REPORT ON THE REMUNERATION OF THE BOARD OF DIRECTORS OF THE SOCIÉTÉ ANONYME 'ATHENS MEDICAL CENTER S.A.' FOR THE PERIOD 1/1/2025- 31/12/2025

(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 2025 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 27-6-2025. The Remuneration Report (hereinafter the "**Report**") is submitted for discussion at the Ordinary General Meeting of Shareholders of the Company of 26 June 2026, 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: fees for their participation in the meetings of the Board of Directors and 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 plans, health insurance coverage.

2. **Non-Executive Members of the Board of Directors**

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 2025 (article 112 paragraph 2a of Law 4548/2018 as in force).

Table 1 follows below, with the fees of the Members of the Board of Directors for the year 2025.

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.

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.

Table 1.

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		FIEXED	VARIABLE
GEORGE APOSTOLOPOULOS	Chairman of the BoD Executive Membe	2.341.473 €	1.111.784 €	0 €	13.441 €	761.146 €	4.227.845 €	82%	18%
CHRISTOS APOSTOLOPOULOS	A' Vice President of the BoD Executive Member	0 €	365.471 €	0 €	2.010 €	625.810 €	993.292 €	100%	0%
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 €	0 €	6.622 €	22.635 €	1.264.560 €	100%	0%
GEORGE ZERDILAS	Executive Member	191.250 €	12.000 €	196.429 €	2.686 €	0 €	402.365 €	51%	0%
GEORGE BOUTSIOUKOS	Executive Member	22.025 €	12.000 €	0 €	5.112 €	0 €	39.137 €	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	3.277.494 €	2.073.813 €	196.429 €	29.872 €	1.409.592 €	6.987.199 €		

- 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 amounts granted to the Chairman of the Board of Directors, Dr. G. Apostolopoulos from the subsidiary company per 100% "IATRIKI TECHNIKI MONOPROSOPI A.E.B.E", are separated as follows:
  - Annual Fixed Gross Salaries: 0 €
  - Annual Variable Gross Remuneration 2024: 756.771 €
  - Annual Gross Compensation of the Board of Directors: 0 €
  - Annual Benefits: 4.375 €

- The A' Vice President of the Board of Directors Mr. Christos Apostolopoulos received remuneration from the subsidiary company "IATRIKI TECHNIKI MONOPROSOPI AEBE," separated as follows:
  - Annual Fixed Gross Salaries: 351.562 €
  - Annual Variable Gross Remuneration: 0 €

- Annual Gross Compensation of the Board of Directors: 261.972 €
- Annual Benefits: 12.276 €

- The amounts granted to the CEO Dr. V. Apostolopoulos from subsidiaries relate to annual benefits.

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 2021 - 2025 (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 (2021 - 2025)

GROSS REMUNERATION	2021	2022	Change 2022-2021	% of Change 2022-2021	2023	Change 2023-2022	% of Change 2023-2022	2024	Change 2024-2023	% of Change 2024-2023	2025	Change 2025-2024	% of Change 2025-2024
Gross remuneration & benefits of BoD	5.837.687€	7.850.083€	2.012.396 €	34,47%	7.292.439 €	-557.644 €	-7,10%	7.824.997 €	532.558 €	7,30%	6.987.199 €	-837.798 €	-10,71 %
Gross annual remuneration of staff of the parent company	56.590.882€	57.234.225 €	643.343 €	1,14%	63.256.325 €	6.022.100 €	10,52 %	67.871.866 €	4.615.541€	7,30%	70.152.925 €	2.281.059€	3,36%
Number of staff of the parent company at 31.12	2.922	3.064	142	4,86%	3.177	113	3,69%	3.258	81	2,55%	3.273	15	0,46%
Average gross annual remuneration of staff of the parent company	19.367€	18.680€	-688	-3,55%	19.911 €	1.231 €	6,59 %	20.832€	922	4,63 %	21.434 €	601	2,89%

The figures for 2021 refer to continuing and discontinued operations

GROUP									
Financial data for accounting periods	**2021**	**2022**	**Change 2022-2021**	**2023**	**Change 2023-2022**	**2024**	**Change 2024-2023**	**2025**	**Change 2025-2024**
Sales	235.682	233.419	-1,0 %	258.363	10,7 %	269.845	4,44%	275.752	2,2 %
EBITDA	37.048	32.110	-13,3 %	38.074	18,6 %	32.011	-15,92%	27.533	-14,0 %
Profit after tax	15.135	6.917	-54,3 %	8.159	18,0 %	1.884	-76,91%	-4.618	-345,1 %

Company									
Financial data for accounting periods	2021	2022	Change 2022-2021	2023	Change 2023-2022	2024	Change 2024-2023	2025	Change 2025-2024
Sales	231.110	228.604	-1,1%	253.566	10,9%	265.633	4,76%	271.723	2,3%
EBITDA	32.397	25.630	-20,9%	30.508	19,0%	24.355	-20,17%	18.829	-22,7%
Profit after tax	19.494	2.454	87,4%	2.704	10,2%	15.581	476,22%	-10.173	-165,3%

The figures for 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 27-6-2025.
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 1.1.2024 - 31.12.2024 was accepted by 99,999% majority (with advisory vote) by all shareholders present at the Annual General Meeting of the Company held on 27 June 2025.