

HELLENiQ ENERGY Holdings Société Anonyme

Special Annual Report of article 3C of Law 4706/2020 on BoD Gender Balanced Representation

PART A': Company details				
Company name:		HELLENiQ ENERGY Holdings Société Anonyme		
General Commercial Register Number:		000296601000		
VAT Number:		094049864		
Business sector:		1. Participation in domestic and/or foreign companies and enterprises. 2. Provision of support services (strategic planning, administrative, financial-technical, operational, etc.) to the companies of the HELLENiQ ENERGY Group.		
Number of employees, at company level:		64*		
Annual turnover:		€39,894,000*		
Annual balance sheet:		€2,283,768,000 (total equity)*		
*Annual data at company level, i.e. HELLENiQ ENERGY Holdings S.A., for the financial year 2024				
PART B': Data on BoD gender balance representation				
	Total number	Men	Women	Percentage of underrepresented gender
Members	11	9	2	18%
Executive Members	2	2	0	0%
Non-Executive Members	4	3	1	25%
Independent Non-Executive Members	5	4	1	20%
Recent minutes of the Board of Directors regarding its constitution into body		Board resolution dated 27.06.2024 Code filing number with the commercial registry: 4291528 (Protocol number of the announcement 3321928/12.07.2024)		

The Board of Directors (BoD) of HELLENiQ ENERGY Holdings S.A. (the "Company") comprises 11 BoD Members, of which 2 are Executive, 4 are Non-Executive and 5 are Independent Non-Executive.

The composition of the BoD is the following:

Spilios Livanos, Chairman, Non-executive member
Andreas Shiamishis, Chief Executive Officer, Executive Member
Georgios Alexopoulos, Deputy Chief Executive Officer, Executive Member
Iordanis Aivazis, Senior Independent Director, Independent Non-Executive Member
Theodoros-Achilleas Vardas, Non-Executive Member
Nikolaos Vrettos, Independent Non-Executive Member
Stavroula Kampouridou, Independent Non-Executive Member
Constantinos Mitropoulos, Independent Non-Executive Member
Anna Rokofyllou, Non-Executive Member
Panagiotis (Takis) Tridimas, Independent Non-Executive Member
Alkiviades Psarras, Non-Executive Member

PART C': Measures implemented by the Company to improve gender balanced representation on the Board of Directors

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The Company applies a diversity policy with the aim of promoting a suitable level of differentiation in the BoD and a multi-collective team of members. Through putting together a broad range of qualifications and skills in selecting the BoD members, a variety of views and experiences is ensured, for the purpose of taking the right decisions. The policy includes the basic diversity criteria, which are applied by the Company in selecting BoD members and constitute essential priorities (diversity goals) of the Company, among which the criterion of adequate representation per gender.

Throughout the financial year 01.01.2024 – 31.12.2024, the Company was in compliance with the provisions of article 3 par. 1(b) of Law 4706/2020 and the respective requirements of the Suitability Policy regarding adequate representation per gender and, specifically, at least twenty five percent (25%) of the total BoD members, which percentage in case of fraction is rounded to the previous integer.

Taking into account the new provisions of Article 3A of Law 4706/2020, introduced by article 5 of Law 5178/2025, which establish increased requirements for balanced gender representation, the Company initially intends to conduct an evaluation of the effectiveness of the Board of Directors in accordance with the BoD Operation Regulation and its Evaluation Policy and Procedure. This evaluation coincides with the completion of one year of tenure of the current BoD, which was elected by the Annual General Meeting held on 27.06.2024. The BoD will carefully examine the results of the evaluation of its members and will ensure any necessary changes to its composition within the legally stipulated timeframe, with the aim of improving gender-balanced representation and safeguarding its collective suitability.

Maroussi, September 2025

Ioannis Apsouris
Group Legal Services General Manager