

TRADE ESTATES REAL ESTATE INVESTMENT COMPANY SA

Reg. No. in the G.C.R. (GEMI): 160110060000

To:

ATHENS STOCK EXCHANGE S.A.

Leof. Athinon 110

114 42 Athens

Subject: Resolutions of the Annual Ordinary General Assembly of the Company's shareholders, which met on 14.06.2024

Messrs.

In relation to the Ordinary General Assembly of the shareholders of our Company, held on Friday, the 14th of June 2024, we inform you of the following:

- a) the total number of shares of the Company at the date of the General Assembly's Meeting amounted to 120.528.771 common ordinary registered shares. Each common share shall grant a right to one vote;
- b) on the same date as the above-mentioned, the Company did not hold its own (treasury) shares, in respect of which the rights of representation in the General Assembly's meeting and voting are suspended;
- c) in the General Assembly participated or were represented within the specified time limits shareholders, holders of shares in the total shares – voting rights , a number which corresponds to a percentage of%, and untimely represented shareholders, holders of shares, i.e. aggregate number shares, which corresponds to a percentage of% of the share capital (excluding the treasury shares, as mentioned above).

It is noted that the shareholders were given the opportunity to choose alternative ways of their participation in the Ordinary General Meeting (either by person or by proxy), in accordance with the provisions specifically set out in the invitation dated 24.05.2024 to the convening of the Ordinary General Assembly, and not by physical presence. For this purpose, the Company, prior to the convening of the General Meeting, has sufficiently ensured the ability of the shareholders to participate actively in the General Assembly and to exercise their rights, in accordance with the procedures set out in the invitation of the Board of Directors dated 24.05.2024 to the shareholders.

The decisions taken with the corresponding percentage are the following:

Issue 1st: Submission and approval of the financial statements, consolidated and corporate (Annual Financial Report) accompanied by the reports of the Board of Directors and the Independent Certified Auditors for the fiscal year 1/1/2023 - 31/12/2023.

Required quorum: 1/5 (20%) of the paid-up share capital.

Required Majority: 50% + 1 of the votes represented in the General Assembly.

Total number of valid votes: or percentage%

Number of votes 'in favor of': or percentage.....%

Number of votes 'against': or percentage.....%

Number of abstentions: or percentage.....%

The Chairman of the Ordinary General Assembly proposed the approval of the Financial statements, consolidated and corporate, as accompanied by the attached relevant notes and reports of the Board of Directors and the Chartered Auditors, of the explanatory report of article 4 of L. 3556/2007, of the Audit Committee's activity report provided for in article 44 par. 1 of L. 4449/2017, as well as the Corporate Governance Statement under articles 152 and 153 of L. 4548/2018 for the fiscal year 1/1/2023 - 31/12/2023.

The Ordinary General Assembly **accepted** the proposal of its Chairman and approved the agenda issue.

Issue 2nd: Approval of the overall management and discharge of the Independent Certified Auditors from any liability.

Required quorum: 1/5 (20%) of the paid-up share capital.

Required Majority: 50% + 1 of the votes represented in the General Assembly.

Total number of valid votes: or percentage%

Number of votes 'in favor of': or percentage.....%

Number of votes 'against': or percentage.....%

Number of abstentions: or percentage.....%

The Chairman of the Ordinary General Assembly has proposed the approval of the overall management that took place during the fiscal year 2023, in accordance with article 108 of L. 4548/2018, as well as the discharge of the Independent Certified Auditors who carried out the audit of the financial statements of the fiscal year from any relevant liability.

The Ordinary General Assembly **accepted** the proposal of its Chairman and approved the agenda issue.

Issue 3rd: Election of one (1) Regular and one (1) Deputy Certified Public Accountant-Auditor, for the audit of the financial statements, consolidated and corporate, for the fiscal year 1/1/2024 - 31/12/2024 and determination of their remuneration.

Required quorum: 1/5 (20%) of the paid-up share capital.

Required Majority: 50% + 1 of the votes represented in the General Assembly.

Total number of valid votes: or percentage%

Number of votes 'in favor of': or percentage.....%

Number of votes 'against': or percentage.....%

Number of abstentions: or percentage.....%

The Chairman of the Ordinary General Assembly, on a relevant proposal from the Audit Committee, proposed the election of the auditing societe anonyme under the name “**GRANT THORNTON Certified Auditors and Business Consultants Societe Anonyme**” for the audit of the financial statements, consolidated and the company, for the current fiscal year 2024.

