

ThPA SA AUDIT COMMITTEE

SUBJECT: Update by the Audit Committee to shareholders about the activities of the Audit Committee during the year 2023 and submission of the annual activity report of the Audit Committee, according to article 44 par. 1i of Law No. 4449/2017 as currently in force.

A. ESTABLISHMENT AND OPERATION OF THE AUDIT COMMITTEE.

ThPA SA has an Audit Committee, as provided for in article 44 of Law No 4449/2017 (A' 7) as amended by article 74 of Law No 4706/2020 and currently in force.

The Ordinary General Meeting of June 23, 2021 decided that the Audit Committee of the company will constitute a Committee of the Board of Directors within the meaning of article 44 par. 1a case aa' of Law No. 4449/2017, with a term until 23.06.2023. The Committee has three members and consists of two independent non-executive members and one non-executive member.

By decision No. 7704/12.1.2023 of the Board of Directors, Mr. Panagiotis Stampoulidis was elected as a member of the Audit Committee of ThPA S.A., replacing Mr. Charalambos Karamaneas, who resigned on 03/01/2023.

The Ordinary General Meeting of June 23, 2021 decided that the term of the Audit Committee to commence on 24.06.2023 and be equal to the rest of the term of the current Board of Directors, ie until 12.07.2026.

Based on the above, in 2023, the composition of the Audit Committee of ThPA SA with a term of office until 12.07.2026 was as follows:

- Panagiotis Michalopoulos, independent non-executive member (Chairman)
- Angeliki Samara, independent non-executive member (member)
- Charalambis Karamaneas, non-executive member (member until 3/01/2023)
- Panagiotis Stampoulidis, non-executive member (member since 12/1/2023)

The CVs of the current members of the Audit Committee are posted on the company's website (<https://www.thpa.gr/el/board-of-directors/>).

B. THE COMMITTEE AND ITS MEMBERS COMPLY WITH AND FULFILL THE REQUIREMENTS OF ART. 44 OF LAW NO 4449/2017 (A'7) AS AMENDED AND CURRENTLY IN FORCE.

Specifically:

- **The members of the Audit Committee, both of the previous and the current composition, are in their majority independent of the audited entity** according to article 44 par 1 d) of Law No 4449/2017 (A' 7) as amended by article 74 of Law No 4706/2020 and currently in force.
- **The Independent Non-Executive Members of both the previous compositions and the current composition of the Audit Committee, fully comply with the provisions of the current regulatory framework and in particular of both article 9 par. 1 and 2 of Law No 4706/2020, a fact which has been fully checked and ascertained by the Board of Directors. The persons who meet the conditions for independence constitute the majority of the Committee.**
- **The Chairman was appointed by the members and is independent of the audited entity** according to article 44 par. 1 e) of Law No 4449/2017 (A' 7) as amended by article 74 of Law No 4706/2020 and currently in force.
- In cases of loss of membership in the Board of Directors of certain members of the Committee, the Board of Directors has appointed new members, from its members, to replace those who have lost their capacity, in accordance with article 44 par. 1 f) of Law No. 4449/2017 (A' 7) as amended by article 74 Law No. 4706/2020 and currently in force.

- **The members of both the previous compositions and the current composition of the Audit Committee met and still meet the suitability criteria set by the law, the company's Corporate Governance Code and Suitability Policy.**
- **The members** of both the previous compositions and the current composition of the Audit Committee of ThPA SA **have sufficient knowledge of the sector in which the company operates**, while the two independent members of the Committee who have sufficient knowledge and experience in auditing or accounting, attended the meetings of the Committee concerning the approval of the financial statements in accordance with article 44 par. 1 g.) of Law No 4449/2017 (A' 7) as amended by article 74 of Law No 4706/2020 and currently in force.

-The Audit Committee of ThPA SA, that has a Charter which was approved by the Board of Directors (decision 7584/5.7.2021) and posted on the company's website (https://www.thpa.gr/files/general/ked/kanonismos_leit_ee_21_en.pdf), met 17 times in 2023 at the company's headquarters or via teleconference, as provided for in its Charter, while during its meetings, minutes were kept describing the items on the agenda and any decisions of the Committee, according to article 44 par. 1 h) of Law No 4449/2017 (A' 7) as amended by article 74 of Law No 4706/2020 and currently in force.

-The audit committee submits this annual activity report to the Ordinary General Meeting of ThPA SA in accordance with article 44 par. 1 i) of Law No 4449/2017 (A' 7) as amended by article 74 of Law No 4706/2020 and currently in force:

C. RESPONSIBILITIES OF THE AUDIT COMMITTEE

The Audit Committee of ThPA SA shall consistently fulfill its obligations under the law and in particular the obligations contained in its Charter and in article 44 par. 3 of Law No. 4449/2017 (A' 7) as amended by article 74 of Law No 4706/2020 and currently in force.

Within this framework, during the FY 2023, the Audit Committee of ThPA SA and in addition to the liability as members of the Board of Directors according to article 44 par. 3 of Law No. 4449/2017 (A' 7) as amended by article 74 of Law No 4706/2020 and currently in force, complied with the paragraphs of the above article which stipulate that the Audit Committee:

- a) informs the Board of Directors of the audited entity on the outcome of the statutory audit and explains how the statutory audit has contributed to the integrity of the financial reporting and what the role of the Audit Committee was in this process;
- b) monitors the financial reporting process and raises objections or makes proposals to ensure its integrity;
- c) monitors the effectiveness of the Company's internal control, quality assurance and risk management systems and, where appropriate, its internal audit department, in respect of the audited entity's financial reporting, without violating the independence of such entity;
- d) monitors the statutory audit of the annual and consolidated annual financial statements and, in particular, its performance, taking into account any findings and conclusions of the competent authority in accordance with par. 6 of article 26 of Regulation (EU) No 537/2014;
- e) supervises and monitors the independence of certified accountants or audit firms in accordance with articles 21, 22, 23, 26 and 27 and article 6 of Regulation (EU) No 537/2014 and in particular the suitability of the provision of non-audit services to the audited entity, in accordance with article 5 of Regulation (EU) No. 537/2014;
- f) is responsible for the selection procedure of certified auditors or audit firms and proposes certified auditors or audit firms to be appointed in accordance with article 16 of Regulation (EU) No 537/2014, unless par. 8 of article 16 of Regulation (EU) No 537/2014 applies.

