EARNINGS REPORT OF THE BOARD OF DIRECTORS OF THE SOCIÉTÉ ANONYME 'ATHENS MEDICAL CENTER S.A.' FOR THE 1 JANUARY 2023 - 31 DECEMBER 2023 ACCOUNTING PERIOD

(in accordance with Article 112 of Law 4548/2018)

This Earnings Report was prepared in accordance with the provisions of Article 112 of Law 4548/2018 and contains a comprehensive overview of all the remuneration paid to the members of the Board of Directors of the Company under the name '**ATHENS MEDICAL CENTER S.A.**' for the 2023 accounting period and all the information required by the Law, as a minimum, in the context of the Company's Earnings Policy, which was approved by the Ordinary General Meeting of the shareholders of the Company held on 15 July 2021. The Earnings Report (hereinafter the "**Report**") shall be submitted for deliberation to the Ordinary General Meeting of the shareholders of the Company to be held on 27 June 2024, pursuant to Article 112 of Law 4548/2018, as amended and in force.

Following the Ordinary General Meeting, it shall be made available on the corporate website of the Company for a period of ten (10) years, as required by law.

All remuneration paid to the members of the board of directors is consistent with the approved Remuneration Policy of the Company and the applicable legislation.

The entirety of the directors' remuneration (100%) consists of fixed remuneration and variable remuneration (bonus).

To date, the Company has not implemented programmes for the granting of pension benefits or supplementary pension plans, save the coverage of the lawful social security contributions, or option schemes concerning the Company's shares.

1. Executive members of the Board of Directors

In accordance with term 5.1.2 of the Earnings Policy, executive members of the Board of Directors shall be paid fixed remuneration that shall be competitive in order to attract and retain persons with suitable abilities, skills, experiences and conduct that the Company and the Group need.

This remuneration includes:

a) compensation for their participation in Board meetings

b) fees paid due to an employment agreement or service provision agreement.

Furthermore, short-term variable fees (Bonus) are paid in the event that specific objectives are achieved in specific activities of the Company either through a program approved by the Board of Directors for the measurement and evaluation of individual performance (Performance Management System - PMS) as it has been approved following the recommendation of the Earnings and

Candidatures Committee and a decision of the Board of Directors, or, as the case may be, by decision of the CEO upon the recommendation of the competent Directories.

Additional benefits to the Executive Members of the Board include:

corporate vehicle / mobile telephone / laptop computer / corporate credit or debit card / fuel card / life insurance coverage / attendance costs / transport, accommodation and food costs for the performance of their duties, insurance coverage of management executives' liability (D&O insurance program), pension plan, healthcare insurance coverage.

2. Non-executive members of the Board of Directors

Non-executive members of the Board of Directors may receive fixed per month remuneration for their participation in Board meetings.

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

Non-executive members of the Board of Directors are included in the directors' liability insurance coverage (D&O insurance program).

A) Total fees paid to the members of the board of directors of ATHENS MEDICAL CENTER S.A. for the year 2023 (Article 112(2)(a) of Law 4548/2018, as in force).

Table 1 below:

NAME & SURNAME	TITLE	FIXED REMUNERATION		VARIABLE REMUNERATION	BENEFITS	FEES PAID FROM SUBSIDIARIES	TOTAL AMOUNT OF FEES AND BENEFITS	PERCENTAGE OF FIXED / VARIABLE FEES	
		Gross Annual Remuneration	Gross Annual Remuneration of the BoD	Gross Annual Remuneration				FIXED	VARIABLE
GEORGE APOSTOLOPOULOS	Chairman of the BoD Executive Member	2.341.135,86€	2.132.088,20€	0,00€	16.902,77€	1.822,91€	4.491.949,74€	100%	0%
CHRISTOS APOSTOLOPOULOS	A' Vice-Chairman of the BoD Executive Member	0,00€	365.272,22€	0,00€	2.729,61€	627.174,25€	995.176,08€	100%	0%
ATHANASIOS ASKITIS	B' Vice-Chairman of the BoD Independent, Non Executive Member	0,00€	15.000€	0,00€	0,00€	0,00€	15.000€	100%	0%
VASSILI APOSTOLOPOULOS	CEO Executive Member	722.746,45€	512.556,72€	51.395,34€	17.953,21€	31.281,60€	1.335.933,32€	96%	4%
GEORGE ZERDILAS	Executive Member	191.249,87€	12.000€	175.000€	981,00€	0,00€	379.230,87€	54%	46%
GERGIOS BOUTSIOUKOS	Executive Member	17.008,54€	12.000€	0,00€	1.140,67€	0,00€	30.149,21€	100%	0%
ALEXANDRA	Independent	0,00€	15.000€	0,00€	0,00€	0,00€	15.000€	100%	0%

MIKROULEA	Non-Executive Member								
VASILIKI MEGGOU	Independent Non-Executive Member	0,00€	15.000€	0,00€	0,00€	0,00€	15.000€	100%	0%
NIKOLAOS KORITSAS	Member Non-Executive Member	0,00€	15.000€	0,00€	0,00€	0,00€	15.000€	100%	0%
	TOTAL	3.272.141€	3.093.917€	226.395€	39.707€	660.279€	7.292.439€		

It is noted that:

- the remuneration declared in Table 1 is gross, while the net remuneration is obviously lower and is determined on the basis of the deductions and contributions borne by each beneficiary.

