REPORT ON THE REMUNERATION OF THE BOARD OF DIRECTORS OF THE SOCIÉTÉ ANONYME 'ATHENS MEDICAL CENTER S.A.' FOR THE PERIOD 1/1/2024- 31/12/2024

(according to article 112 of Law 4548/2018)

This Remuneration Report has been prepared in accordance with the provision of article 112 of Law 4548/2018 and includes a comprehensive overview of the total remuneration of the members of the Board of Directors of the Company under the name 'ATHENS MEDICAL CENTER S.A.' for the fiscal year 2024 and all the minimum information required by law, which were paid under the Company's Remuneration Policy, approved by the Annual General Meeting of the Company's shareholders on 15-7-2021. The Remuneration Report (hereinafter the "**Report**") is submitted for discussion at the Ordinary General Meeting of Shareholders of the Company of 27 June 2025, pursuant to Article 112 of Law 4548/2018, as amended and in force.

After the Annual General Meeting, it will be available on the Company's corporate website for a period of ten (10) years, as required by the Law.

All remuneration of the members of the Board of Directors is in accordance with the approved Remuneration Policy of the Company and the applicable legislation.

The total remuneration of the members of the Board of Directors consists of fixed remuneration and variable remuneration (bonuses).

To date, the Company has not implemented any pension benefit plans or supplementary pension plans, other than the coverage of statutory social security contributions, nor any plans for the distribution of the Company's shares.

1. Executive Members of the Board of Directors

The executive members of the Board of Directors, in accordance with clause 5.1.2 of the Remuneration Policy, are paid fixed salaries, which are competitive in order to attract and retain individuals with the appropriate skills, abilities, experience and attitudes required by the Company and the Group.

These include:

a) fees for their participation in the meetings of the Board of Directors,

(b) remuneration paid under a contract of employment or a contract for the provision of services.

Short-term variable remuneration (Bonus) is also paid in the event that specific targets are achieved in specific activities of the Company either through a Performance Management System (PMS) approved by the Board of Directors, following a recommendation of the Remuneration and Nominations Committee and a decision of the Board of Directors, or on a case-by-case basis by decision of the Chief Executive Officer following the recommendation of the competent departments.

Additional benefits to the Executive Members of the Board of Directors include:

Use of company vehicle/mobile phone/laptop computer/ corporate credit or debit card / fuel card / life insurance coverage / representation expenses / travel, accommodation and food and beverage expenses for the performance of their duties, directors and officers liability insurance (D&O insurance plan), pension plan, health insurance coverage.

2. <u>Non-Executive Members of the Board of Directors</u>

Non-Executive Members may receive a fixed monthly fees for their participation in the meetings of the Board of Directors.

In addition, non-executive members receive an additional fixed annual fee for their participation in the Committees.

The non-executive members of the Board of Directors are included in the directors and officers liability insurance coverage (D&O insurance plan).

A) Total Remuneration of the Members of the Board of Directors of ATHENS MEDICAL CENTER for the year 2024 (article 112 paragraph 2 a of Law 4548/2018 as in force).

Table 1 below:

NAME& SURNAME	TITLE	FIXED REMUNERATION		VARIABLE REMUNERATION	BEBEFITS	FEES	TOTAL AMOUNT OF FEES AND BENEFITS	PERCENTAGE OF FIXED/VARIABLE FEES	
		GROSS ANNUAL REMUNERATION	GROSS ANNUAL REMUNERATION OF THE BoD	GROSS ANNUAL REMUNERATION		FROM SUBSIDIARIES		FIXED	VARIABLE
GEORGE APOSTOLOPOULOS	Chairman of the BoD Executive Membe	2.341.617€	2.132.088 €	0€	15.064€	4.375€	4.493.144€	100%	0%
CHRISTOS APOSTOLOPOULOS	A' Vice President of the BoD Executive Member	0€	365.634 €	0€	1.436€	852.596€	1.219.666€	81%	19%
ATHANASIOS ASKITIS	B' Vice President of the BoD Independent,Non Executive Member	0€	15.000 €	0€	0€	0€	15.000€	100%	0%
VASSILI APOSTOLOPOULOS	CEO Executive Member	722.746€	512.557 €	228.181€	7.502€	170.635€	1.641.621€	77%	23%
GEORGE ZERDILAS	Executive Member	191.250€	12.000 €	175.000€	1.702€	0€	379.952€	54%	46%
GEORGE BOUTSIOUKOS	Executive Member	18.391€	12.000 €	0€	224€	0€	30.615€	100%	0%
ALEXANDRA MIKROULEA	Independent,Non Executive Member	0€	15.000 €	0€	0€	0€	15.000€	100%	0%
VASSILIKI MEGGOU	Independent,Non Executive Member	0€	15.000 €	0€	0€	0€	15.000€	100%	0%
NIKOLAOS KORITSAS	Member Non Executive	0€	15.000 €	0€	0€	0€	15.000€	100%	0%
Total		**3.274.004€**	**3.094.279 €**	**403.181€**	**25.927€**	**1.027.606€**	**7.824.997€**		

It should be noted that the earnings declared in Table 1 are gross earnings, while the net earnings are obviously less than this and are determined on the basis of the deductions and contributions borne by each beneficiary.

