

REMUNERATION REPORT OF THE MEMBERS OF THE BOARD OF DIRECTORS FINANCIAL YEAR 2023

The present Remuneration Report has been prepared in accordance with article 112 of Law 4548, by the company under the trade name "ENTERSOFT SA OF SOFTWARE AND SERVICES PRODUCTION AND TRADE" (hereinafter "the Company"), in order to present the total remuneration of the members of the Board of Directors (hereinafter "BoD") and to analyze the implementation of the Remuneration Policy (hereinafter "Policy") of the Company concerning the financial year 2023. The Policy has been approved by virtue of the Extraordinary General Meeting of the shareholders of the Company dated 11.10.2019 and has been uploaded on the website of the Company (<http://www.entersoft.gr>).

The Remuneration Policy contributes to the Company's business strategy, to the long-term interests and sustainability. The Policy aims to align the objectives and motivations of the Directors with those of the Company's shareholders. It also contributes to the creation and maintenance of long-term commercial and business value, to the planning of a business strategy, to the service of the Company's long-term interests and sustainability through the provision of benefits aimed at:

- attracting and retaining people with skills, knowledge, and experience as Directors,
- preventing or minimizing conflict of interest situations,
- the correct and effective identification and management of risks relating to the exercise of the Company's activities in general,
- better corporate governance,
- the creation of incentives to achieve stable and long-term performance from the members participating in the Board of Directors.

The Company, with a view to attaining these objectives, takes into account, among other things, the following factors:

- research and study of the competitive environment,
- the Directors' fair and appropriate fees in relation to their institutional role and obligations,
- the relevant legislation;
- avoiding conflicts of interest;
- the size, internal organization, the nature, scale and complexity of the Company's activities.

Furthermore, the remuneration of Directors is divided into fixed and variable remuneration and applies to the executive and non executive members of the BoD. In particular:

1. Fixed remuneration is that which is not related to the Managers' performance and refers to the services provided by them to the Company. The criteria that are taken into account when determining the fixed remuneration of the Executives are:

- Adequate professional training, know-how, academic knowledge and experience in teams and project management
- Flexibility and ability to adapt to the developments in the field and to the environment and the principles of the company
- The morality, values, and recommendations of the candidate executive

2. Variable remuneration is additional earning in the form of an annual bonus or additional fringe benefits and incentives. Variable remuneration aims both at incentivizing Executives as well as at increasing productivity and competitiveness and is associated with individual goals as well as the strategic objectives of the company. In the future and based on the results, at the recommendation of the Remunerations Committee and on approval by the Board of Directors, the company may proceed to grant its Executives options of subscribing to its shares (paragraph IV below). Under the condition that specific corporate profitability and performance goals are met, the Board of Directors approves the payment of variable remuneration as rewards for high performance. The criteria taken into account for the payment of variable remuneration are:

- Achievement of an Annual budget (Budget vs Actual)
- Target attainment of individual or team objectives

- Annual assessment of individual or/and group performance

It is noted that ancillary payments or benefits, which are attributed without discrimination to staff, are part of the Company's general policy and they do not provide incentives for risk-taking, they are not included in the definition of variable remuneration under this policy.

I. Remuneration of the BoD

The following table presents the total remuneration of the BoD that has been granted or paid in accordance with article 112 par. 2 (a) of Law 4548/2018:

Total Remuneration of the members of the BoD for the financial year 2022:

FINANCIAL YEAR 2022				
Members of BoD- Capacity	Fixed Remuneration		Benefits	Total Remuneration
	Annual Basic Remuneration for the participation in the BoD	Annual Gross Remuneration for dependent employment		
Pantelis Nikolopoulos Chairman, Non- executive member				0
Konstantinos Dimitrakopoulos Vice Chairman, Executive member	27,960		8,758	36,718
Antonios Kotzamanidis Managing Director, Executive member		210,937	14,800	225,737
Aikaterini Papachristopoulou, Executive member	71,700		13,748	85,448
Charalampos Avratoglou, Executive member		115,312	11,363	126,675
Stavros Menegos, Executive member		147,656	4,997	152,653
Marica Lambrou, Independent non-executive member	12,250			12,250
Aikaterini Pramadari, Independent non-executive member	1,250			1,250
Georgios Xirogiannis, Independent non-executive member	7,250			7,250
Gerorgios Lysseos Independent non-executive member	6,000			6,000
TOTAL AMOUNTS	126,410	473,905	53,664	653,979

As regards to the remuneration of the members of the BoD for the financial year 2023, the following are noted:

1. The executive members of the Board of Directors Mr. Antonios Kotzamanidis (Managing Director), Mr. Charalampos Avratoglou and Mr. Stavros Menegos has signed an employment contract of indefinite time with the Company.
2. Remuneration has been granted for the financial year 2023, as presented in the table above, to the executive members of the Board of Directors Mrs. Aikaterini Papachristopoulou and Mr. Konstantinos Dimitrakopoulos for their participation in the BoD and based on their involvement to the management of the Company, in accordance with proposal of the Remuneration and Nomination Committee as defined in the approved Remuneration Policy of the Company.
3. The non- executive Chairman, Mr. Pantelis Nikolopoulos is not being paid for his capacity as a Chairman and he has not been paid or granted neither remuneration nor benefits from the Company for the financial year 2023.
4. The Board of Directors during the financial year 2023 has been elected by virtue of the Resolution of the General Meeting of the shareholders dated 03.06.2021. Furthermore, and following the resignation of the independent non executive member, Ms. Aikaterini Paramadari, dated 31.03.2023 and the resolutions of the Board of Directors and the General Asseby dated 01.04.2023

and 26.05.2023 respectively regarding the election of Mr. Georgios Lysseos as new independent non executive member of the Board, the Board was formed into a body under its current composition on 26.05.2023.

