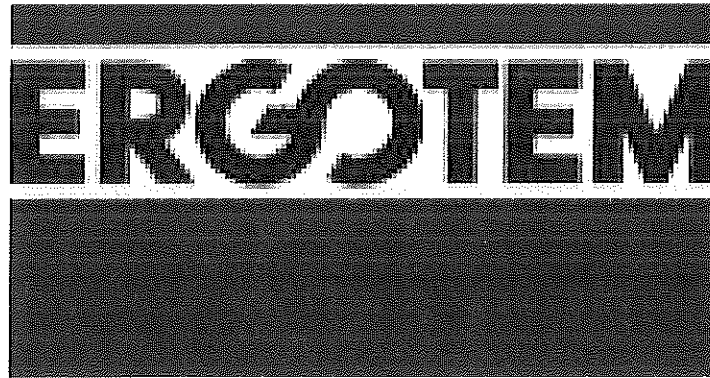


ERGOTEM S.A.
TECHNICAL TRADING INDUSTRIAL
SOCIETE ANONYME



ANNUAL FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2021

For the period from January 1, 2021 to December 31, 2021

In accordance with the

Greek Accounting Standards, Law 4308/2014 (G.A.S.)

Thesis Giakoumi

19600, Mandra, Attica

General Commercial Registry (Γ.Ε.ΜΗ.): 121551207000

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Financial Statements for the year ended December 31, 2021 (Amounts in €)

A. REPORT OF THE BOARD OF DIRECTORS TO THE ORDINARY GENERAL ASSEMBLY OF SHAREHOLDERS OF THE COMPANY "ERGOTEM SA TECHNICAL TRADING INDUSTRIAL SOCIETE ANONYME" ON THE FINANCIAL STATEMENTS OF THE YEAR 2021

**MANAGEMENT REPORT
OF THE BOARD OF DIRECTORS
OF THE Société Anonyme BY NAME
«ERGOTEM S.A.»
TO THE GENERAL SHAREHOLDERS' MEETING
OF OCTOBER 30, 2022**

Dear Shareholders,

The present Annual Report of the Board of Directors of "ERGOTEM SA TECHNICAL TRADING INDUSTRIAL SOCIETE ANONYME" concerns the Fiscal Year from January 1st to December 31st of 2021 and is drafted in accordance with the relevant provisions of L. 4548/2018, article 150.

Within the present Report, all sections, which are necessary according to the aforementioned legislative framework, present all relevant and necessary information in a true, summarized but material way, so as to offer a material and comprehensive description of the company's activities during the relevant period.

The purpose of the sections of this report is to inform all users:

- On the company's financial position, performance and other information concerning the financial year under review,
- On all important events that took place during the financial year under review and their effect on the Annual Financial Statements,
- On the company's outlook and strategic planning,
- On the contingencies that may occur for the company,
- On all important events that took place after the cutoff date until the date that the present report was drafted.

The Report is included unaltered with all other Financial Statements of the company and other information required by law, in the Annual Financial Statements that concern the financial year 2021.

General presentation

Description of activities

The company "ERGOTEM SA TECHNICAL TRADING INDUSTRIAL SOCIETE ANONYME " was established in 1991 and is based in the Municipality of Mandra. It operates in the construction sector with the main object of undertaking and executing all kinds of public-private projects, especially energy projects, and holds a 5th degree license of Μ.Ε.ΕΠ. (registry of contracting companies), as well as in the field of industry with the main object of processing and trading all metals in general.

Part of its business operation is realized occasionally through the subsidiary company "HYDRODYNAMI S.A.", as well as through the establishment of joint ventures for the execution of technical projects. During the year 2021 the company participated in the following Joint Ventures:

NAME OF COMPANY	%	REGISTERED SEAT
J.V. ERGOTEM S.A. – DOMIKI KRITIS S.A. – P & C DEVELOPMENT S.A.	50,00%	Athens
J.V. ALEXANDROS - ERGOTEM – HYDRODYNAMI	35,00%	Mandra, Attica
J.V. P&C DEVELOPMENT SA – ERGOTEM S.A.	50,00%	Athens

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J.V. ERGOTEM S.A. – ELECTROMEK S.A.	65,00%	Mandra, Attica
GROUP OF ECONOMIC OPERATORS ERGOTEM SA – EVOIKI TECHNIKH	80,27%	Chalcis
AMVRAKIA ENERGY COMMUNITY	20,00%	Amfilochia

Objectives

The company targets to achieve balanced growth, to operate with respect to the environment and to contribute in improving the local and national economy, as well as to preserve and increase the current employment level.