- The Chairman, the Chief Executive Officer, the Chief Managing Director, executive member and Mr. Georgios Boutsioukos, executive member, are employed by the Company under dependent employment contracts of indefinite duration, which are governed by the applicable provisions of labour law. Variable remuneration was paid in accordance with the approved remuneration policy.

- The A΄Vice President received remuneration from the subsidiary company "IATRIKI TECHNIKI MONOPROSOPI A.E.B.E", as follows:

α. Annual Fixed Gross Salaries: 351.562,25€

β. Annual Variable Gross Remuneration : 226.785,73 €

c. Annual Gross Compensation of the Board of Directors : 261.972 €

d. Annual Benefits: 12.276 €

- The amounts granted to the Chairman of the Board, Dr .G. Apostolopoulos from subsidiaries relate to annual benefits.

- The amounts granted to the CEO Dr. V. Apostolopoulos by the subsidiary company " IATRIKI TECHNIKI MONOPROSOPI A.E.B.E " are separated as follows:

α. Annual Fixed Gross Salaries: 0 €

β. Annual Variable Gross Remunaration (from profits) : 148.000€

c. Annual Gross Compensation of the Board of Directors : 0 €

δ. Annual Benefits: 22.635 €

- Benefits include various benefits in kind, e.g. company car / mobile phone / travel expenses / corporate credit or debit card / D&O insurance plan, health insurance coverage, etc.

B) Comparative Table of Annual Total Remuneration of the Members of the Board of Directors of ATHENS MEDICAL CENTER S.A. and Average Annual Gross Remuneration of Employees (excluding Executives) for the years 2020 - 2024 (article 112 par.2 b´ of Law 4548/2018 as in force).

Tables 2.1 and 2.2 are listed:

Table 2.1. Annual fee changes (2020 - 2024)

GROSS REMUNERATION	2020	2021	Change 2021-2020	% of Change 2021-2020	2022	Change 2022-2021	% of Change 2022-2021	2023	Change 2023-2022	% of Change 2023-2022	2024	Change 2024-2023	% of Channge 2024-2023
Gross remuneration & benefits of BoD	4.620.917€	5.837.687€	1.216.770,00 €	26,33%	7.850.083€	2.012.396€	34,47%	7.292.439€	-557.644€	-7,10%	7.824.997 €	532.558€	7,30%
Gross annual remuneration of staff of the parent company	54.199.299€	56.590.882 €	2.391.584€	4,41%	57.234.225€	643.343€	1,14%	63.256.325 €	6.022.100€	10,52%	67.871.866 €	4.615.541€	7,30%
Number of staff of the parent company at 31.12	2.968	2.922	-46	-1,55%	3.064	142	4,86%	3.177	113	3,69%	3.258	81	2,55%
Average gross annual remuneration of staff of the parent company	18.261€	19.367€	1.106	6,06%	18.680€	-688	-3,55%	19.911€	1.231	6,59%	20.832 €	922	4,63%

Table 2.2.: Financial data Annual changes (2020 - 2024)									
									AMOUNTS IN THOUSANDS
GROUP									
Financial data for accounting periods	2020	2021	Change 2021-2020	2022	Change 2022-2021	2023	Change 2023-2022	2024	Change 2024-2023
Sales	196.866	235.682	19,72%	233.419	-0,96%	258.363	10,69%	269.845	4,44%
EBITDA	21.717	37.048	70,59%	32.110	-13,33%	38.074	18,57%	32.011	-15,92%
Profit after tax	3.974	15.135	280,85%	6.917	-54,30%	8.159	17,96%	1.884	-76,91%
Company									
Financial data for accounting periods	2020	2021	Change 2021-2020	2022	Change 2022-2021	2023	Change 2023-2022	2024	Change 2024-2023
Sales	192.604	231.110	19,99%	228.604	-1,08%	253.566	10,92%	265.633	4,76%
EBITDA	17.931	32.397	80,68%	25.630	-20,89%	30.508	19,03%	24.355	-20,17%
Profit after tax	1.499	19.494	1200,47%	2.454	-87,41%	2.704	10,19%	15.581	476,22%

The figures for 2020 and 2021 refer to continuing and discontinued operations

C) Number of shares and share options granted or offered to the members of the Board of Directors.

This is not the case.

D) Any exercised option rights of the Board of Directors, in the context of the Company's share allotment plans.

This is not the case.

E) Information on the use of the possibility to withdraw variable pay.

This is not the case.

F) Information on any deviations from the application of the Remuneration Policy.

The Company fully complies with the Remuneration Policy, approved by the General Meeting of 15-7-2021.

Finally, with regard to the obligation under Article 112 par. 3 of Law 4548/2018, it is noted that the remuneration report for the year 1.1.2023 - 31.12.2023 was accepted unanimously (with advisory vote) by all shareholders present at the Annual General Meeting of the Company held on 27 June 2024.