Finally, the Chairman of the Ordinary General Assembly proposed, for the financial year 2024, as regards the remuneration of auditors, for the audit of the financial statements, consolidated and corporate and for the preparation and granting of an audit report, including any expenditure in general related to the audit, that the Board of Directors shall be authorised to determine the exact amount of such remuneration up to the amount of 44.000 Euro plus VAT, according to the relevant offer of the above auditing company.

The Ordinary General Assembly **accepted** the proposal of its Chairman and approved the agenda issue.

Issue 4th: Approval of the remuneration to members of the Board of Directors for the fiscal year 1/1/2023 - 31/12/2023 and pre-approval of their remuneration for the fiscal year 1/1/2024 - 31/12/2024 in accordance with article 109 of L. 4548/2018.

Required quorum: 1/5 (20%) of the paid-up share capital.

Required Majority: 50% + 1 of the votes represented in the General Assembly.

Total number of valid votes: or percentage%

Number of votes 'in favor of': or percentage.....%

Number of votes 'against': or percentage.....%

Number of abstentions: or percentage.....%

The Chairman of the General Assembly, on the issue of **approval of remuneration** of the members of the Board of Directors for the fiscal year 1/1/2023 - 31/12/2023 and **the pre-approval of their remuneration** for the fiscal year 1/2024 - 31/12/1/2024, proposed the following:

- a) the approval of the remuneration paid during the fiscal year 1/1/2023 - 31/12/2023, to the members of the Board of Directors, at a total amount of 827.784 Euros;
- b) the pre-approval of the remuneration already paid or payable during the fiscal year 1/1/2024 - 31/12/2024, to the members of the Board of Directors, up to the total amount of EUR 873.602 maximum and the granting of an authorization to the Board of Directors of the Company to determine, within the framework of the above ceiling, the exact amounts of remuneration and the time of their payment.

The Ordinary General Assembly **accepted** the proposal of its Chairman and approved the agenda issue.

Issue 5th: Election of Independent Valuers for the fiscal year 2024.

Required quorum: 1/5 (20%) of the paid-up share capital.

Required Majority: 50% + 1 of the votes represented in the General Assembly.

Total number of valid votes: or percentage%

Number of votes 'in favor of': or percentage.....%

Number of votes 'against': or percentage.....%

Number of abstentions: or percentage.....%

On this issue, the Chairman of the Ordinary General Assembly, Mr. Vassilios St. Fourlis proposed to the General Assembly of the Shareholders the election of the companies "KENTRIKI – PROPERTY VALUERS & CONSULTANTS P.C.C.", "AXIES CHARTERED SURVEYORS & PROPERTY VALUERS SOCIETE ANONYME" and "P. DANOS AND ASSOCIATES SA", for the performance of valuation reports on the fair value of the Company's real estate as well as of its subsidiaries for the financial year 01/01/2024 – 31/12/2024, and proposed that the Board of Directors shall be authorised in order to: a) determine their remuneration, allocate the real estate portfolio to each valuer and assign the valuation of new real estate to any valuer at its free discretion; and b) select an additional valuer in the event that this is deemed either necessary or in the interest of the Company and negotiate and agree to his/her/its remuneration.

The Ordinary General Assembly **accepted** the proposal of its Chairman and approved the agenda issue.

Issue 6th: Distribution of corporate profit for the period 1/1/2023 - 31/12/2023 and distribution of dividend from the profits of the fiscal year 1/1/2023 - 31/12/2023.

Required quorum: 1/2 (50%) of the paid-up share capital.

Required Majority: 2/3 (66,67%) of the votes represented in the General Assembly.