The Audit Committee, throughout 2023, has exercised its supervisory and monitoring role according to the Law and the BoD and General Meeting decisions across the institutional structure of ThPA SA.

This audit was multifaceted and was performed in accordance with the international auditing and accounting standards, as they have been incorporated in the Greek legislation and according to the European Directives 43/2006/EU, 537/2014/EU, 56/2014/EU and article 44 par. 3 of Law No. 4449/2017 (A' 7) as amended by article 74 of Law No 4706/2020 and currently in force.

Given that ThPA SA is a **Public Interest Entity**, the operation and activities of the Audit Committee as regards the responsibilities under d), e) and f) above are also subject to audit by the Hellenic Accounting and Auditing Standards Oversight Board (HAASOB).

D. DETAILED ACTIONS OF THE COMMITTEE WITHIN 2023, AS PROVIDED FOR BY LAW

The detailed actions of the Audit Committee of ThPA SA in order to comply with the above obligations of the law during 2023, consist of the following:

D.1. AS REGARDS THE STATUTORY AUDIT

D.1.1. On the cooperation with the administrative or supervisory body.

This cooperation includes:

a) Frequent meetings of the Committee members with the executive Management, the Chairman, the Managing Director and the Chief Financial Officer, during scheduled meetings and at all Board of Directors meetings within the timeframe. During these meetings, the annual and half-year financial statements and the selection of the Audit Firm were presented and voted, with the consent of the Committee. The same occurred for the subsidiary of ThPA SA in Sofia, operating under the trade name "Sofia EAD".

b) Presentation to the BoD of the overall planning of the External and Internal Audit and explanation where necessary, of the Audit Committee's role and contribution to the auditing procedure and ensuring the completeness of the statutory audits and to the integrity of financial reporting.

The "permanent" and "continuous" nature of the exercise of the supervisory role of the Audit Committee, with the implementation of collaborative consultations with the executive management and the Board of Directors and with detailed suggestions not only of informative content but also of a propositional nature with proven electronic correspondence, is highlighted.

Cooperation with the Board of Directors and the top executive management was permanent and continuous with regular recommendations to the boards of directors.

D.1.2. On the control of the Independence of the Audit Firm including the previous approval of the permitted non-audit services

The Audit Committee has reviewed and monitored the independence of the audit firm in accordance with articles 21, 22, 23, 26 and 27 and article 6 of Regulation (EU) No 537/2014 and in particular the suitability of the provision of non-audit services, in accordance with article 5 of Regulation (EU) No. 537/2014. It has also monitored the fees that were paid to the audit firm in order to ensure future compliance with 70% of fee CAP of non-audit services (NAS). For this purpose, in communication with the Finance Division of ThPA SA, it monitored, reviewed and approved the type and amount of non-audit services allowed, as well as the total fees for these services, so that they are limited to a percentage that does not exceed 70% of the average fees paid, during the last three (3) consecutive financial years for the statutory audit. At its meetings of 22/2/2023 & 19.10.2023, the Audit Committee approved the provision by KPMG of the additional-non audit services requested by the Finance Division.

D.1.3. On the monitoring of the external auditor election procedure and its completion.

The Audit Committee discussed with the Finance Division the terms and characteristics of its cooperation with the external auditor, namely the company KPMG, in order, in conjunction with its own opinion formed for the quality of audit work and procedures and the examination of the independence and compliance with the provisions of the law, to proceed with the evaluation of the work of KPMG and to prepare the final proposal to the BoD and the General Meeting, for the appointment of KPMG audit firm for ThPA SA as an external auditor for ThPA S.A. and for the financial year 2024.

D.1.4. On the monitoring of the mandatory audit.

The Audit Committee as an institutional body and its members, accordingly, monitored the implementation of the statutory audit plan for the 2023 management period. The Audit Committee did not suggest any changes, given that the audit is conducted based on the International Accounting Standards, as incorporated into the Greek Law and require the application of *specific* audit standards.

However, it has consulted thoroughly the necessary additions and specifications, which complement the relevant final reports.

For this purpose, it has met four times with the auditors of KPMG (7.9.2023, 22.9.2023, 29.1.2024 & 16.04.2024), while there has been regular correspondence and cooperation on issues concerning both ThPA SA but also concerning the subsidiary of ThPA SA in Bulgaria under the trade name "Sofia EAD". The topics and conclusions from the relevant correspondence were included in the conclusions and proposals of the Audit Committee to the BoD and in the minutes of the Audit Committee.

D.1.5. On the monitoring of the financial reporting process.

To ensure the integrity of the company's financial reporting process, the audit committee monitored the financial reporting process in close collaboration with the Internal Audit Department, the Chief Financial Officer and the Financial Department of the Finance Division.

It has been ensured through meetings and is reflected on the relevant correspondence.

In its cooperation with the Chief Financial Officer and the statutory meetings with him in its respective meetings, the Audit Committee raised questions about the interpretation of financial results in specific areas inside and outside the corporate operation.

In particular, the Audit Committee oversaw the cooperation between the external auditors and the Internal Audit Department for matters related to the financial operation of the company and that may have a direct or indirect effect on them. The internal audit reports just like the proposals of the Audit Committee to the Board of Directors. were communicated to the external auditors and, in a two-way action, any findings of the statutory audit were communicated to the internal audit for inclusion in the audit actions and the 2024 audit plan and in the follow-ups to monitor the corrective actions on any findings.

D.2. AS REGARDS THE MONITORING OF INTERNAL CONTROL SYSTEMS.

D.2.1. On the regular monitoring of the internal control, quality assurance and risk management systems.

In order to ensure more effective supervision of the internal control and risk management systems, the Company's BoD, with its decision No. 7689/17.11.2022, replaced the Risk Management and Regulatory Compliance Department with the position of Regulatory Compliance and Risk Management Officer. The Regulatory Compliance and Risk Management Officer of ThPA SA operationally reports to the Audit Committee and administratively to the Executive Chairman of the BoD thus ensuring the independence and the possibility of access to all necessary information sources.

With the above decision, the BoD also created a Corporate Governance Department. This Department ensures the establishment of rules and procedures that support the reliable, transparent and efficient administration and operation of the company, as well as the integrity of the Information and Telecommunication Systems.