Moreover, the continuous effort to improve the products and services provided to our clients remains one of the key company targets.

Values such as proper management, provision for future risks and problems, cost reduction without compromising the level of quality and consistency to our clients and associates, are the long term objectives for our company and its management. As a result of our long term commitment for quality products and services in constructions and by ensuring prosperous cooperation's, the company is established in the industry as a reliable partner to our clients and our goal is, during this particularly adverse and competitive economic period, to maintain and enhance our position in the constructing companies sector.

Considering of the increased challenges that we are called to face, our main strategy for the coming years is to invest in better quality characteristics of the products produced and ensuring high-quality customer service.

The Board of Directors of the company unanimously decided on 27.3.2020 to start the procedures of Partial Demerger of the "Hardfacing" Business Unit with the formation of a new company, in accordance with the provisions of laws L.4601/2019, L.4548/2018 and L.4172/2013. This process was completed by 31.12.2020. Present financial statements of year 2020 do not contain assets and liabilities of the "Hardfacing" business unit, that were transferred as a capital contribution to the newly established company " ERGOTEM Hardfacing S.A."

Management

The supervision of the company's operations and management is exercised by a seven-member Board of Directors, elected by the Shareholders' Meeting.

Financial Performance

On 11 March 2020, the World Health Organization declared the COVID-19 outbreak to be a pandemic in recognition of its spread across the globe. The rapid development of the Coronavirus disease outbreak, affected supply and demand in the global economy, including Greece. During the period following the reporting date, the world economy entered into a period of unprecedented health care crisis that has already caused considerable global disruption in business activities and everyday life.

The Greek economy returned to growth in 2021. According to the Hellenic Statistical Authority, the industrial production index in construction was improved by 6% compared to previous year. The gradual easing of COVID-19 restrictive measures due to widespread vaccination has had a positive effect on the economy.

However, there are delays in the construction sector on ongoing projects and in the procedures for assigning new ones and simultaneously, the cost of materials and transportation cost are increased.

In 2020, safeguarding our people and company's operations against COVID-19 was a top priority of the company, all local guidelines were drawn up and hygiene measures were increased according to the instructions of the health authorities.

Company's Management, discusses and assesses on a regular basis the main areas of risk to which the company is exposed, identifies new risks, defines the risk appetite of the company based on the above framework. Company's Management also estimates strong results in 2022, despite the uncertainty caused by the COVID-19 pandemic. The effectiveness of the systems and policies implemented at the

ERGOTEM S.A.

Financial Statements for the year ended December 31, 2021 (Amounts in €)

company and business unit level are systematically reviewed by the Board. Whenever weaknesses are identified due to coronavirus disease, corrective measures are taken.

Within this particularly adverse environment, especially for the constructions industry, the company performance is considered as satisfactory.

The company, during the Financial Year 2021 operated with respect to its strategic objectives, achieving the expansion of its business despite the decreasing demand.

In that framework, the company continued its growth in the domestic and foreign markets, aiming for the expansion and improvement of the products and services provided, so as to maintain its competitive advantages.

The company's Financial Results are as follows:

BRIEF STATEMENT OF COMPREHENSIVE INCOME			
Amounts expressed in €	1.1-31.12.2021	1.1-31.12.2020	CHANGE %
Turnover	19.143.568,24	16.575.398,57	15,49%
Gross Profit / (Loss)	1.808.025,71	2.287.047,50	-20,94%
Gross Profit Margins	9,44%	13,80%	-31,55%
EBITDA	2.062.737,62	1.891.970,34	9,03%
EBIT	1.728.283,48	1.505.297,67	14,81%
Profit Before Tax	1.367.916,97	1.188.944,42	15,05%
Profit After Tax	1.088.163,74	876.785,00	24,11%

Turnover was amounted to € 19.144 th. versus € 16.575 th. of the previous Financial Year, which is an increase of +15%.

Gross profits were amounted to € € 1.808 th. versus € 2.287 th. € of the previous Financial Year, which is a decrease of -21%.

Earnings before Interest, tax, depreciation and amortization (EBITDA) amounted to € 2.063 th. € versus 1.892 th. € of the previous Financial Year.

The pre-tax profits of the company were amounted to 1.367 th. € compared to 1.189 th. € of the previous Financial Year, showing an increase.

Focusing on its development, the company implemented an investment in a photovoltaic power station for self-generation (net metering), with a power of 0.5 MW, for a total cost of € 211,418.57, integrated in its facilities. Given the steep rise in energy prices, the above investment creates increased economies of scale and immediate benefits in its energy costs.