Total number of valid votes: or percentage%

Number of votes 'in favor of': or percentage.....%

Number of votes 'against': or percentage.....%

Number of abstentions: or percentage.....%

The Chairman of the General Assembly recommends the distribution of the profits of the fiscal year 01/01/2023 – 31/12/2023 as follows:

- a) Regular reserve €782.828,12,
- b) the payment of a dividend for the year 2023 of €9.642,301,68 or €0.08 per share;
- c) granting of remuneration to members of the Board of Directors consisting in their participation in the profits of the year 2023 at a total amount of €273.744,00,
- d) granting of remuneration to staff members consisting in their participation in the profits of the year 2023 at a total amount of € 110.641,36
- e) balance of retained earnings € 12.070.463,71

For the implementation of the above decision, the GA authorizes the Board of Directors to regulate all procedural matters

Dividend payment shall be made through the beneficiaries' operators, as defined in the Regulation of the Athens Exchange. Further, it is proposed that 20.06.2024 should be the date for the determination of the beneficiaries of the Dividend (Record Date), 19.06.2024 should be the ex-dividend date, and 26.06.2024 should be the date for the commencement of payment of the dividend, in accordance with the Company's announcements under the Financial Calendar of the year 2024.

The Ordinary General Assembly accepted the above proposal of the Chairman of the General Assembly and approved the issue.

Issue 7th: Submission for discussion and voting of the Remuneration Report of the members of the Board of Directors for the fiscal year 1/1/2023 - 31/12/2023 in accordance with article 112 par. 3 of L. 4548/2018.

Required quorum: 1/5 (20%) of the paid-up share capital.

Required Majority: 50% + 1 of the votes represented in the General Assembly.

Total number of valid votes: or percentage%

Number of votes 'in favor of': or percentage.....%

Number of votes 'against': or percentage.....%

Number of abstentions: or percentage.....%

The Chairman of the General Assembly submitted for discussion and voting, by the General Assembly, the remuneration report of the members of the Board of Directors for the fiscal year 1/1/2023 - 31/12/2023 in accordance with article 112 par. 3 of L. 4548/2018, which have been made available to the shareholders and investors on the Company's website: <https://trade-estates.com/>

The Remuneration Report shall include a comprehensive overview of the total remuneration received by the members of the Board of Directors during the financial year 2023, as well as the other required under article 112 par. 2 of L. 4548/2018 information and has been prepared with diligence by the Board of Directors and in accordance with the Remuneration Policy as this is currently applicable after its revision by the Ordinary General Assembly of the shareholders dated 14th-06-2024, after taking into account relevant recommendations of the Nomination and Remuneration Committee of the Company and the auditors of the Company have checked whether and to what extent the information provided for in article 112 of L. 4548/2018 has been provided.

It is noted that the shareholders' vote on the Remuneration Report is advisory in nature, in accordance with article 112 par. 3 of L. 4548/2018.

The Ordinary General Assembly, accepting the proposal of its Chairman, **voted in favor** of the remuneration report submitted to the members of the Board of Directors for the fiscal year 1/1/2023 - 31/12/2023.

Issue 8th: Submission by the Audit Committee of its annual activity report in accordance with article 44 par. 1 of L. 4449/2017.

Required quorum: 1/5 (20%) of the paid-up share capital.

The Chairman of the General Assembly informed Messrs. shareholders that the Audit Committee has submitted to the General Assembly its Activities' Report for the fiscal year 1/1/2023 - 31/12/2023 in accordance with article 44 par. 1 of L. 4449/2017, as amended by article 74 of L. 4706/2020.

The Annual Activities' Report of the Audit Committee aims to inform the shareholders about the Committee's activities during the fiscal year 1/1/2023 - 31/12/2023 based on its prescribed responsibilities.

The Annual Activities' Report of the Audit Committee has been made available to the shareholders and investors through the Company's website: <https://www.trade-estates.com/>, while it has also been included as a separate document in the Company's Annual Financial Report for the year 2023.

Issue 9th: Submission of the report of the independent non-executive members of the Board of Directors in accordance with article 9 par. 5 of L. 4706/2020.

Required quorum: 1/5 (20%) of the paid-up share capital.

The Chairman of the General Assembly informed the shareholders that the independent Vice-Chairman of the Board of Directors, in his capacity as Senior independent Consultant of the Company and in order to inform the shareholders about the activities of the independent non-executive members of the Board of Directors during the fiscal year 1/1/2023 - 31/12/2023, has submitted to the General Assembly a relevant report in accordance with article 9 par. 5 of L. 4706/2020.

The Annual Report of the Independent non-executive members of the Board of Directors has been made available to the shareholders and investors through the Company's website:

<https://www.trade-estates.com/>

Issue 10th: Submission and approval of the review of approved Company's Remuneration Policy, with the addition of the new Free Stock Awarding Plan (LTI), in accordance with laws 4548/2018, 4209/2013 and 4706/2020, in conjunction with the Guidelines on sound remuneration policies under the ESMA Alternative Investment Fund Managers Directive (AIFM) (03.07.2013|ESMA/2013/232).

