



**Clarifications on the 2nd item on the Agenda
of PPC's Extraordinary General Meeting of the Shareholders
to be held on 14.12.2023**

ITEM 2nd: Amendment of the Remuneration Policy of PPC S.A.

By virtue of the provisions of Law 4548/2018 and Law 4706/2020, the Nomination Remuneration and Recruitment Committee made a recommendation to the BoD for the submission for approval by the General Meeting of the amendment of the Remuneration Policy adopted by the General Meeting of December 14, 2022.

The Nomination Remuneration and Recruitment Committee in formulating its recommendation, has taken into account, apart from what is defined in the relevant provisions of the above-mentioned laws:

1. the best practices of corporate governance and remuneration for companies similar to PPC S.A., based on the guidelines of external consultants (KPMG, Mercer)
2. the study of a qualified external consultant (Egon Zender International) aimed at determining a fair level of remuneration for the members of the Board of Directors.

By virtue of Decision No 86/20.11.2023, the Company's BoD decided to recommend for approval to the Extraordinary General Meeting of 14.12.2023, the amendment of the Remuneration Policy of PPC S.A. as follows:

1. Introduction of malus and Clawback provisions
2. Adjustment of the remuneration of the members of the Board of Directors and its Committees
3. Authorization of the BoD regarding the implementation of the Remuneration Systems