The analysis of the value chain and of the tangible and intangible fixed assets, used by the company for its operations in the year 2021, are given in the relevant Appendix of the same financial year, in paragraph 3.

Risks and uncertainties

Prospects for the New Year

Due to the outbreak of the covid-19 pandemic at the beginning of 2020 and the subsequent measures to prevent its spread, the uptrend of economic growth decelerated, with a sharp change in the fiscal result, from surplus in 2019 to substantial deficit in 2020.

The global and Greek economy recovered strongly from the severe COVID-19-induced recession, with output returning to the pre-pandemic level in 2021.

The ongoing energy crisis of late 2021 and especially Russia's invasion in Ukraine at the end of February 2022, overturned the optimism for further strong growth in 2022.

Worsening of the energy crisis due to hostilities in Ukraine, the effects of Western sanctions against Russia and the disruption of agricultural production in the eastern European region in food products, have created sharp rise in inflation and increase in uncertainty observed in global growth, both in the short and medium term.

The company is closely following the developments in its industry and will try to take advantage of its acquired experience in order to achieve the maintenance of market share, through the expansion of its presence in more regions and new innovative products. However, there is no risk management system that can exclude risks in a high volatile, from economical and political aspect, environment.

Supply chain

The company meets its needs using a sufficiently diversified number of suppliers to restrict supply dependence. The supply of materials is considered on a case by case basis, in relation to the specific characteristics of the needs of each project undertaken.

The main suppliers are from the building materials' sector and related building equipment sector from the domestic market, while the cooperation conditions are determined on a case by case basis by contracts.

Major risks

Price risks of purchased inventory/ services

Due to the effects of covid-19 and recently due to the war in Ukraine, there are difficulties related to raw material price increases. The increase in prices of raw materials is between 25% and 70%, without any indications for decrease.

The high impact of material price fluctuations is reflected in the reduction of the gross profit margin. Efforts are being made and negotiations are being carried out, so that the materials with the largest price increases are paid in installments.

The company periodically tests for obsolete stock and other assets when such indications appear and if there is sufficient reason, forms the necessary provisions so that the value presented in the Financial Statements is equal to its real value.

Currency risk

The company's business is mainly in Greece and almost the whole of its transactions are made in Euro, in terms of both sales and purchases, therefore no such risk applies. For projects undertaken abroad and the related income and expenses incurred in foreign currency, the effects of exchange rate fluctuations are largely balanced with each other.

Interest rate risk

The Company has no interest bearing assets and its operating income and cash flows are substantially independent of changes in interest rates.

The Company has entered into loan agreements with financial institutions. The company's significant liabilities on 31.12.2021 are mainly capital loans of COVID-19 Loan Guarantee Fund of the Hellenic Development Bank, with a repayment period of five years. The effective interest rates as well as the repayment terms on the loans are negotiated on a case by case basis. Therefore the interest rate applied and similar costs are not freely adjustable by the financial institutions and the terms can be adjusted by the parties involved.

Credit risk

The Company only provides goods and services to recognized and trustworthy counterparties. As per company policy, all clients are submitted to credit checks, before they are supplied with products and

ERGOTEM S.A.

Financial Statements for the year ended December 31, 2021 (Amounts in €)

services with credit. In addition, trade receivables are monitored on an ongoing basis in order to minimize the risk of bad debts. With respect to the credit risk arising from the Company's other financial assets, consisting of cash and cash equivalents, the risk arises from non-observance of the contractual terms by the partner, with a maximum exposure equal to the book value of those financial instruments. After the positive performance in 2020 and 2021 during the pandemic of covid-19, the impact of the COVID-19 pandemic on the company was clearly less severe than what was initially expected. The positive performance in 2019 and 2020 in combination with the existing secured loans, implies that the company has no significant concentrations of credit risk. If there is an additional "lockdown" the risk goes up for the whole country and the economy as a whole. We are confident that with Business Financing we will be able to support not only the company but also a large part of our loyal customers. In case of a new lockdown, and therefore a large part of economy is underperforming, the company will proceed with direct financing in order to support the company's improvement as well as customers loyalty.

Liquidity risk

The Company does not face a liquidity risk as its cash and working capital are sufficient so as to support its operational needs.

In the face of uncertainty caused by COVID-19, and by the war in Ukraine, the impact is taken under consideration in a business plan. The company adapted to shifting market conditions and in addition to its normal activity, has strengthened crisis management strategies. The Management's key priorities are to increase liquidity and Improve company's cash flows.