Required quorum: 1/5 (20%) of the paid-up share capital.

Required Majority: 50% + 1 of the votes represented in the General Assembly.

Total number of valid votes: or percentage%

Number of votes 'in favor of': or percentage.....%

Number of votes 'against': or percentage.....%

Number of abstentions: or percentage.....%

The Chairman of the General Assembly, Mr. Vassilios St. Furlis, suggested to the shareholders the approval of the review of Remuneration Policy of the Company, with a validity period of four years, which was decided and submitted by the Board of Directors of the Company, following the relevant recommendation of the Nomination and Remuneration Committee, in order to apply to the remuneration of all members of the board of directors, executive and non-executive and executive

officers, in accordance with the provisions of articles 110 and 111 of L. 4548/2018 and of article 13 of L. 4209/2013.

The purpose of the Remuneration Policy is to enhance the Company's sustainability by providing a fair and appropriate reasonable level of fixed remuneration and to align the interests of the Board members and company executives with the long-term objectives and the performance of the Company.

The Remuneration Policy contributes to the business strategy, to the long-term interests and sustainability and to maximizing the value of the Company.

The Remuneration Policy has been made available to the shareholders and investors through the Company's website:

<https://www.trade-estates.com/>

The Chairman of the General Assembly, Mr. Vassilios St. Fourlis , suggested to the shareholders the approval of the revised Remuneration Policy , as well as, the Board of Directors to be authorised in order to implement and manage the Remuneration Policy, in accordance to the suggestions of the Remuneration Committee of the Company.

The Ordinary General Assembly **accepted** the proposal of its Chairman and approved the agenda issue.

Issue 11th: Decision on the establishment of a Free Stock Awarding Plan (LTI), in accordance with article 114 of L. 4548/2028 and granting the relevant authorization to the BoD to implement the GA; s Decision in accordance to the terms of the Plan and article 114 of L. 4548.

Required quorum: 1/2 (50%) of the paid-up share capital.

Required Majority: 2/3 (66,67%) of the votes represented in the General Assembly.

Total number of valid votes: or percentage%

Number of votes 'in favor of': or percentage.....%

Number of votes 'against': or percentage.....%

Number of abstentions: or percentage.....%

The Chairman of the General Assembly, suggested to the shareholders the approval of the establishment of a Stock Awarding Plan (LTI) in accordance with article 114 of Law 4548/2018 and the granting of the relevant authorization to the Board of Directors for its implementation, in accordance with the terms of the Program and article 114 of Law 4548/2018.

The full text of the Stock Awarding Plan is as follows:

“Stock Awarding (Free Stock Distribution) Plan as Long-Term Reward or Long-Term-Incentive (LTI) of
“**TRADE ESTATES REAL ESTATE INVESTMENT COMPANY**”

GENERAL COMMERCIAL REGISTER NUMBER 160110060000

**Description of the Stock Awarding Plan (Free Stock Distribution Program)
(LTI)**

Introduction

The establishment of the Company’s Stock Awarding Plan is part of a reward scheme for the Company’s senior executives, for their contribution to the achievement of the Company’s medium-long-term objectives and in order to enhance their commitment and dedication.

This Plan (hereinafter as the “Plan”), established under the decision of the General Assembly of Shareholders dated *14.06.2024* is a part of the approved Remuneration Policy.

Subsequently, the following sections of the Plan are analyzed:

- Plan’s Objectives
- Basic Terms of the Plan
- Beneficiaries of the Plan
- Condition for the Activation of the Plan
- Number of shares for distribution
- Stock Grant Procedure
- Other arrangements governing the Plan
- Communication of the Plan
- Other terms

Plan’s Objectives

The establishment of a Stock Awarding Plan is part of a broader incentive framework, so that it is integrated in a comprehensive remuneration and benefit package.