The Committee reviewed and the Internal Audit Department contributed with an advisory role in these changes. In addition:

a) The Committee carried out systematic supervision, monitoring the implementation and results of the implementation of the internal control, regulatory compliance and risk management systems. 2023 just like 2022 is characterized by the close and parallel cooperation of the Committee with the Head of the Department of Regulatory Compliance and Risk Management of ThPA S.A. and the Internal Audit Department. In this context, it dealt with issues of drafting and implementing corporate policies and regulations.

b) The Audit Committee has evaluated the operation of the Internal Audit Department. With its remarks

and by performing its supervisory role, the Audit Committee has substantially contributed with its proposals in the enhancement and efficient organization and operation of the Internal Audit Department, safeguarding its independence.

c) The Audit Committee has monitored the implementation of the general planning of the audit works and the implementation of the audit plan, informing the executive management and the Board of Directors on the issues related to the observance of the plan and compliance with the deadlines.

In the context of the interventions and proposals to the Board of Directors, the Audit Committee proceeded throughout 2023, in the framework of its structured targeted operation and with a view to upgrading the corporate operation, to pointing out in its relevant proposals the necessity of taking the necessary measures on the part of the executive management, both for the drafting of new regulations and policies and their observance, and for the establishment of a process of continuous renewal and adaptation of the rules and regulations to the new circumstances and in accordance with current legislation.

D.2.2. Undertaking initiatives and specific action in strict conformity of the applicable legislation and relevant circulars.

These include:

*** Upgrading the role of the Internal Audit Department and the Department of Regulatory Compliance and Risk Management**

At the beginning of 2023, the Audit Committee approved the proposal of the Internal Audit Department to carry out a thematic audit, based on risks identified during the year. During 2023, the Committee received from the Internal Audit Department the reports on audits the subjects of which concerned matters relating to: safety measures in the port facility, transactions with associated parties, invoicing to Conventional Terminal customers and data centers, telecommunications and data storage procedures.

Also, the Head of Internal Audit Committee also submitted reports to the Audit Committee on the following:

- Implementation of corrective actions for semester B of 2022 and
- Implementation of corrective actions for semester A of 2023.

In addition, the Internal Audit Department participated with an advisory role in working groups to update the Company's Delegation of Authorities to the BoD, the preparation of the Company's system against bribery for its successful certification against ISO standards, the planning of the reports and complaints submission procedures and the revision of the Company's Risk Registry.

The Audit Committee agreed with the proposal submitted by the Internal Audit Department to continue cooperation with an external consultant specialized in information systems and telecommunications security issues, in order to ensure thorough monitoring and enhancement of their protection.

Finally, the Committee discussed the Audit Plan 2024 and the required resources prepared by the Head of the Internal Audit Department, provided its opinion and submitted it to the Board of Directors meeting of 14/03/2023, where the relevant approval decision was taken.

It is also noted that the Audit Committee during 2023 collaborated, monitored and highlighted the content of the actions and the operational importance of the Regulatory Compliance and Risk Management Officer. The positive results of the implementation of the principles of cooperation and participation by the Audit Committee in the sectors and among the corporate units for matters of supervision of the ExCo were highlighted in the relevant evaluations and submitted to the BoD.

Following an internal transfer of the Regulatory Compliance and Risk Management Officer, in alignment with the views of the Audit Committee, the Board of Directors appointed Ms. Makrantonaki as the new Regulatory Compliance and Risk Management Officer. Her legal background combined with her experience in administrative positions of responsibility were considered as significant skills required for the position of Regulatory Compliance and Risk Management Officer.

Following the reports from the Regulatory Compliance and Risk Management Officers regarding the actions taken in 2023, which focused on updating company policies in line with regulatory and institutional requirements, updating the Risk Register, and participating in necessary compliance and risk management training activities, the Committee examined and submitted to the Board of Directors the activity report for 2023 as the Audit Committee.

Finally, the Committee discussed the drafting of the 2024 Action Plan prepared by the Regulatory Compliance and Risk Management Officer, provided its opinion, and submitted it to the Board of Directors on 14/03/2024, where the relevant approval decision was made.

*** Consistency and continuity of operation of the Audit Committee in exercising its duties.**

The Committee's interest and practical contribution to all matters handled by the Internal Audit Department and the Regulatory Compliance and Risk Management Officer is continuous and scrupulous.

Thanks to the experience and the constant care of its members, the Audit Committee monitors the implementation of the audit plan increasing thus the effectiveness of the audits performed. Thanks to the knowledge of its members and their technocratic approach, the Audit Committee practices substantial and in depth advisory auditing in the identification of risky areas, as well as, in the implementation of the audit, with special attention to the strict observance of the independence of the auditors and the department and in the context of the operational report provided by the law.

Specifically, among the issues that also dealt with by the Audit Committee and to which emphasis was given during 2023 are:

- the cooperation with the Regulatory Compliance and Risk Management Officer.
The Audit Committee contributed through its observations and the implementation in practice of the principles of participation and collaboration between the Regulatory Compliance and Risk Management Officer and the Internal Audit Department.
- the findings of the reports of regular and extraordinary audits, their evaluation, as well as their qualitative and quantitative analysis in combination with the expression of opinion and the submission of judgments and improvement proposals for the upgrading of the corporate operation, in accordance with the principles of corporate governance and the requested corporate culture building.
Regarding the general and specific observations and findings of the reports submitted by the Head of the Internal Audit Department, the proposed solutions, and the commitments of the responsible, the Audit Committee recorded and highlighted:
 - the level of development of cooperation, understanding, and responsiveness of those involved in the audit, at individual and collective organizational levels,
 - the recognition of any malfunctions, as well as the timely adoption of additional measures by the top executive management, as well as
 - the targeting of continuity and consistency of efforts.
- the "follow-ups" for the periodic re-audit of the implementation of corrective actions on the findings of the performed audits and the requirement of the development of participation of the entire management hierarchy with consistency in the repeatability and continuity.
- the process of updating the Risk Registry and its scientific compilation, so as to include foreseeable and non-foreseeable risks in the internal and external environment of the Company's operation.

The Audit Committee has highlighted inter alia:

- The importance of integrating risk into strategic planning and making long-term decisions, particularly in areas and risks related to Sustainable Development,
- The significance of foresight of future scenarios of corporate development and operation, considering not only the linear projection of possible current situations but also unforeseen events (Wild Cards), unknown but possible existing risks (Black Swans), and a roadmap towards the desired future.
- the importance of the contribution of the participatory process to the drafting, content and two-way evaluation process of the Risk Registry under formation and of the participants, as the evaluation is developed and extended to the internal operating framework of the company and to human resources.