However, there is no risk management system that can exclude risks in a high volatile (economically and politically) environment.

Capital risk

The objective of managing the capital risk is to ensure the going concern of the company and to provide satisfactory turnover to shareholders, so as to achieve an appropriate equity structure and reduce capital costs.

Maintaining or adjusting the capital structure can be done by adjusting the amount of dividends paid to shareholders, the return of share capital to shareholders and the issue of new shares.

The Company has no capital risk since the key liquidity ratios for the last two fiscal years show high liquidity and sufficiency in working capital, whilst there is no significant borrowing.

Environmental and other issues

Compliance with environmental legislation

Due to the nature of our business, our company has an environmental impact on the environment, both in terms of resource consumption (electricity, raw materials, fuel, stationery), but also on in terms of producing pollutants and partially recyclable and non-reusable waste.

With regard to the control and prevention of pollution and the environmental impact of energy consumption, the release of air pollutants and the generation of waste and scrap, our company fully complies with the legislation in force.

Finally, our company's activities are constantly being pursued by using environmentally-friendly products in the largest possible proportion to the corresponding conventional products.

As a result of needing energy, the company built an autonomous solar power plant under Net Metering conditions of 0.5 MWh which was connected in April 2021. The company covers a significant part of its energy needs, and the energy costs will be significantly reduced.

Company performance

Financial indicators

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Financial Statements for the year ended December 31, 2021 (Amounts in €)

		31.12.2021		31.12.2020	
A. LIQUIDITY RATIOS					
A1. CURRENT RATIO	<u>Operating Assets</u>	<u>16.343.259,58</u>	170,36%	<u>16.381.259,47</u>	208,47%
	Short-Term Liabilities	9.593.448,25		7.857.882,50	
A2. QUICK RATIO	<u>Operating Assets - Stocks</u>	<u>15.687.265,29</u>	163,52%	<u>15.965.345,53</u>	203,18%
	Short-Term Liabilities	9.593.448,25		7.857.882,50	
A3. ACID TEST RATIO	<u>Cash and Cash Equivalents</u>	<u>1.292.716,03</u>	13,47%	<u>1.403.316,26</u>	17,86%
	Short-Term Liabilities	9.593.448,25		7.857.882,50	
B. CAPITAL STRUCTURE RATIOS					
B1. DEBT TO EQUITY	<u>Foreign Debt</u>	<u>13.478.273,96</u>	141,62%	<u>14.266.699,98</u>	162,46%
	Owners' Equity	9.517.449,34		8.781.506,15	
B2. CURRENT LIABILITIES TO NET WORTH	<u>Short-Term Liabilities</u>	<u>9.593.448,25</u>	100,80%	<u>7.857.882,50</u>	89,48%
	Owners' Equity	9.517.449,34		8.781.506,15	
B3. OWNER'S EQUITY TO TOTAL LIABILITIES	<u>Owners' Equity</u>	<u>9.517.449,34</u>	70,61%	<u>8.781.506,15</u>	61,55%
	Total Liabilities	13.478.273,96		14.266.699,98	
B4. CURRENT ASSETS TO TOTAL ASSETS RATIO	<u>Operating Assets</u>	<u>16.343.259,58</u>	69,34%	<u>16.381.259,47</u>	69,44%
	Total Assets	23.568.304,79		23.591.735,50	
C. PROFITABILITY RATIOS					
C1. GROSS PROFIT MARGIN	<u>Gross Profit</u>	<u>1.808.025,71</u>	9,44%	<u>2.287.047,50</u>	13,80%
	Turnover	19.143.568,24		16.575.398,57	
C2. RETURN OF INVESTMENT	<u>Profit before depreciation</u>	<u>1.702.371,11</u>	17,89%	<u>1.575.617,09</u>	17,94%
	Capital	9.517.449,34		8.781.506,15	
D. OPERATING EXPENSES RATIOS					
D1. OPERATING RATIO	<u>Cost of Sales + Operating Costs</u>	<u>18.263.538,45</u>	95,40%	<u>15.564.383,27</u>	93,90%
	Turnover	19.143.568,24		16.575.398,57	
D2. OPERATING EXPENSES TO NET SALES	<u>Operating Costs</u>	<u>927.995,92</u>	4,85%	<u>1.276.032,20</u>	7,70%
	Turnover	19.143.568,24		16.575.398,57	

Non-financial indicators

In the closed financial period of 2021, the company carried out work on six construction projects, compared to four in the previous year, and presents as at 31.12.2021 a backlog of committed projects amounting to € 76.520.000,00, compared to € 59.100.000,00 as at 31.12.2020.