Indicatively, the following can be included in the objectives of the Stock Awarding Plan:

- Harmonization of the interests of employees, the Company and its shareholders in order to ensure the creation of value, the avoidance of excessive risk-taking or the orientation to a short-term benefit
- Harmonization of a strong incentive for long-term stay and continuous mobilization in the Company and of its executives

- Focus of executives on achieving medium/long-term goals to increase the value of the Company and not to achieve short-term results.
- Commitment and identification of executives with the Company through the creation of a culture of “executives-shareholders”, contributing to the convergence of both sides.
- Improvement of the Company’s image to the investing public since the holding of a number of shares by executives is promoted as a positive element as it contributes to their long-term commitment to the company, to the improvement of their performance and to the provision of better-quality services.
- Improvement of the Company’s financial results.

Basic Terms of the Plan

- The Plan’s term commences on 1/1/2024 and ends on 31/12/2028 and as starting date of value creation calculations to the shareholders is determined the 10/11/2023 of listing on the Athens Stock Exchange.
- Until the end of the Plan there will be no new or similar Stock Distribution Plan.
- The Plan shall be governed by the provisions of Article 114 of Law 4548/2018. For the purpose of implementing the Plan, the Company will allocate common new registered shares with voting rights, subject to holding obligations as defined below, which will be issued by capitalization of distributable reserves, based on the provision of Article 114 of Law 4548/2018.
- The common registered shares of the Plan will derive from an increase in share capital that the Company will realize in compliance with the provisions of Law 4548/2018.
- The Plan constitutes a voluntary benefit granted by the Company, which can be modified or unilaterally revoked at any time by it, until the distribution and allocation of the shares, as defined herein. Any such modification or revocation does not in any way constitute a unilateral detrimental change and the beneficiaries will have no claim nor will they reserve any claim against the Company in relation to the Plan in particular.
- The granting of this benefit through this Plan to the beneficiaries in the form of free stock grant is not part of the employment contract between the beneficiary and the Company, nor part of their salary and is therefore not taken into account when calculating any compensation of the beneficiary in the event of termination of their employment contract.

Beneficiaries of the Plan

The participants (potential beneficiaries) of the Plan are the following: The Plan shall apply to:

- executive members of the Board of Directors of the Company,
- its executive officers holding positions of responsibility with direct reporting to the Company's Chief Executive Officer, and
- partners who provide services to the Company on an ongoing basis.

The determination of the final beneficiaries of the Plan per year will be determined by decision of the Board of Directors, following a relevant recommendation of the Nomination and Remuneration Committee, after a proposal of the Company's Management.

Condition for the Activation of the Plan

The maximum total number of free shares of Stock Awarding Plan is defined at the beginning of the Plan and reflects a specific percentage of the total shares of the Company and is distributed (provided the goals are achieved per year or cumulatively) by a ratio of 1/5 per year.

The Plan will be implemented by a decision of the Board of Directors following the approval of the Ordinary General Assembly of 2024, upon its delegation in order to determine the individuals, as well as the number of the shares allocated to each one of them.

The objectives of the Plan must all be achieved in their entirety for the distribution of free shares per year and/or cumulatively (in aggregate).

The start date of the Plan is the 1/1/2024 (with starting date of the value creation calculations to the shareholders on the 10/11/2023) and the end date is the 31/12/2028 (payment of shares after the Announcement of the Annual Results of the Company for the year 2028)

Obligation to hold the shares that may be allocated per year to each beneficiary of the Plan for 12 months from the date of their distribution.

A necessary condition for the distribution of free shares under the Plan is the following:

- The adjusted share price for corporate transactions should be higher than (€1.92) adapted to any corporate actions (adjusted for corporate actions) except for corporate actions linked solely for this purpose; and
- The leverage ratio (Net LTV) will not exceed the 55% at any time. It is stressed that by decision of the Board of Directors this condition may be temporarily suspended, as long as it better serves the interests of the Company.

The decision on the Plan's activation is linked to the Company's performance and the creation of value for the shareholders, taking into account specifically 2 criteria/indicators, the NAV and the FFO. These specific performance criteria focus on the long-term development of the Company and the objectives are demanding but achievable so that the executives shall pay the necessary effort to be required, in order to achieve them. These criteria are the following:

1. NAV year end per year, or at a minimum rate of achievement of at least 97 %, provided the 2nd objective has been achieved by 100%
2. FFO per year, or at a rate of its achievement of at least 95 %, provided the 1st objective has been achieved by 100%

The free shares will be distributed based on the achievement of the entire above-mentioned objectives in each year of the Plan as explained above. Since the above objectives work cumulatively for each year, so the allocation of the shares of the Plan also works cumulatively until its expiration (cumulative).

