

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:		69* (annual average)						
Annual turnover:		€44,080,666*						
Annual balance sheet:		€2,315,774,300 (total equity)*						
*Annual data at company level, i.e. HELLENiQ ENERGY Holdings S.A., for the financial year 2025								
PART B': Data on BoD gender balance representation								
	Total number	Men	Women	Percentage of underrepresented gender				
Members	11	7	4	36%				
Executive Members	2	2	0	0%				
Non-Executive Members	4	3	1	25%				
Independent Non-Executive Members	5	2	3	60%				
Recent minutes of the Board of Directors regarding its constitution into body		Board resolution 1471/03.06.2026 Code filing number with the commercial registry: 6093068 (Protocol number of the announcement 4117283 /25.06.2026))						

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
Nikolaos Vrettos, Senior Independent Non-Executive Member
Theodoros-Achilleas Vardas, Non-Executive Member
Maria Ioannidou, Independent Non-Executive Member
Stavroula Kampouridou, Independent Non-Executive Member
Constantinos Mitropoulos, Independent Non-Executive Member
Anna Rokofyllou, Non-Executive Member
Alkiviades-Constantinos Psarras, Non-Executive Member
Mary Psylla, Independent Non-Executive Member

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

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 01.01.2025 – 31.12.2025, 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.

The Company complied in a timely manner, namely prior to the statutory deadline of 30.06.2026, with the requirements of Article 3A of Law 4706/2020, as introduced by Law 5178/2025, concerning the participation of the underrepresented gender on the Board of Directors at a minimum percentage of 33%, rounded to the nearest whole number. In particular, at its meeting held on 03.06.2026, the Company's Board of Directors appointed Ms. Maria Ioannidou and Ms. Maria Psylla as new Board members, replacing an equal number of resigning members. Following this change, 4 members of the Company's eleven-member Board of Directors belong to the underrepresented gender. Furthermore, it is noted that the Board includes two executive members, namely the Chief Executive Officer and the Deputy Chief Executive Officer. Accordingly, the composition of the Board of Directors complies with the requirements of the applicable legal and regulatory framework relating to balanced gender representation on boards of directors.

Maroussi, September 2026

Ioannis Apsouris
 Group Legal Services General Manager