

# Message from the Chairman of the BoD



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**Dimitri Papalexopoulos**  
Chairman of the BoD

## **Dear Shareholders and Stakeholders,**

In the face of external challenges such as geopolitical tensions, persistently high inflation and volatile energy prices, 2023 proved to be a year of remarkable achievement for our organization. We not only weathered these challenges but also grew the top line and significantly increased profitability. Concurrently, we accelerated our decarbonization and digitalization efforts, strategically laying the foundations for future growth.

On the basis of our improved performance, the Board of Directors is recommending the distribution of a €0.85 per share dividend, compared to €0.60 last year.

During the year the Board worked closely with the new management team on a number of fronts. Among the highlights:

We conducted a comprehensive strategy review in May, culminating in the formulation of our Group's Green Growth Strategy through 2026. The Board approved the key directions aimed at realizing this vision. Our focus is on growth-oriented investments, marketing new, innovative green products and solutions for the benefit of our customers and the use of digital technologies to transform the way we do business.

Later in the year, a thorough review of our Company's Risk Management approach was completed to ensure alignment with the strategic directions outlined in the Green Growth Strategy and the Group's risk tolerance.

In the context of good corporate governance practice, a formal Board evaluation was concluded during the year, addressing, among others, the Board's performance, effectiveness and its interaction with executive management.

In 2023, we welcomed Paula Hadjisotiriou to the Board, bringing with her an excellent understanding of finance, market dynamics, and strategic foresight. The Board continues to review its composition and the skills necessary to ensure a diverse set of expertise and perspectives.

While cognisant of the uncertainties and challenges around us, we embark on 2024 with a sense of purpose and optimism. Our primary focus will be on implementing our strategy in a way that ensures long-term value creation for our shareholders and stakeholders.

**Dimitri Papalexopoulos**  
Chairman of the BoD