



PIRAEUS PORT AUTHORITY S.A.

Succession Planning Policy for BoD Members and Executive Officers



JULY 2021

Succession planning policy for the members of the Board of Directors and the Executive Officers

The Company recognizes the importance of the Succession Planning process to ensure the smooth operation of the Organization. There are specific positions in the Company that are necessary for the development of its operations, both at this stage and in the future. It is therefore necessary for these positions to be filled by the most trained and capable associates, as well as for these positions to be filled in a timely manner, so as not to create a power vacuum.

Therefore, the Company establishes a Succession Planning Policy for the members of the Board of Directors and the Senior Executives. The Succession Planning Policy Program:

- a) identifies and proposes for approval suitable candidates to the BoD, for the filling of positions that from time to time arise in the company's BoD;
- b) highlights / maps / records the skills of critical / important positions, evaluates potential candidates and develops the expected skills through development and learning programs;
- c) identifies the holders of Senior Executive Positions and proposes whether these executives will remain in the role by extending their cooperation or will be replaced by another executive through the Agency or the external market;
- d) ensures the systematic development of executives at the highest level so that they can at any time fill gaps arising from disability, death, retirement and any other cause.

The Nomination Committee for the BoD Candidate Members should apply the approved policy of Nomination of Candidate BoD Members in order to determine / evaluate the suitability of each candidate BoD member proposed for hiring or renewal of his term based on his academic qualifications, experience and effectiveness.

The Nomination Committee should also list new positions that may arise due to operational needs.