LTI Objectives (millions of €)

PER YEAR		2024	2025	2026	2027	2028
1 st	NAV Year End	318.3	326.7	335.7	350.9	362.9
	97% of NAV Year End	308.8	316.9	325.6	340.4	352.0
2nd	FFO	11.8	10.6	14.3	19.4	21.2
	95% of FFO	11.2	10.1	13.6	18.4	20.1
Cumulatively (*)		2024	2025	2026	2027	2028
1 st	NAV Year End		326.7	335.7	350.9	362.9
	97% of NAV Year End		316.9	325.6	340.4	352.0
2nd	FFO		22.40	36.7	56.1	77.3
	95% of FFO		21.28	34.9	53.3	73.4

() Note: both objectives must be achieved by 100%. However, the Plan may be activated even when the NAV is achieved by 97% or by 95% (at least)*

For example:

TERM OF THE PLAN	ACHIEVEMENT OF THE PLAN'S OBJECTIVES	RESULT
Year 1	No	No shares are distributed
Year 2	Yes	Distribution of shares of the years 2 and 1
Year 3	Yes	Distribution of shares of the year 3
Year 4	No	No shares are distributed
Year 5	Yes	Distribution of shares of the years 5 and 4

Clarification: If, for example, in the year 1 the objectives of the Plan are achieved, but the share price is not higher than the Athens Stock Exchange listing price (1,92), defined as a necessary condition, no shares are distributed.

If in the year 2 the objectives of the Plan are not achieved, but the share price is higher than the Athens Stock Exchange listing price (1,92), defined as a necessary condition, the shares of that year are not distributed, but the condition functions retroactively and the shares of the year 1st are distributed. Correspondingly in the rest of the years as well.

The objectives to be achieved of all beneficiaries of the Plan's free shares are joint.

Number of shares for distribution

The maximum total number of shares to be distributed shall constitute up to the 2,58 % of the total number of shares of the Company, i.e. 3.109,640 shares. In each year, the maximum number of shares that may be distributed is 621,928. In case of non- distribution of the maximum number of shares, as defined in the Plan, within the year concerned, the Board of Directors may, by its subsequent decision, distribute by transfer, the undistributed shares of the relevant year (up to the maximum number thereof), the following years and until the end of the Plan.

The number of the shares that will be allocated to each beneficiary will be determined by a decision of the Board of Directors, following a relevant recommendation of the Nomination and Remuneration Committee, after a proposal of the Company's Management. The total amount at the time of the exercise depends on the share price at the said given time.

Only those employees who remain with the Company on the date of the Announcement of the Company's annual results (profit/loss statements) will be entitled to free shares.

If some of the positions of potential beneficiaries are covered during the Plan's term and not at the beginning of this Plan, and if the position coverage period is at least 6 months, then the BoD, upon recommendation of the Nomination and Remuneration Committee, may decide to issue and grant shares of the Plan for that year (it is not entitled to receive shares for previous years of the Plan in which it did not hold a beneficiary position).

Scale for the evaluation of objectives.

The plan does not provide for an escalation in the number of shares based on the degree of achievement of objectives. Thus, in case of over-achievement of the objectives, there will be no return on a larger number of shares, anticipating a rise in the share's price and thus harmonizing the interests of the shareholders with those of the executives-shareholders.

Stock Grant Procedure

Once the objectives set for the first year have been achieved and the relevant financial results of 2024 have been announced, the plan is implemented with the relevant decision of the BoD and thus the executive acquires the number of shares he/she/it is entitled to for the first year. This procedure shall be repeated until the termination of the Plan.

Upon the expiration of each separate period of stock grant, as above, and depending on the implementation of the Plan selected, the Company will proceed with all the procedures provided by law and the stock market legislation for the allocation of the free shares.

