



Remuneration Report of Board Members  
for Financial Year 2025

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( under article 112 of Law 4548/2018, as amended and in  
force)

**STEEL PRODUCTS – SIDMA STEEL S.A.**  
**Commercial Registry no. 361801000**  
S.A. Reg. No:7946/06/B/86/2 – Ministry of Development  
**Headquarter & Central Offices:**188, Megaridos Avenue, 19300 Aspropirgos Attica Greece

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## 1. Scope

The Board of Directors of the company with the corporate name “SIDMA MACEDONIAN STEEL PRODUCTS TRADING SOCIETE ANONYME” and the distinctive title “SIDMA STEEL SOCIETE ANONYME” (hereinafter the “Company”) submits the present Remuneration Report (hereinafter the “Report”) for discussion as the fourth (4th) item on the agenda of the Ordinary General Meeting of shareholders of the company on June 9TH , 2026, under article 112 of Law 4548/2018, as amended and in force.

The Report includes a full review of all remuneration of the members of the Company’s Board of Directors for the last financial year (2025) and all the information required at minimum by Law.

## 2. Remuneration of Board Members

The remuneration schemes provided by the Company to date, individually or in combination, to BoD members are:

- i. Remuneration for the members’ participation in the Board of Directors, on the basis of the position they hold in the Board of Directors.
- ii. Remuneration for the participation of non-executive members in the Company’s Committees.
- iii. Monthly salary for members under employment contracts (article 109(3) of Law 4548/2018).
- iv. Other benefits in kind.

The Company does not presently offer variable remuneration and therefore no incentives are offered, which could lead to the undertaking of risks or conflicts of interest.

The following table analyses the total annual gross remuneration paid or granted during financial year 2025 to existing or departed members of the Company’s Board of Directors, including a further analysis of their individual components, as the case may be.

### **Table I - Total remuneration of Board Members for 2025**

Full name	Period	Annual Gross Remuneration from Parent Company (from employment contract)	Annual Gross Remuneration of Board of Directors	Annual Gross Remuneration from participation in Committees	Annual Gross Remuneration from Subsidiaries	Other Benefits	Total	FIXED REMUNERATION %
<b>ANTONIOS KARADEGLOU</b>	01/01/2025-31/12/2025	0,00	0,00	0,00	0,00	1.637,79	1.637,79	100,00%
Chairman of BoD/ Executive Member								
<b>NIKOLAOS MARIOU</b>	01/01/2025-31/12/2025	0,00	0,00	0,00	0,00		0,00	100,00%
Non Executive Member								
<b>VICTOR ANDREA PISANTE</b>	01/01/2025-31/12/2025	0,00	0,00	0,00	0,00		0,00	100,00%
Vice President /Non Executive Member								
<b>MICHAIL SAMONAS</b>	01/01/2025-31/12/2025	130.999,92	0,00	0,00	0,00	14.297,30	145.297,22	100,00%
General Manager & CFO /Executive Member								
<b>STAVROS GATOPOULOS</b>	01/01/2025-31/12/2025	0,00	0,00	0,00	0,00		0,00	100,00%
Non Executive Member								
<b>LIDA BITROU</b>	01/01/2025-31/12/2025	0,00	0,00	0,00	0,00	0,00	0,00	100,00%
Non Executive Member								
<b>PANAYIOTIS KONSTANTINOU</b>	01/01/2025-31/12/2025	0,00	0,00	0,00	0,00		0,00	100,00%
Non Executive Member								
<b>SOTIRIS VARDARAMATOS</b>	01/01/2025-31/12/2025	0,00	0,00	19.800,00	0,00		19.800,00	100,00%
Independent/ Non Executive Member								
<b>VASILEIA MANOLI</b>	01/01/2025-31/12/2025	0,00	0,00	0,00	0,00		0,00	100,00%
Independent/ Non Executive Member								
<b>EFSTATHIA SALAKA</b>	01/01/2025-31/12/2025	0,00	0,00	10.200,00	0,00		10.200,00	100,00%
Independent/ Non Executive Member								
<b>ΣΥΝΟΛΑ</b>		130.999,92	0,00	30.000,00	0,00	15.935,09	176.935,01	100,00%

**Clarifications:**

- i. The above table presents the gross remuneration. Net remuneration derives on the basis of the tax withholdings and social security contributions applicable to each beneficiary.
- ii. The other benefits illustrate the costs from using corporate vehicles, mobile phone contracts and participation in medical insurance plans.
- iii. No other remuneration or cost was paid in any way to the members of the Board of Directors, during financial year 2025.