- The Chairman, the CEO, the Chief Managing Director, executive member, as well as mr. Georgios Boutsioukos, executive member, are engaged by the Company under indefinite-term employment agreements regulated by the labour law provisions in force from time to time. The variable remuneration were paid in accordance to the approved remuneration policy.

- The A' Vice-Chairman received fees from the subsidiary IATRIKI TECHNIKI SINGLE MEMBER S.A., broken down as follows:

  a. Gross Annual Fixed Remuneration: 351.562,25€
  b. Gross Annual Variable Remuneration: 0 €
  c. Gross Annual Remuneration of the BoD: 261.972€
  d. Annual Benefits: 13.640€

- The fees paid to the President from the subsidiary IATRIKI TECHNIKI SINGLE MEMBER S.A. regard to annual benefits.

- The fees paid to the CEO from the subsidiary IATRIKI TECHNIKI SINGLE MEMBER S.A. regard to annual benefits.

- The Benefits include various benefits in kind, e.g. use of a corporate vehicle / mobile telephone / transport costs / corporate credit or debit card / D&O insurance program / healthcare insurance coverage, etc.

B) Comparative table of total annual fees of the members of the Board of Directors of ATHENS MEDICAL CENTER S.A. and the average annual gross fees of employees (non-executives) for the years 2019 to 2023 (Article 112(2)(b) of Law 4548/2018, as in force).

Tables listed below:

TABLE OF ANNUAL FEE CHANGES (2018 - 2022)													
Gross remuneration	**2019**	**2020**	**Change 2020-2019**	**Change 2020-2019**	**2021**	**Change 2021-2020**	**Change 2021-2020**	**2022**	**Change 2022-2021**	**Change 2022-2021**	**2023**	**Change 2023-2022**	**Change 20232 - 2022**
Gross remuneration & benefits of the members of BoD	3.438.390€	4.620.917€	1.182.527,55€	34,39%	5.837.687€	1.216.769,79€	26,33%	7.850.083€	2.012.396,03€	34,47%	7.292.439€	-557.643,97€	-7,10%
Gross annual remuneration of staff of the parent company	53.591.916€	54.199.299€	607.382,32€	1,13%	56.590.882€	2.391.583,57€	4,41%	57.234.225€	643.343,13€	1,14%	63.256.325€	6.022.100,16€	10,52%
Number of staff of the parent company on 31 December	2.977	2.968	-9	-0,30%	2.922	-46	-1,55%	3.064	142	4,86%	3.177	113	3,69%
Average gross annual remuneration of staff of the parent company	18.002€	18.261€	259	1,44%	19.367€	1.106	6,06%	18.680€	-688	-3,55%	19.911€	1231	6,59%

The amounts for the accounting periods 2020 and 2021 refer to the ongoing and discontinued operations.

Amounts in thousands

GROUP									
Financial data for accounting periods	**2019**	**2020**	**Change 2020-2019**	**2021**	**Change 2021-2020**	**2022**	**Change 2022-2021**	**2023**	**Change 2023-2022**
Sales	197.273	196.866	-0,21%	235.682	19,72%	233.419	-0.96%	258.363	10,69%
EBITDA	27.691	21.717	-21,57%	37.048	70,59%	32.110	-13,33%	38.074	18,57%
Profit after tax	7.671	3.974	-48,19%	15.135	280,85%	6.917	-54,30%	8.159	17,96%

COMPANY									
Financial data for accounting periods	**2019**	**2020**	**Change 2020-2019**	**2021**	**Change 2021-2020**	**2022**	**Change 2022-2021**	**2023**	**Change 2023-2022**
Sales	190.671	192.604	1,01%	231.110	19,99%	228.604	-1,08%	253.566	10,92%
EBITDA	23.528	17.931	-23,79%	32.397	80,68%	25.630	-20,89%	30.508	19,03%
Profit after tax	4.728	1.499	-68,30%	19.494	1200,47%	2.454	-87,41%	2.704	10,19%

The amounts for the accounting periods 2020 and 2021 refer to the ongoing and discontinued operations.

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

Not applicable.

D) Any share options exercised by the Board of Directors as part of the Company's share option schemes.

Not applicable.

E) Information on the use of the option to reclaim variable remuneration.

Not applicable.

F) Information on any derogations from the implementation of the Earnings Policy

The Company is fully compliant with the Earnings Policy approved by the General Meeting held on 15 July 2021.

Finally, regarding the obligation of Article 112 (3) of Law 4548/2018, it is noted that the Earnings Report for the year 1.1.2022 - 31.12.2022 was accepted unanimously (by advisory vote) by all shareholders present at the Ordinary General Meeting of the Company that took place on 29.06.2023.