

**3rd STOCK AWARDS PLAN of
KRI KRI SA MILK INDUSTRY
Reg. No 113772252000**

Introduction

The Annual General Meeting of the Shareholders of KRI-KRI SA MILK INDUSTRY, Reg. No 113772252000, (hereinafter the "Company") on 02.07.2024 decided the establishment of a Stock Awards Plan (hereinafter the "Plan"), for the members of the Board of Directors and the Company's employees for a percentage of up to 2% of the total number of the common shares of the Company, i.e. a total of up to 661,302 common shares. Moreover, the Company's Board of Directors was authorized by the Annual General Meeting of the Shareholders to determine the final list of Beneficiaries of the Plan, which will derive from the categories of beneficiaries decided by the Annual General Meeting of the Shareholders as above, alongside the rest of the terms of the Plan.

This document was prepared in accordance with the decision of the Annual General Meeting of the Company's Shareholders on 02.07.2024 and the as of 27.02.2025 decision of the Company's Board of Directors.

1. Aim of the Plan

The main aim of the Plan is to reward the Company's executives and managers for their contribution to the achievement of the Company's annual targets, which periodically determined by the Board of Directors.

At the same time, the Plan is expected to contribute significantly to strengthening the commitment and dedication of the Company's employees, by developing a culture of "executives-shareholders". In that way, it is expected to encourage the achievement of the Company's medium/long-term targets and improve its financial performance.

2. Features and Validity Period of the Plan

The Plan has been established in accordance with article 114 of Law 4548/2018, in conjunction with article 49 of Law 4548/2018. It will be implemented through the award of the Company's own shares to the final list of beneficiaries of the Plan. The Company's own shares have already been acquired or will be acquired, pursuant to the decision of the Annual General Meeting of the Shareholders on 02.07.2024. That decision approved the buy back of the Company's own shares, through the Athens Stock Exchange, according to article 49 of Law. 4548/2018, the definitions of Regulation (EU) 596/2014 on market abuse and the Commission Delegated Regulation (EU) 2016/1052, with a minimum purchase price of €3.00 per share and a maximum purchase price of €17.00 per share, from 02.07.2024 to 02.07.2026.

The duration of the Plan is two (2) years from the decision of the Annual General Meeting of the Shareholders and will be completed by 02.07.2026.

The distribution will take place in two cycles:

The 1st cycle refers to the award of own shares that will take place from 01.01.2025 to 30.09.2025. The beneficiaries of this 1st cycle will be determined based on criteria relating to the achievement of annual targets for the financial year 2024.

The 2nd cycle refers to the award of own shares from 01.01.2026 to 02.07.2026. The beneficiaries of this 2nd cycle will be determined based on criteria relating to the achievement of annual targets for the financial year 2025.

The distribution of equal number of own shares in each cycle is not necessary. The beneficiaries may participate in both cycles, if they meet the criteria of both cycles and are identified as such.

The own shares that will be distributed to the respective Beneficiaries will be the Company's common registered shares with voting rights and will incorporate all the rights provided by Law 4548/2018 and by the Company's Articles of Association (see, for example, dividend rights, preemptive rights, voting rights, etc.). The maximum number of shares to be distributed corresponds to 2% of the total number of common shares of the Company, i.e. a total of up to 661,302 common shares with voting rights.

For those shares that will be distributed during the 1st cycle of the Plan, there is an obligation by the Beneficiaries to hold them until 31.03.2026. Those shares that will be distributed during the 2nd cycle of the Plan, there is an obligation by the Beneficiaries to hold them until 31.03.2027.

This Plan is a voluntary benefit of the Company to its employees. The Plan may be modified or revoked unilaterally at any time by the Company. Such a modification or revocation cannot be considered as a unilateral detrimental change of the terms of the employment contracts and/or paid mandate to the Beneficiaries. Moreover, The Participants/Beneficiaries have no case (compensation or otherwise) against the Company from any cause generally related to this Plan. Upon the completion of the Plan, the Company has no obligation towards the Beneficiaries to maintain or implement the Plan or to extend the Plan or to implement a similar Plan in the future.

3. Participants of the Plan

Participants (potential beneficiaries) of the Plan are the members of the Board of Directors and individuals who are associated with the Company through an employment relationship. Major shareholders of the Company who hold a direct or indirect stake in its share capital greater than

or equal to 3% are excluded. These features of the Beneficiaries must subsist during the implementation of the Plan – however is not a prerequisite to subsist throughout its entire duration. Beneficiaries may also be identified as heirs to a person who met the criteria for participation in the Plan while still alive.

4. Determination of the (final) Beneficiaries and the distributed number of shares

The Beneficiaries of the Plan and the number of shares distributed to each one of them are determined in accordance with each Plan cycle, either once or in parts, depending on one or more decisions of the Board of Directors, which are taken during each cycle respectively.

The above-mentioned maximum percentage of shares (2%) is the maximum that can be distributed. The Company is not bound to distribute the entire number of shares available for distribution, and the exact number of shares to be distributed will be decided each time by the Board of Directors during the implementation of the Plan.

For the above determination, the Board of Directors considers and evaluates mainly the degree of achievement of the Company's annual targets and contribution of the participants to the Plan in the achievement of those targets. The annual targets are set by the Board of Directors periodically and include a) profitability, with a weighting of 30%, b) turnover, with a weighting of 20% and c) specific organisational areas of responsibility, with a weighting of 50%. The evaluation and the decisions related to the above by the Board of Directors are taken at the discretion of its members.

5. Final Provisions

All notices/notifications addressed to the Beneficiaries in accordance with the terms of the Plan will be delivered, upon receipt, to the Beneficiary's work or residential address or to the email address that he/she has submitted or will submit to the Company.

The Chief Financial Officer is authorized to determine further relevant procedural issues, the respective activation condition of each cycle of the Plan, any details of its implementation as well as its individual terms, for its successful implementation.

Serres, 27 February 2025

THE BOARD OF DIRECTORS