In accordance with its continuous and consistent approach and the decision of the Board of Directors on 19/12/2019, the Audit Committee also contributed in 2023 towards the direction that the Risk Register should be a process of continuous renewal, updating, and enrichment based on the added experience of audits and re-audits, participation, and alignment with the visions of Thessaloniki Port Authority S.A. These, among other factors, constitute pillars of the corporate culture, the construction of which is supported and overseen by the Board of Directors.

- the further development and deepening of cooperation with the executive management.
- the new corporate reality, in which, with the contribution of the internal audit, legal services and regulatory compliance departments and the Audit Committee, the appropriate, necessary and desirable conditions for administrative reorganization and restructuring are now created, within the new internal framework for building the corporate operation and corporate culture.
- the connection of the qualitative and quantitative characteristics of the structural components of the audits. That is: findings, percentage of implementation in relation to the unit or division but also in relation to the time of initiation and completion or not of the agreed corrective actions, degree of risk. Through its recommendations, dialogue, reports, and analyses in its proposals to the Board of Directors, within the framework of legal and regulatory supervision of the internal control system, the Audit Committee proposed and supervised the horizontal comparison and evaluation of audit findings. These findings were taken into account by the Board of Directors for the directions and content of its decisions regarding the renewal of executive management and the developmental orientation and organization of Thessaloniki Port Authority S.A. in accordance with corporate visions and shareholders' decisions for the present and desired future.
- the issues of cooperation, participation, communication, transparency and self-development, as well as discipline and mutual respect in the management hierarchy and corporate operation in the internal and external reference framework, as they emerge and arise each time from the study of the audit reports, the findings, the responses of the authorities and the identified and implemented corrective actions.

*** Cooperation, communication and participation in the framework of corporate governance and the development of corporate culture.**

The Committee, during its work in 2023, just like in 2022, in the framework of corporate governance, promoted the consultation and mutual information with the Chairman and the Managing Director, but also with company executives in order for the Company's Management to participate substantially and contribute to the implementation and the completion of the complex audit process. The importance of the continuity of the flow of audits and the promotion of internal audit as an individual and institutional collective process of continuous cyclical flow were particularly communicated.

The Audit Committee pointed out the need to implement a training plan to integrate the concept and value of the internal audit system into the corporate culture at an individual but also at a collective management and operational level. The internal control system linked to the dimension of time and corrective actions, in the sense of duty and obligations arising from the inclusion of each employee in the administrative hierarchy.

The Audit Committee applies the principles of repeatability, prioritization, continuity and participation. Based on the above, it focused both on the digitalization of processes at all operational levels with vertical and horizontal interconnection, emphasizing as a priority the security of information systems, proposing the establishment of a security monitoring process, internal and external, on a periodic basis, which will be carried out by a unit other than the ICT and Digital Transformation Division.

To this end, during 2023, the Audit Committee carried out regular telephone and electronic communications, as well as meetings, focusing on the respect to the internal auditor's operation, his independence, as well as to the undistorted application from his side of the necessary procedures in order to adhere to the hierarchy in the company's operation and to the transparency in financial reporting.

The Committee also cooperated regularly and fruitfully with the Department of Legal Services, on matters within its competence.

In meetings of the Committee during 2023, just like in the previous years, executives of the company, as well as directors and heads of departments were invited and participated, depending on the issues to be discussed.

In the context of the on-going monitoring of Health and Safety and the application of rules and regulations, the cooperation with the Chief Technical Officer continued in order to monitor the Fire Safety and Static Adequacy of the port buildings, with observations on the need for re-audits and updates. Additionally, the cooperation with the Health and Safety Department and the PFSO as well as with the new CEO continued.

D.2.3. Additional actions in relation to Internal Control undertaken in 2023

In 2023, the Audit Committee examined the revision of the Charter of the Internal Audit Department proposed by the Head of the Internal Audit Department and suggested its approval by the Board of Directors.

Throughout 2023, the Audit Committee, applying its charter and current legislation consistently made recommendations:

- To expedite the completion of any corrective action by senior executive management.
- To comply with proposals for the implementation of process digitalization as a priority for their simplification, ensuring compliance with rules, and streamlining audits and enhancing the auditing process, which is a constant corporate goal and a standing proposal of the Audit Committee to the Board of Directors.

The Audit Committee's observations and proposals are included in the reports and updates it submits to the Board of Directors. These emphasize, in conjunction with existing rules and policies practiced by the company, the importance of:

- Updating and revising applicable policies based on current legislation and European regulations.
- Regularly reviewing personal data processing activities to ensure timely implementation of appropriate protection measures.
- Consistently adhering to approval processes according to corporate hierarchy and organizational structure.

*** Monitoring Corrective Actions through semi-annual reports from the Internal Audit and utilizing new technologies in the digitalization of the internal control system processes, along with direct supervision and decision-making by the executive management.**

The Audit Committee periodically monitored the implementation rates of corrective actions, recording the noted progress, submitting proposals for further improvement (timetables, follow-up checks), and highlighting the need for the integration of the terms "participation" and "internal control" into the corporate culture.

Additionally, taking into consideration that monitoring checks in their digital form constitute an important tool that can assist management efforts aimed at eliminating the causes that led to audit findings, the Committee emphasized the importance of:

- Supporting the use of technology by both internal audit and executive management of the Company to further improve the implementation of corrective actions by every Department and Division.
- Speedily completing the ongoing full digitization and horizontal and vertical integration of the company's operations, to further strengthen and contribute to supporting the policies of the Board of Directors and the efforts of executive management in transparency and effectiveness matters.

In this context, the Audit Committee monitors and supports the use of an information control system in the verification process for the substantiation of Risk Registers and the exercise of follow-up actions, recognizing the responsibility for implementation.

*** Plan of audits and annual action scheduling.**

Within the framework of supervising the annual audit scheduling and the drafting and implementation of this audit framework, the Committee contributed and gave its approval to enrichments and additions of extraordinary audits, taking into account the auditing experience of recent years, the characteristics of corporate organization and targeting, as well as the external reality composed by economic and socio-political factors at national and international levels. Parameters that are also included in the respective recommendations of the Head of Internal Audit Department were examined and taken into account, such as:

- ✓ Results and time of the last internal audit.
- ✓ Risk investigations and reports from various national or international organizations.
- ✓ Legal and regulatory requirements.
- ✓ Discussions with top management, and
- ✓ Organizational changes (e.g., new units, new services).