**3. Other notifications for financial year 2025**

- i. The members of the Board of Directors receive no remuneration from any company belonging to the same Group (article 112 par. 2c of Law 4548/2018, as in force).
- ii. No remuneration has been granted in the form of participation in the financial year's profits.
- iii. No shares or options to buy shares have been granted or offered to members of the Board of Directors (article 112 par. 2 d and e of Law 4548/2018, as in force).
- iv. There is no option to recover variable remuneration (article 112 par. 2 f of Law 4548/2018, as in force).

**4. Comparative Table of Total Annual Remuneration of Board Members, Company Performance and Average Annual Gross Remuneration of Employees (other than Board members) for the years 2021 – 2025 (article 112 par. 2 b. of Law 4548/2018, as in force).**

The following table presents the annual change of the total remuneration of the members of the Board of Directors, the performance of the Company and the Group and the average remuneration of the Company's full-time employees, other than executives, over the last five (5) financial years at least, according to the decision of the Company's Management to collectively present such remuneration for the last five (5) financial years, within the framework of article 187 of Law 4548/2018, by jointly presenting such information, for the sake of facilitating data comparison by the shareholders.

YEAR	TOTAL REMUNERATION OF BoD MEMBERS	ANNUAL CHANGE OF TOTAL REMUNERATION OF BoD MEMBERS	Number of BoD members	AVERAGE GROSS ANNUAL REMUNERATION OF EMPLOYEES OTHER THAN BoD MEMBERS	ANNUAL CHANGE OF AVERAGE GROSS ANNUAL REMUNERATION OF EMPLOYEES OTHER THAN BoD MEMBERS	COMPANY SALES IN € thousands	CHANGE IN SALES	COMPANY'S EBITDA IN € thousands	CHANGE IN EBITDA	% of Sales Turnover
2021	246.394	-14,23%	10	25.028	5,99%	150.068	59,84%	20.165	259,06%	13,40%
2022	253.702	2,97%	10	26.403	5,50%	173.023	15,30%	12.677	7,30%	7,30%
2023	243.807	-3,90%	10	28.453	7,76%	158.296	-8,51%	4.637	2,90%	2,90%
2024	158.869	-34,84%	10	31.294	9,98%	141.709	-10,48%	5.184	3,66%	3,66%
2025	161.000	1,34%	10	33.024	5,53%	139.086	-1,85%	7.459	5,36%	5,36%

YEAR	GROUP SALES in € thousands	CHANGE IN SALES	GROUP'S EBITDA in thousands €	CHANGE IN EBITDA	% of Sales Turnover
2021	226.410	69,91%	27.119	327,74%	12,0%
2022	265.290	17,17%	17.858	-34,15%	6,7%
2023	231.038	-12,91%	4.977	-72,13%	2,2%
2024	186.311	-19,36%	5.977	20,09%	3,21%
2025	181.730	-2,46%	8.587	43,67%	4,73%

Notes:

- i. The determination of the aforementioned amounts has also taken into account the remuneration of employees who have departed from the company, for any reason whatsoever, at the time this report was drafted.
- ii. The Group uses the EBITDA as a profitability index, as it better reflects organic profitability and depicts performance of staff and executives in a more objective manner. The index's evolution over the last five years is presented hereinabove, as published in the financial statements.
- iii. The annual change of the Board members' remuneration does not include benefits in kind.

## 5. Notifications-Publicity

Pursuant to par. 3 of article 112 of Law 4548/2018, this report is submitted for discussion to the Annual Ordinary General Meeting, as an item on the agenda, and shareholders vote in an advisory capacity. The Remuneration Report is available on the Company's website, for a period of ten (10) years after the General Meeting. The Company may keep the Remuneration Report on its website for a period exceeding ten (10) years, provided that it no longer includes personal data of the Members of the Board of Directors and subject to the provisions of the General Data Protection Framework of the European Union.