



**MINUTES OF MEETING
OF THE REMUNERATION AND NOMINATION COMMITTEE
OF THE BOARD OF DIRECTORS OF 12.01.2026
OF THE SOCIETE ANONYME
"ATHENS INTERNATIONAL AIRPORT S.A."**

On the 12th of January 2026, day of the week Monday, at 18.30 hrs, and following the appointment of Mr. Panagiotis Tampourlos as a member of the Remuneration and Nomination Committee in replacement of the late member Robert Goebbels by virtue of the decision of the Board of Directors on the same day, the Remuneration and Nomination Committee convened virtually, by teleconference, in the presence of Mr. Panagiotis Tampourlos, Mr. Konstantinos Kollias and Mr. Gerhard Schroeder.

SOLE ITEM: CONSTITUTION OF THE REMUNERATION AND NOMINATION COMMITTEE INTO A BODY AND ELECTION OF ITS CHAIRPERSON

On the sole item, following the appointment of Mr. Panagiotis Tampourlos as a member of the Remuneration and Nomination Committee in replacement of the late member Robert Goebbels by virtue of the decision of the Board of Directors on the same day, having taken into consideration the terms of the Articles of Association of the Company and the Remuneration and Nomination Committee Charter, the Remuneration and Nomination Committee elects the Independent Non-Executive member, Mr. Panagiotis Tampourlos, as Chairperson of the Remuneration and Nomination Committee, while the Remuneration and Nomination Committee is constituted into a body as follows:

- 1) **Panagiotis Tampourlos, Independent Non-Executive member of the Board of Directors, Chairperson of the Remuneration and Nomination Committee,**
- 2) **Konstantinos Kollias, Independent Non-Executive member of the Board of Directors, Member of the Remuneration and Nomination Committee, and**
- 3) **Gerhard Schroeder, Non-Executive member of the Board of Directors, Member of the Remuneration and Nomination Committee.**

The term of office of the above Committee, which expires on 6 February 2026, shall be automatically extended until the first Ordinary General Meeting of Shareholders after the expiry of its term of office, but may not exceed three (3) years.

Furthermore, the Remuneration and Nomination Committee unanimously resolves that Ms Eugenia Papathanasopoulou, Director Legal Affairs & Corporate Governance, be appointed as its Secretary.

In witness whereof the aforementioned resolution of the Remuneration and Nomination Committee, the present minutes were drawn up and signed as follows.

The Chairperson	The Member	The Member	The Secretary
P. Tampourlos	K. Kollias	G. Schroeder	E. Papathanasopoulou

True copy of the Minutes as have been recorded in the Book of Minutes of the Remuneration and Nomination Committee
Spata, 20 January 2026

The Secretary to the Remuneration and Nomination Committee
Eugenia Papathanasopoulou