According to the established position of the Committee and during 2023, continuous updating was maintained - regarding the assessment of findings in audit reports and monitoring and studying the external operating environment of the company (social, political, institutional, and geographical), risks, and the continuous enrichment of both the existing and the under-development Risk Register.

Additionally, the AC informed the Board of Directors about the percentages of audits conducted in the 2023 Audit Plan, the newly executed extraordinary audits, and the completion of audits from previous years. It highlighted the necessity of further strengthening the internal control system both in terms of personnel and resources, in combination and alignment with increased requirements and the ongoing action of the department, within the framework of scheduled and desired corporate development alongside the simultaneous operation of existing or newly established subsidiaries.

• **The supervision of updating the existing Risk Register and the process of drafting a new one.**

Regarding the update of the risk register, it is noted that this is a significant and challenging task, which must examine, include, and incorporate the perspective of the new Management team of the Company, both in identifying and evaluating risks.

Three (3) detailed progress reports on the Risk Register and the overall activity of the department were submitted by the respective Regulatory Compliance and Risk Management Officer, which were transmitted and presented to the Board of Directors on 28.03.2023, 17.08.2023 & 21.12.2023.

The Audit Committee has repeatedly and appropriately emphasized the importance of the continuous process of updating the Risk Register and the necessity of periodic completion, based on the existing register, and with methods that allow for the addition of unforeseen trends and events, as well as unforeseen events in the external environment. These procedures were practically followed and integrated into corporate operations throughout 2023, aiming for participation to be a fundamental principle in creating and drafting the new risk register.

D.2.4. Evaluations of ThPA SA's Internal Control System

- **The evaluation of the internal control system by the external auditor.** As stated in the activities report for 2022, within the framework of the Audit Committee's obligations, according to the provisions of Law 4706/2020, the relevant decisions issued by the Hellenic Capital Market Commission (1/891/30.9.2020 and 2/917/17.6.2021), any other relevant legislation or directives of the Hellenic Capital Market Commission, and Announcement 40/2022 of the Accounting and Auditing Standards Board, which sets the audit framework for assessing the adequacy and effectiveness of the Internal Control System (ICS), as well as the "Policy and Procedure for Periodic Assessment of the Internal Control System" of the Company, the Committee proposed to the Board of Directors the appointment of an evaluator to conduct the initial assessment, supervised the process of conducting the external assessment for the period from 01/07/2021 to 31/12/2022, by Grant Thornton, to ensure the evaluator's full and timely access to all required information and documents.

Upon completion of the assessment, the Committee received from the evaluator the Evaluation Results Report, which concludes that "no significant weaknesses were identified" regarding the adequacy and effectiveness of the Company's Internal Control System, which it submitted to the Board of Directors (28/3/2023). The Company submitted (30/3/2023) a summary of the Evaluation Report to the Hellenic Capital Market Commission, including a relevant reference to the Evaluation Report.

Upon completion of the evaluation, the Committee received from the evaluator the Evaluation Results Report, which concludes that "no significant weaknesses were identified" regarding the adequacy and effectiveness of the Company's Internal Control System, which it submitted to the Board of Directors (28/3/2023). The Company submitted (30/3/2023) a summary of the Evaluation Report to the Hellenic Capital Market Commission, including a relevant reference to the Evaluation Report.

- **The evaluation of the internal control system by the Audit Committee** is an obligation arising from Law 4706/2020 and the Committee's Charter.

Specifically, in paragraph 11, MONITORING OF INTERNAL CONTROL ACTIVITY (att. 1 pages 9-12), the list and description of the fields and content of the supervisory duties of the Audit Committee specify the themes and evaluation criteria of the Internal Control System and the Head of the Department.

According to these, the evaluation of the Internal Control System and the Head of the Department for the year 2023, as well as for the year 2022, was based on the following thematic areas, concerning:

A. The personal evaluation of the Head of the Internal Control Department on issues related to the training, organization, and operation of the department's staff.

B. The evaluation of results in the audit field, namely: the implementation of the audit plan and the quality content of audit reports.

C. Compliance with corporate governance principles at the corporate operating level, as recognized both in internal reviews and in hierarchical institutional collaboration.

It is noted that the changes in the staffing of the executive management that took place in 2023 impeded the completion of the updating of the Risk Register.

The evaluation by the Audit Committee for 2023 was based on grouped quantitative and qualitative criteria, which, along with its positive opinion on the audit, organizational, and advisory work and the personality of the Head of Internal Control and the overall functioning of the Department, was submitted to the Board of Directors on 24/01/2024.

It is worth mentioning the recognition of the value of the Internal Control System of ThPA SA by reputable independent bodies not only in Greece but also abroad, through the recognition and invitation to

participate in functional committees, actions, and conferences of the Head of the Internal Control Department, Mr. Eleftherios Tsintzas.

* Self-assessment of the Internal Audit Department's Activity.

According to the International Standards for the Professional Practice of Internal Auditing and the Operating Regulations of the company's Internal Audit Department, the Internal Audit Department periodically self-assesses its compliance with International Standards.

From the self-assessment conducted in 2023, no significant deviation from the mandatory requirements of the International Standards was identified. Additionally, no non-compliance among the internal auditors of the Department with the Code of Ethics of the Institute of Internal Auditors was identified.

E. PROVEN OPERATION AND ACTION

The Audit Committee's above action is reflected not only in the recorded correspondence but also in the most official way in the submitted multi-pages detailed reports, as topics for discussion in the BoD Meetings and in the relevant decisions and the Minutes of Meetings (MoMs) of the Audit Committee. Specifically:

E.1. MEETINGS CONVENED AND IMPLEMENTED DURING 2023

A total of 20 Committee meetings were convened in 2023 mainly on the following items:

- The audit plan of the certified public accountant, the progress of the audit, the completion of the audit and his report on the financial statements as well as the supplementary audit report of Article 11 of Regulation (EU) 537/2014.
- Audit Reports of the Internal Audit Department.
- Activity Reports of the Internal Audit Department.
- Issues of the Regulatory Compliance Department regarding the updating of the Risk Registry.
- Performance of specific thematic audits, based on risks identified during the year.
- Evaluation of the Internal Control System and the Head of the Internal Audit Department
- Clarifications on issues of the Annual & 6-month Financial Report for 2023
- Approval for the provision of non-audit services by the Audit Firm KPMG.
- Proposals of Audit Committee to the BoD.