Other arrangements governing the Plan

- i. Termination of a contract without renewal or termination of a Contract for reasons not related to fault of the executive officer (provided that there was good performance, compliance with corporate procedures): if the period has lapsed and relates to a specific cycle, and the potential beneficiary was working with the Company on the date of the announcement of the Company's annual results, then the potential beneficiary shall receive all the shares that the BoD will decide to be allocated to him/her/it for this cycle and his/her/its participation in the Plan shall cease. In the event of voluntary exit, the potential beneficiary shall receive all the shares that the BoD will decide to be allocated to him/her/it for this cycle and his/her/its participation in the Plan shall cease.
- ii. Termination of a contract due to fault of the executive officer: The Plan shall cease to apply to the specific member concerned and the latter shall not be considered as a potential beneficiary.

- iii. Death: For executives who held a potential beneficiary position for at least 6 months within a cycle of the Plan, the Board of Directors will decide, upon recommendation of the Nomination & Remuneration Committee, regarding the allocation of the shares of the specific cycle of the Plan as well as any cumulative shares from previous years to the executive's legal heirs.
- iv. Extraordinary events within the compulsory holding period.

If within the holding period the term of office of a BoD's member and/or the employment contract and/or a paid mandate of the beneficiaries is interrupted or not renewed, at the discretion of the Company, then the shares of the beneficiary shall be released and there is no longer any obligation to hold them.

If extraordinary events that do not result in a change of control (change of control) of the Company take place within the holding period, the Board of Directors shall have the right to examine any relevant application and to waive the obligation to shareholding.

If extraordinary events leading to a change of control ("change of control") of the Company occur within the holding period, the Board of Directors shall have the right to waive the obligation to shareholding.

In any other case, which is not explicitly described above, the above mandatory holding period of the shares granted shall remain in force.

"Change of control" means the acquisition by a third party (natural or legal) or a group of persons, other than the Holdings Co., directly or indirectly, of the participation percentage or voting rights in the Company by 33% and more or the right to appoint or terminate the majority of the members of the board of Directors of the Company in accordance with the provisions of L. 4308/2014.

Communication of the Plan

For the implementation of the Plan, the Company must provide the beneficiaries with the required information material, in order to be informed about the Plan, the terms and conditions of participation in it, as well as about the necessary documents that will be required in each year of the Plan.

In addition, beneficiaries should be informed about the tax treatment of the Plan and any obligations towards social security institutions in order to be able to understand related opportunities and risks and to make decisions.

Notifications

All notices/notifications addressed to the beneficiaries under the terms of the Plan will be served upon receipt to the beneficiary's job address or residence address or to the email address which the beneficiaries themselves will communicate to the Board of Directors.

Share capital Increase

The Company will implement the Program, through the dispositions of new shares that will arise through the capitalization of distributive reserves.

The Board of Directors of the Company, in accordance with the explicit authorization granted to it by the General Assembly that decides this Program, will proceed, if required, in any legal act, deed and any other required action for the implementation of the relevant decision of the General Assembly of the company, the determination of the beneficiaries and the distribution of the shares to them, as well as for the listing of the Shares for trading on the Athens Stock Exchange, in accordance with the terms of the existing legislation and subject to the receipt of any required approval from the competent authorities.

Other terms

The granting of this benefit through this Plan to the beneficiaries in the form of free stock grant is not part of the employment contract between the beneficiary and the Company or its affiliated companies withing the meaning of article 32 of L.4308/2014, nor part of their salary and is therefore not taken into account when calculating any compensation of the beneficiary in the event of termination of their employment contract.

Any kind of contributions, deductions, or in general payments arising under tax and/or social security legislation will be regulated by the relevant provisions as applicable at each relevant time.

Any related tax or expense directly or indirectly related to this Plan, regardless of the time it should be paid, shall be borne solely by the beneficiary concerned.

Governing Law

The Plan and any issue related to its interpretation shall be governed by Greek law. The courts of Athens will have the exclusive jurisdiction for the resolution of any dispute that may arise.

The Ordinary General Assembly accepted the proposal of its Chairman and approved the agenda issue.

Issue 12th: Appointment of a new member of the Audit Committee, as a third person, a non-member of the Board of Directors, as non-independent by the audited entity within the meaning of article 9 of L. 4706/2020.", in replacement of a resigned member pursuant to article 44 par. 1 lit. (f) cl. b' of L. 4449/2017.

Required quorum: 1/5 (20%) of the paid-up share capital.

Required Majority: 50% + 1 of the votes represented in the General Assembly.

