



23/12/2024

ANNOUNCEMENT

SPECIFICATION OF THE TERMS OF THE STOCK OPTION PLAN

“MIG HOLDINGS S.A.” (hereinafter “the Company”) hereby announces that the Board of Directors of the Company has decided, pursuant to the authorization granted to it by the decision of the Extraordinary General Meeting of the Company’s Shareholders dated 3.3.2023, in accordance with article 113 of Law 4548/2018, to specify the terms of the plan for granting stock options (“Options”) to Members of the Board of Directors (excluding Independent Non-Executive Members) and executives of the Company, including persons who provide services to it on a permanent basis (“Plan”), and to grant for the current year a total of 82,975 Options, corresponding to equal number of shares (i.e. 0.265% of the paid-up share capital) of the Company to 5 beneficiaries, in partial implementation of the Plan. The Plan has a duration of 5 years and it aims to recognize the individual performance of each beneficiary, align the provision of incentives to the beneficiaries with the long-term interests of the Company and encourage the long-term stay of the beneficiaries in the Company’s executive team. The main terms of the Plan are as follows:

Exercise price: The exercise price of the Options throughout the duration of the Plan will amount to the par value of the shares, namely the amount of forty cents (€0.40) per share, subject to adjustment in the event of corporate actions or events, by decision of the Board of Directors, following a recommendation by the Nomination and Remuneration Committee.

Maximum number of new shares: The number of shares to be issued, in the event of granting and exercising all the Options, will amount to a maximum of 1,563,000 common registered voting shares of the Company, corresponding to 4.9909% of its existing paid-up share capital.

Beneficiaries: The determination of the list of beneficiaries of the Plan within the circle of persons designated by the General Meeting and the vesting of a certain number of Options to each of them is made in whole or in parts during the Plan, by one or more decisions of the Board of Directors, following a relevant recommendation by the Nomination and Remuneration Committee.

Exercise: Each Beneficiary has the right, but not the obligation, to exercise in whole or in part their Options within the first ten days of the months of March, June, September and December of each year, with the last exercise period being the period 1-10.3.2028. The exercise of the Options is subject to the condition that the beneficiary maintains at the time of exercise the capacity of Member of the Board of Directors or the employment or salaried mandate relationship with the Company or continues the provision of services to it on a permanent basis.

Retention: The beneficiary is obliged to retain 50% of the shares resulting from the exercise of his Options for a minimum period of six (6) months from the date of listing of these shares for trading on the Athens Exchange.