More specifically, during 2023, the following 20 meetings of the Committee were held:

1. MEETING 81/12.01.2023, **2.** MEETING 82/25.01.2023, **3.** MEETING 83/03.02.2023, **4.** MEETING 84/22.02.2023, **5.** MEETING 85/03.03.2023, **6.** MEETING 86/10.03.2023, **7.** MEETING 87/22.03.2023, **8.** MEETING 88/31.03.2023, **9.** MEETING 89/05.04.2023, **10.** MEETING 90/25.05.2023, **11.** MEETING 91/30.05.2023, **12.** MEETING 92/23.06.2023, **13.** MEETING 93/26.07.2023, **14.** MEETING 94/03.08.2023, **15.** MEETING 95/10.08.2023, **16.** MEETING 96/07.09.2023, **17.** 97/22.09.2023, **18.** 98/25.09.2023, **19.** 99/19.10.2023 & **20.** 100/13.12.2023.

E.2. PROPOSALS FOR INFORMATION AND DECISION-MAKING OF THE BOARD OF DIRECTORS OF THPA SA.

The Committee informed the Board of Directors on a regular basis and on an extraordinary basis whenever required with detailed multi-page presentations in the following meetings:

1. On 10.02.2023
2. On 28.03.2023
3. On 06.04.2023
4. On 09.06.2023
5. On 17.06.2023
6. On 10.11.2023
7. On 21.12.2023

At the same time, the Head of the Internal Audit Department, to the knowledge and under the supervision of the Audit Committee, made presentations to the BoD on internal audit activities and Audit Reports.

E.3. PROVEN CORRESPONDENCE AND SCHEDULED MEETINGS WITH EXECUTIVE MANAGEMENT, INTERNAL AUDIT AND EXTERNAL AUDITORS.

Electronic invitations, e-mails and telephone communications through secretarial support and face-to-face meetings are the documentation of meetings with the executive management as well as for all activities and actions of the Audit Committee.

F. SUSTAINABLE DEVELOPMENT 2023

The Sustainable Development Strategy of ThPA SA has been developed based on the guiding principles of sustainable development and ESG (Environment, Social, Governance) criteria. Responding to today's needs, ThPA SA developed already in 2022 its Sustainable Development Strategy, incorporating ESG criteria, in order to cover the entire range of non-financial information and metrics that determine the company's activities, internally and externally.

The Strategy aims to create long-term value for stakeholders, address current climate change challenges and promote a holistic approach to the relevant strategic pillars that have been formulated.

Through the Strategy, ThPA SA aims to have a strong ESG criteria management proposition, which will be able to create value and address the impacts and outcomes of the individual ESG criteria elements. Through its implementation, it is ensured that the company's business activities create economic, environmental and social value in all phases of shipping and other activities.

In addition, ThPA SA laid the foundations of Sustainable Development Governance, through the establishment and staffing of a specialized Sustainable Development and Environmental Strategy Department as well as two internal governance bodies for Sustainable Development. The two bodies, i.e. the Sustainability Committee and the Sustainable Development Group, oversee the implementation of the sustainable development strategy and the prioritization of the Company's goals. The aim of these two bodies is to establish a culture of good corporate governance in ESG & sustainable development issues and transparency in the respective key issues. Sustainable development is firmly integrated in this way so that ESG issues are monitored and reviewed at regular intervals for the successful planning of the Company's actions and goals.

During 2023, two risk assessment analyses related to the Sustainable Development of ThPA S.A. were implemented and updated. The first focused on Climate Risk Assessment, while the second dealt with Energy Risk Assessment.

On May 30, 2023, the Executive Committee of ThPA S.A. approved the company's Sustainability Policy, which covers the entire spectrum of sustainability, including environmental, social, and governance (ESG) criteria. Through the Sustainability Policy, the Company aims to improve transparency in its operational activities and describes its commitments to creating sustainable added value.

On November 28, 2023, ThPA S.A. was included in the ATHEX Sustainability Index (ATHEX ESG), indicative of the consistent implementation of the integrated Sustainable Development Strategy it has developed.

Additionally, the Audit Committee, consistent with the principle of continuity and attaching utmost importance to the Health and Safety issues of employees, in collaboration with the Health and Safety Department, monitored the inspection/surveillance process of the unified management system for ISO 9001 Quality, 14001 Environmental, and 45001 Health and Safety standards by external auditors.

✓ Health and Safety of Employees

The Audit Committee collaborated with the Health and Safety Department to monitor the Company's initiatives in the relevant field. Specifically:

ThPA SA manages and investigates all occupational accidents, near misses as well as material damages, with the aim of taking preventive measures and aiming to minimize and/or eliminate occupational accidents.

In 2023, ThPA SA was certified by TUV AUSTRIA according to the unified system ISO 9001, 14001, 45001.

In 2023, the inspection and surveillance audit of the integrated management system for ISO 9001 Quality, 14001 Environmental, and 45001 Health and Safety standards was successfully conducted.

During 2023, a number of trainings were held on topics such as:

- Fire Safety/ Fire Protection
- Safe work at height
- Safety of port facility
- Safety belts and fall arrest harnesses
- Hazardous cargo management

Total training hours on H&S were 2064 and 685 employees participated with an annual cost of 18.445€.

Finally, two emergency drills were implemented:

- The first concerned the evacuation of the Administration Building of the CT in the event of an earthquake and
- The second involved extinguishing a fire in the Warehouse D, with the simultaneous rescue of a trapped person in cooperation with the Fire Brigade (ARGO Drill).

In addition, in 2013, the following actions were taken with a view to improving the Health and Safety System at the workplace.

- Conformity at the new requirements of the CMA for the 2023. (QSSE KPI – Targets 2023)
- Collaboration with the Supplies department about the contracts with the assignments of the construction projects, to request from the contractor the delivery and the receipt signed that he has received knowledge of the Security Declaration of Contractors, the Contractors Safety Guide, the Certification of Definition of Safety Engineer and in large and dangerous projects the Health and Safety Plan (Σ.A.Y.) must be delivered to us.
- Collaboration with the Conventional Management about the safe management of the loading – unloading of the large cargo «Cargo Project» (Toolbox Meetings).
- Penalty of temporary prohibition of entrance to the track drivers that they don't comply to the Safety Measures.
- Elaboration of a new study about the Personal Protective Equipment (PPE) per a specialty and per a job position.