Total number of valid votes: or percentage%

Number of votes 'in favor of': or percentage.....%

Number of votes 'against': or percentage.....%

Number of abstentions: or percentage.....%

The Chairman of the General Assembly, suggested the Appointment of a new member of the Audit Committee, as a third person, a non-member of the Board of Directors, as non-independent by the audited entity within the meaning of article 9 of L. 4706/2020.", in replacement of a resigned member pursuant to article 44 par. 1 lit. (f) cl. b' of L. 4449/2017.

The General Assembly, in accordance with the law and specifically article 44 par. 1 lit (f), cl. b' of Law 4449/2017, undertakes to appoint, the new member appointed by the Board of Directors of 16th May, 2024, as a new member, third person, non-member of the Board of Directors, not independent from the audited entity with the meaning of article 9 of Law 4706/2020, in replacement of a resigned one, Mr. Dimitrios Valachis, who was the third non-member of the Board of Directors in the composition of the Audit Committee, in the capacity of not being independent from the audited entity, within the meaning of the above article.

Mr. Dimitrios Valachis submitted his resignation with his letter of 16/5/2024 to the Audit Committee, with effective day of resignation from 23.5.2024. The General Assembly with this item on the agenda automatically takes the decision to appoint the third person, having examined and evaluated the third person in question for his appointment as a member of the Independent Audit Committee. Following the above letter of resignation, the third person who has already been appointed by the Board of Directors, for his appointment as a member of the Independent Audit Committee and who is also appointed by this General Assembly, is Ms. Maria I. Theodoulidou, who has extensive experience in the field of auditing and sufficient knowledge of the sector in which the company operates, i.e. the real estate development sector. The term of office of the Audit Committee will continue to be identical to the corresponding term of the current Board of Directors.

Following all the above, the Ordinary General Assembly takes the decision:

(a) to appoint as a new member of the Independent Audit Committee in replacement of the resigned third person, Mr. Dimitrios Valachis of Efstratios, Mrs. Maria Theodoulides of Ioannis as a third person, non-independent by the audited entity within the meaning of article 9 of L. 4706/2020.

(b) the term of office of the above member of the Independent Audit Committee as a third person, shall coincide with that of her predecessor in office, i.e. shall be identical to the corresponding term of the current Board of Directors.

(c) the term of office of the Independent Audit Committee shall continue to be identical to the corresponding term of the current Board of Directors.

The Ordinary General Assembly **accepted** the proposal of its Chairman and approved the agenda issue.

ISSUE 13th: Decision of the General Assembly on the renewal of the power of the Board of Directors, as provided for in article 6 of the Company's Articles of Association, on the increase of the share capital during the first five years from the company's establishment, for another five years, at the end of the first five-year period.

Required quorum: 1/2 (50%) of the paid-up share capital.

Required Majority: 2/3 (66,67%) of the votes represented in the General Assembly.

Total number of valid votes: or percentage%

Number of votes 'in favor of': or percentage.....%

Number of votes 'against': or percentage.....%

Number of abstentions: or percentage.....%

The Chairman of the General Assembly, suggested the renewal of the power of the Board of Directors, as provided for in article 6 of the Company's Articles of Association, on the increase of the share capital during the first five years from the company's establishment, for another five years, at the end of the first five-year period.

The Ordinary General Assembly **accepted** the proposal of its Chairman and approved the agenda issue.

ISSUE 14th: Following the decision of the Extraordinary General Assembly of Shareholders dated 04.10.2023, after its correct repetition regarding the determination of the new member of the Audit Committee, a third person, non-member of the Board of Directors, as non-independent from the audited entity within the meaning of article 9 of L. 4706/2020."

Required Quorum: 1/5 (20%) of the paid-up share capital.

Required Majority: 50% + 1 of the votes represented in the General Assembly.

Total number of valid votes: or percentage%

Number of votes 'in favor of': or percentage.....%

Number of votes 'against': or percentage.....%

Number of abstentions: or percentage.....%

The Chairman of the General Assembly suggests the correct repetition of the present issue, decided at the General Meeting of 04-10-2023 and repeats that the membership of the third person of the Independent Audit Committee, Mr. Valachi, was non-independent from the audited entity within the meaning of article 9 of Law 4706/2020.

The Ordinary General decided on the present correct repetition and approve the issue.

Maroussi, May, 24 2024

TRADE ESTATES REAL ESTATE INVESTMENT COMPANY

Investor Relations and Corporate Announcements Department