EU Startups named Fotini-Marina “one of five female leaders driving change in the European blockchain ecosystem”.

Fotini-Marina has served Board mandates in both public and private companies, as well as NGOs: the GrowthFund-The National Fund of Greece, the sovereign fund of the Hellenic Republic, Séché Environnement, a Euronext-listed company in waste management, the European Network of Women in Leadership and the US National Commission for UNESCO (appointed in 2012 by Secretary of State H. Clinton). She is currently on the Advisory Board of Urban Impact Fund, a Dutch impact VC firm focusing on urban technology.

In the past, Fotini-Marina served as CEO of the American Chamber of Commerce of France, Director for the Diversity Center of Excellence at INSEAD and held senior posts in the Pechiney Group, in corporate venturing and corporate strategy. From 1993 to 1998, she was with the World Bank Group, managing the country strategy and investment portfolio for Latin American countries. She received the World Bank Award for Excellence by President Wolfensohn for assisting Colombia with its sovereign debt conversion. Ms. Niforos earned an IDP-C and an MBA from INSEAD, a Masters in Government Administration from the University of Pennsylvania and a Diploma in International Relations from The Paul H. Nitze School of Advanced International Studies-Johns Hopkins University. She graduated Phi Beta Kappa from Cornell University, with a B.A. in Government and International Relations. She is fluent in Spanish, French, Greek and proficient in Italian.

Eleni Providi, Independent Non-Executive Member

Eleni Providi is a lawyer and holds the position of VP Legal & Public Affairs, Head of Corporate Communication, Quality & Sustainability of AB Vassilopoulos, which she joined in 2001. In 2002 she was promoted to Head of Legal Department and in 2010 she joined the Executive Committee. From 2011 to 2014 she held the position of VP Legal Affairs Southeastern Europe, being in charge of Greece, Albania, Bulgaria, Serbia and Romania. She took over Public Affairs in 2019, and PR/Corporate Communication, Quality Assurance and Sustainability in 2022. On January 2022 she has been elected member of the BoD of the company and on November 2023 Chair to the BoD. She graduated from the Law School of the University of Athens and holds a Master Degree in Corporate Law from the University of Heidelberg, Germany.

Stylianos Vitogiannis, Independent Non-Executive Member

Stylianos Vitogiannis completed his studies at Zanneio Experimental High School of Piraeus (1996) and holds a degree in economics from the University of York (2000). He has dedicated his entire career to the international development of the family business Astir-Vitogiannis Bros. S.A., which has existed since 1955 and produces metal caps for glass bottles of beer and soft drinks. He joined the company since 2002 and, immersed in all levels of the production process, quickly acquires full training in the know-how of the subject, while in 2007, at a young age, he assumes the duties of Vice President and General Manager. With his catalytic interventions in the modernization of mechanical equipment, in the full automation of the production process, in the insistence on absolute qualitative superiority of the products produced, but also with a very well-designed extroverted commercial strategy, he developed the family business into one of the most recognizable companies internationally, ranking Astir-Vitogiannis Bros. S.A. among the largest export industries of our homeland. He has achieved double-digit growth and profitability rates for many consecutive years, attracting the interest of leading multinational groups and financial corporations. During his career, he has successfully completed mergers and acquisitions in Greece and abroad, partnerships with multinational groups of a strategic nature, as well as their join in the Athens Stock Exchange. Astir-Vitogiannis Bros. S.A. exports over 90% of its annual production capacity to multinational beer and soft drink bottling groups, to over 70 countries, on all continents and has created a production capacity of over 24 billion caps per year. It has established a fully organized sales and representation network from New Zealand to California, having in the meantime developed new production units in Canada, Mozambique, Egypt, and South Africa.

Ektor Panagiotis Souroulidis , Independent Non-Executive Member

He holds a degree in Economics and International Relations from Boston University and an International Baccalaureate Diploma from the Psychico College. Since 2013, he has held leadership roles at Rolco Vianil, and since 2022, he has served as Chief Commercial Officer and a member of the Board of Directors.

He has played a pivotal role in the company's commercial development, overseeing activities such as retail sales, private label business, and expansion into international markets, including Bulgaria, Albania, Romania, and Cyprus. During his tenure, he has driven significant revenue growth while contributing to the creation of strong brands and the promotion of innovative products.

He specializes in sustainability, having led the development of **MyPlanet**, the first major eco-friendly product in the Greek market, focused on reducing environmental impact through sustainable production practices. At the same time, he has designed and implemented strategies that combine commercial success with environmentally responsible approaches, raising awareness among both consumers and partners.

He has extensive expertise in marketing, brand development strategy, sales optimization, and the retail business. He has enhanced the company's market presence through innovative approaches and has closely collaborated with multinational corporations and major retail chains.

His professional journey is defined by forward-thinking leadership and a commitment to delivering value through sustainability strategies and long-term growth initiatives.