✓ Employee training

Empowering the workforce of ThPA SA is a fundamental element for the company's evolution and its culture. To achieve this goal, training and development are among the main pillars of the human resources management strategy. With a commitment to employee development, a wide range of targeted training programs is provided, allowing employees to fulfill their duties effectively and efficiently.

ThPA SA's policy on training and development facilitates the effective and targeted selection of training topics aligned with the company's strategic objectives, while also addressing the educational needs of employees. The policy includes the evaluation of training programs to ensure their effectiveness. Additionally, it outlines the Annual Training Plan, which is prepared by the Human Resources Department based on training proposals submitted by department heads.

In 2023, the company had 789 employee participations in training programs covering various topics, including health and safety, ISO systems, management, etc.

S/N	TRAINING PROGRAMME	PARTICIPANTS
1	Use of Defibrillator	23
2	Sustainability	26
3	Energy management team training	8
4	LOTO Procedures	5
5	High Pressure Hydraulics	6
6	Medium Voltage Substations	6
7	Working at height	15
8	First Aid	99
9	First Aid (Emergency Response Team)	12
10	Motor Drives	6
11	ISO 45001	1
12	Risk Management	2
13	Sustainable Development Training	1
14	ISO 50001	1
15	Bulk cargo	76
16	Safe Working at Heights	57
17	Fire Safety - Use of Fire Extinguishers by Employees	294

Additionally, to ensure a seamless integration experience, the company has created an information platform that is regularly updated to include the latest information regarding its activities. This platform has been designed to ensure access for all employees to essential information.

Non-discrimination and Inclusion

Diversity is crucial for the company's activities, and there is a corresponding commitment to fostering it in all dimensions - gender, skills, talent, knowledge, opinions, and qualifications. This creates an open, honest, and fair work environment characterized by mutual trust and respect.

The Diversity Policy has been integrated into the company's strategy, ensuring that human rights are respected and protected throughout the organization. Embracing diversity is not only an integral element for achieving the company's vision but also for attracting new, ambitious, and skilled employees with diverse backgrounds to enhance the company's competitive advantage and growth prospects.

Furthermore, the policy establishes strict guidelines for eliminating any form of discrimination based on age, race, gender, color, national origin, religion, health status, sexual orientation, political or ideological views, or any other characteristic protected by law.

Employment

The people of ThPA SA constitute the cornerstone of the effort for excellence and sustainable development of port operations. The path towards innovation and growth is paved by the motivated and highly skilled employees of ThPA SA, whose active participation acts as a catalyst for organizational change.

Priority is given to promoting a safe, collaborative, creative, and effective work environment. In line with the company's commitment to promoting equal opportunities and investing in the systematic development of talents and skills, importance is placed on attracting new, talented, and highly skilled workers who possess both the technical and social skills to add value to the company, stakeholders, and society. Additionally, there is a commitment to empower the people of ThPA SA and offer them new career paths within the organization.

The hiring policy clearly outlines the activities related to planning, attraction, selection, and hiring of new employees. Implementing a comprehensive and well-structured hiring process enhances transparency and meritocracy, contributing to the attraction of the most suitable employees. This ensures alignment with the company's vision and values, thereby contributing to the achievement of our strategic goals.

✓ Indirect economic impact

During 2022, ThPA SA continued the implementation of the obligations undertaken towards the Hellenic Republic under the framework of the Mandatory Enhancements of the Concession Agreement, specifically proceeding with the following investments:

- Final receipt and commissioning of the two new specially designed gantry cranes (STS cranes) at the C.T., with a total value of € 15,7 million.
- With the amendment of the Concession Agreement, the purchase of five straddle carriers completed in 2019 was included in the Mandatory Enhancements.

In addition to the implementation of the Mandatory Enhancements, ThPA SA proceeded with a series of other investments in recent years (since 2018), which contributed to the improvement and upgrade of both its infrastructure and equipment and specifically:

- Upgrade of quay wall 26 with addition of new bumpers and maintenance of bollards
- Upgrading of Substation 6A in the C.T.
- Advance payment of the new electricity supply for the extension of Pier 6
- Installation of Warehouse fire extinguishing and fire detection systems
- Purchase of new loading and unloading machines at the C.T. (empty container handlers, terminal tractors)
- Upgrade of loading and unloading cranes and purchase of new Conventional Cargo machines
- Creation of a new Ro-Pax terminal
- Implementation of the new TOS (terminal operating system) at the C.T.
- Purchase of IT equipment (Servers, desktops, pc's, tablets, UPS etc) and Software.
- Studies of Core and Non-core port activities
- Expansion of the installation of Led lighting systems at different points within the port.
- Photovoltaic installation study within the port, energy footprint study of buildings, energy upgrade study of four buildings

ThPA SA is committed to adopting and implementing innovative and sustainable strategies in line with global trends in the port and logistics industry, within the context of environmentally friendly practices, following strict safety standards in transit and workplaces. Specifically, within 2023, the following were implemented:

- Continued implementation of the Access Control & ISPS systems contract
- Purchase of loading and unloading equipment (spreaders, goose necks, etc.)
- Upgrades of Substations 6A and 1B
- Upgrading Conventional Cargo loading and unloading cranes
- Configuration of Warehouse 8 and operation of the new, second Cruise & Ferry Terminal, which started operations in November 2023
- Restoration of functional depths for quay 10
- Restoration of quay 10
- Installation of new fenders, upgrade, and restoration of bollards on quays 3 to 10

The total capital expenditure for 2023 amounts to € 9,2 mil.

✓ **Local Community Support**

The operation and development of the port is directly linked to the economic, social and cultural development of Thessaloniki. The Company's priority is to build, in collaboration with local bodies and local authorities, a sustainable port that will have a positive impact through its operation and the resulting interactions.

In this context, a meeting of the Thessaloniki Port Users' Council was held in 2023 with the participation of the Company's Executive Management, where the progress of infrastructure development projects, the upgrading of equipment and services, the prospects for tourism development and the general developments of ThPA S.A. were discussed.

Cruise operates as a driver of tourism development for Thessaloniki and the wider region. The development of cruise tourism in Thessaloniki has "opened" an additional gateway for incoming tourism from the neighboring Balkan countries. In 2023, 68 cruise ship called at the port of Thessaloniki, compared to 61 in 2022, which had a positive socio-economic impact on the local community, as in addition to enhancing the visibility of the city and the wider region as a tourist destination, many professionals benefited from the increase in tourist traffic.