5. The Independent non- executive members of the BoD have received the following remunerations as fixed remuneration for their participation in the BoD, i.e. Mrs. Marica Lambrou has received 12,250 euros for her participation in the BoD, Mrs Aikaterini Pramataris has received 1,250 euros for her participation in the BoD , Mr. Georgios Xirogiannis has received 7,250 euros for his participation in the BoD and Mr. Georgios Lysseos has received 6,000 for his participation in the BoD.
6. The benefits of the financial year 2023 include benefits of use of corporate cars, corporate mobiles and insurance. The above mentioned benefits have been granted solely to the executive members of the BoD according to the table.
7. The Company has not paid variable remuneration to any of the members of the BoD for the financial year 2023 and for that reason the variable remuneration is not being included to the table above. The ratio between fixed and variable remuneration is 100% fixed and 0% variable remuneration for all the members of the BoD.
8. No other remuneration or benefit has been paid to the members of the Board of Directors for the financial year 2023, neither as profit distribution nor as coverage of expenses for transportation, accommodation and other expenses regarding the attendance of the meetings of the BoD and the Committees and therefore these have not been included to the table above.
9. The remuneration presented hereto are gross remuneration. The net amount is being defined following the legal contributions and deductions in each case. The gross remuneration does not include the employer's contributions in accordance with law.

II. Comparative information on change and performance of the Company

The table below presents the annual change of the remuneration of the members of the BoD, the performance of the Company and the average salaries of the full-time employees of the company, with the exception of the executives for financial years 2019- 2023 in accordance with article 112 par. 2 b of Law 4548/2018:

Annual Change	Variation % 2019-2018	Variation % 2020-2019	Variation % 2021-2020	Variation % 2022-2021	Variation % 2023-2022
Total Annual Remuneration					
Annual Total Remuneration of members of BoD	1,50%	-1,50%	1,84%	3,76%	-0,67%
Company Performance					
Revenues	9,41%	4,49%	22,04%	33,17%	40,29%
Earnings before taxes, financing and investing results (EBIT)	15,24%	39,16%	32,73%	2,87%	115,57%
Employee's Average of Total Annual Remuneration					
Average remuneration of the full-time employees, with the exception of the executives	-5,64%	1,67%	1,33%	-5,67%	2,84%
Annual total remuneration of the full-time employees, with the exception of the executives	5,97%	0,49%	23,28%	34,29%	22,25%
Number of Employees (change)	6,12%	3,37%	25,58%	55,93%	7,57%
Number of Employees on 31/12 of each year	208	215	270	421	455

The information contained on the table above concerning the annual change of the remuneration of the members of the BoD, the performance of the Company and the average salaries of the full-time employees of the company, with the exception of the executives solely for financial years 2019- 2023. The following are noted:

(a) the Company has been listed to the Main Market of Athens Stock Exchange at the beginning of 2020,

(b) the Remuneration Policy has been voted and approved by virtue of the Extraordinary General Meeting of the shareholders of the Company dated 11.10.2019. In particular, the Company has drawn the required Remuneration Policy according to articles 110, 111 of L. 4548/2028, which will be brought before the forthcoming Ordinary General Assembly of 2024 for approval in accordance with the provisions of article 110 of L. 4548/2018.

III. Additional remuneration from company of the Group.

The members of the BoD are not being paid from any other company of the Group (article 112 par. 2c of Law 4548/2018)

IV. Number of shares and options of shares granted to the members of the BoD

No shares or options of shares has been granted to any of the members of the BoD until 31.12.2023 (article 112 par. 2d of Law 4548/2018)

V. Options of shares exercised by members of the BoD in respect with programs of granting of shares of the Company

No shares or options of shares has been granted to any of the members of the BoD until 31.12.2023 (article 112 par. 2e of Law 4548/2018)

VI. Information on the recovery of variable earnings

Non applicable (article 112 par. 2f of Law 4548/2018)

VII. Deviations from the Remuneration Policy of the Company.

There have been no deviations from the Remuneration Policy as approved by the General Meeting of the shareholders of the Company dated 11.10.2019 (article 112 par. 2g of Law 4548/2018)

VIII. Information on the result of the advisory vote of the Ordinary General Meeting of the shareholders 2022, in accordance with article 112 par. 3 of Law 4548/2018.

During the preparation of the present report, the result of the shareholders' vote at the Ordinary General Meeting of 26/05/2023 was taken into account, as 99,19% of the shareholders present at the above mentioned Ordinary General Meeting, voted in favor and approved the Remuneration Report for the financial year 2022.