



Athens, August 2, 2024

ANNOUNCEMENT

STOCK OPTION PLAN KEY TERMS

The Board of Directors of Attica Holdings S.A. (hereinafter referred to as the "Company") convened on August 1, 2024, and elaborated on the specification of the terms of the Stock Option Plan for the acquisition of Company shares (the 'Options' and the 'Plan' respectively), and the allocation of the Options to beneficiaries acting upon the resolution of the Annual General Meeting held on July 12, 2024.

The key terms of the Plan are outlined as follows:

- The beneficiaries of the Plan are executive members of the Board of Directors (the 'BoD') and executives of the Company and its affiliated entities, as defined in Article 32 of L. 4308/2014, including individuals who provide services to the Company and its affiliated entities on an ongoing basis as defined in Article 113 of Law 4548/2018 (the 'Beneficiaries').
- The maximum number of new shares to be issued amounts to 5,500,000 voting ordinary registered shares of a nominal value of thirty cents (€0.30) each, representing 2.26% of current share capital, and will stem from an increase in the Company's share capital. During the aforementioned meeting, the BoD granted to Beneficiaries 4,912,500 Options for the acquisition, upon their exercise, of an equivalent number of new Company shares. In the event of any corporate events which, in the discretion of the BoD, modify the features of the existing shares of the Company (such as stock splits or reverse stock splits without modifying the share capital through either a reduction or an increase in the nominal value of each share, conversions, mergers, etc.), the BoD will make corresponding adjustments to the number of shares to be acquired by the Beneficiaries of the Options exercised.
- The exercise price of the new shares has been set at two euros and twenty-five cents (€2.25) per share. In the event of corporate events that necessitate adjustments to the number of shares to be acquired by the Beneficiaries upon exercise of their Options, or otherwise impact the exercise price at the discretion of the BoD, the exercise price may be accordingly adjusted by the BoD to reflect these changes.
- The Plan is designated for a period of up to five (5) years (with the vesting period beginning from the BoD decision date and extending in phases up to three years thereon, followed by an exercise period of up to two years from the conclusion of the final vesting phase for each Beneficiary's Options).