In addition, ThPA S.A., together with Thessaloniki Tourism Organization and in cooperation with the Universities of Piraeus and the Aegean, are implementing a study on the Social and Economic Impact Assessment of Cruise Shipping for the city of Thessaloniki and the wider Metropolitan Area of Thessaloniki. Upon completion of the study, specific data will emerge that contribute to the strengthening of this activity and to making the destination more attractive for cruise companies and passengers.

As a culmination of ThPA S.A. actions, the leading cruise and yachting conference of Greece, "Posidonia Sea Tourism Forum" (PSTF), was held in Thessaloniki on 25-26 April 2023, attracting more than 400 representatives and high-ranking executives of the global cruise industry, making Thessaloniki the global cruise capital for these days.

In addition to the business initiatives that put connectivity at the center, ThPA S.A. seeks to enhance the public dialogue on this important issue. In this context, in 2023 it participated as a strategic partner in the organization of the major international conference "Southeast Europe Connectivity Forum", which took place in Thessaloniki, on October 31 and November 1. The focus of the conference, which was held for the first time, was the role of Greece, and particularly Thessaloniki, as a hub of development and connectivity for the wider Southeast European region.

Overall, ThPA S.A. aims to actively contribute to the dialogue around key issues, such as improving the connectivity of transport networks and the development of strong digital, transport and energy infrastructures, with a view to creating added value for the benefit of the economies and societies of the wider region of Southeast Europe.

In the framework of its initiatives for the protection of the marine environment and the advancement of sustainable development, ThPA S.A. organized in September 2023, the 1st Underwater Cleaning Action at the Port of Thessaloniki. The action was implemented in cooperation with the Hellenic Marine Environment Protection Association (HELMEPA), Antipollution of V Group, Hellenic Environmental Center S.A. (HEC) and MEPP Environmental and under the auspices of the Region of Central Macedonia and the Municipality of Thessaloniki. With the participation of 16 divers, the seabed around Pier 1 of the Port of Thessaloniki was cleaned of objects that have no place in the marine environment. The objects that were located (1.5 tons) were lifted by specialized divers, with the aim of subsequently recording, separating, and reusing or properly managing them. At the same time, more than 250 high school students in Thessaloniki had the opportunity to experience an experiential educational journey and to be informed about significant issues concerning environmental and marine protection.

✓ **Waste Management, Emissions, Seawater Quality**

Environmental protection is a key element of ThPA SA's Sustainable Development Strategy. It is a member of the EcoPorts network and participates as an incentive provider in the Green Award network. The Audit Committee collaborated with the Sustainable Development and Environmental Strategy Department to monitor the Company's initiatives in the relevant field. Specifically:

In 2023, the inspection of the integrated management system for ISO 9001 Quality, 14001 Environmental, and 45001 Health and Safety standards was successfully conducted.

Within 2023, the Company adopted an Energy Management Policy, the composition of the Energy Management team, as well as the set of documents comprising the Energy Management System of ThPA SA, in accordance with the international standard ISO 50001:2018. The Executive Committee of ThPA SA approved the Environmental Monitoring Mechanism, which constitutes an obligation under General Term 4 of the Environmental Term for the Operation of the Port and represents the recording and systematization of the obligations arising from compliance with Environmental terms.

Within the first quarter of 2023, ThPA S.A. duly submitted:

- The Annual Environmental Report to the Department of Environment and Hydro-Economics of the Metropolitan Unit of Thessaloniki Region of the Central Macedonia Region, in accordance with the requirements of General Term 29 of the Environmental Terms of Port Operation.
- The annual waste report of ThPA S.A. to the Electronic Waster Register of the Ministry of Environment and Energy.

In 2023, an external audit was conducted by TUV Austria inspectors for compliance with the ISO 50001:2018 standard for Energy Management. ThPA SA was certified according to the ISO 50001:2018 standard for Energy Management, making the Port of Thessaloniki one of the few ports in Greece with this certification.

On 30/05/2023, the Executive Committee approved the New Regulation for the handling and management of dangerous goods in the jurisdiction area of ThPA SA. The subject of the New Regulation for loading/unloading and handling of hazardous goods for the port of Thessaloniki is the consolidation of existing legislation and rules concerning the port, and the precise delineation of storage areas for hazardous goods both in the Container Terminal and in the conventional Port areas. The New Regulation is expected to be a valuable tool for ThPA SA and will enable the management of hazardous goods in a more specific and clear manner, as in any modern European port.

Following the requirements of the National Climate Law (Article 20 Law 4936/2022), ThPA S.A. prepared a Carbon Footprint Report according to the categorization provided for in ISO14064-1:2018 and verified according to the emission categories of ISO 14064-3:2019. The Company received verification of the Carbon Footprint Report from the external inspector TUV Austria. The carbon footprint report of ThPA SA was submitted on 30/10/2023 to the Electronic Database of OFYPEKA.

In 2023, the Executive Committee of ThPA SA (233-2/15/12/2023) approved the two pollution response plans for sea pollution from Oil and from Hazardous Chemicals following the requirement from the Central Port Authority of Thessaloniki in 2022.

According to approved Waste Management Plans, (both on the Waste Management of ThPA S.A. and the ship-generated waste), ThPA SA managed all the waste generated at the Port facility as well as the waste generated by ships through a network of licensed specialized external partners and submitted the relevant report to the Electronic Waste Registry (H.M.A.) of the Ministry of Environment and Energy.

Additionally, ThPA SA renewed for four (4) additional years the environmental terms for the operation of the Port according to the decision ΑΠ ΥΠΕΝ/ΔΙΠΑ/75644/5126 declaratory act of implementation of par. 8 of Article 1 of Law 4014/2011, as applicable, for the AEOs of the Port Authority of Thessaloniki SA and implements an environmental parameter monitoring program (marine waters, air quality, environmental noise) by conducting daily measurements and implementing related actions.

The Internal Control System of ThPA SA includes and updates safeguards integrated into the pillars of the Sustainable Development strategy, in order for the Company's development in the short, medium and long term to ensure the prosperity of all stakeholders.

The Audit Committee, through the Internal Control System, in each audit area throughout 2023 just like in the previous years emphasized the interconnection of audit procedures, results and corrective actions with the main pillars of the company's policy, that are the foundations of Sustainable Development and oversaw the control for the implementation of the relevant actions and the corresponding regulatory compliance of the executive management.

Kind Regards

The Members of the Audit Committee