Human resources policy

The Company fully complies with applicable law. The Company's staff for the years 2021 and 2020 amounted to an average of 155 and 192 respectively.

Labor relations are excellent, since their formulation, further from those provided by the relevant provisions, is based on the respect of human rights and labor freedom, on the development of mutual understanding and spirit of cooperation, as well as on the establishment of human resources management policies which define in a clear and impartial manner all issues of recruitment, travel, promotion, education, remuneration, additional benefits, permits and absences. No strike action was made during the fiscal year, and the trade union right is fully respected.

The company complies with labor law and collective agreements where applicable, including hygiene and safety rules.

The company wants to regularly train and retrain its human resources on the basis of professional requirements and functional or individual needs.

ERGOTEM S.A.

Financial Statements for the year ended December 31, 2021 (Amounts in €)

Other Matters

Future prospects

The company expects the improvement of economic circumstances that will allow for the industry to revive, especially in the public works section. That is expected to have a positive effect on the company.

Research and development

In the field of research and development, managers' information and staff training have been ongoing to increase productivity and efficiency in the production process.

In the context of extroversion, the company not only maintained but expanded its certifications, in special sectors, in order to be able to participate in competitions for special projects both in Greece and abroad.

The company is specifically certified:

- DIN EN ISO 9001:2015	Valid until:	05-06-2025
- ISO 14001:2015		12-05-2025
- ISO 45001:2018		12-05-2025
- ISO 50001:2018		12-05-2025
- PED 2014/68/EU		12-05-2023
- EN ISO 3834-2		12-05-2023
- EN 1090-1:2009 Ex. Cl. 4		10-07-2022
- ASME U2 stamp		18-07-2024
- ASME U stamp		18-07-2024
- ASME S stamp		18-07-2024
- NB (National Board)		16-09-2024

Available currency

The company on 31.12.2021 had USD \$ 1.137.416,07, equivalent to € 1.004.252,22 (2019: € 848.998,21).

Branches and Stores

The company has a branch office with accounting independence in Cyprus.

The company owns the following properties:

- Warehouse at Roupakia location in the Elefsina district of Attica, with a total area of 600 sq.m. with a depreciated value at 31.12.2021 of 0.01 €.
- Plot in the Elefsina district of Attica, in the location of "Roupakia" with an area of 6.158,6 sq.m. and an acquisition cost of € 295,142.60.
- Plot in the Mandra district of Attica, in the location of "Yakoumi", with an area of 14.818,51 sq.m. and an acquisition cost of € 1,208,807.78. (Combination of three adjacent plots)
- Building, headquarters of the company at Yakoumi in Mandra with a total area of 4.470,40 sq.m., with a depreciated value at 31.12.2021 of 1.883.530,68 €.
- Plot in the Ptolemaida district of Kozani, with an area of 5.792 sq.m. and an acquisition cost of € 38,081.50.

ERGOTEM S.A.

Financial Statements for the year ended December 31, 2021 (Amounts in €)

f. Plot in Cyprus, district of Tochni - Larnaka, in the location of Pernarka, with a total area of 3.344 sq.m. and an acquisition cost of € 20.605,00.

The property of the company have been subscribed for the amount of 381.511,38 € in favor of the Piraeus Bank.

Own shares

There is no case of possessing own shares.

Use of financial instruments

a. The company on 31.12.2021 held mutual fund shares with acquisition cost of € 887.260,77 and valuation cost of € 1.200.000,00, whose measurement was made based on the acquisition cost.

b. The company on 31.12.2021 held stocks in Athens Stock Exchange with acquisition cost of € 260.460,22 and valuation cost of € 310.000,00, whose measurement was made based on the acquisition cost.

c. On 31.12.2021 the company participated with 99,80% in "HYDRODYNAMI SA".

Financial position of the company

The actual financial position of the company fully reflects the presentation of the balance sheet of the closed financial period, with no further reservations for doubtful debts, since for those that exist, sufficient provisions have been formed.

Significant events that occurred from the end of the year to the date of submission of this report

- On 9.6.2022, the company appealed before the Administrative Appeals Court of Chania against the company with the name " Ktiriakes Ypodomes S.A." (almost total successor of the company "THEMIS CONSTRUCTION S.A.") claiming an amount of € 4,453,323.49 plus VAT for the revision of the prices of all the works of the project: "NEW SOPHRONISTICO KATASTIMA OF CHANIA, PHASE B: COMPLETION OF BUILDING WORKS AND ELECTRO-MECHANICAL INSTALLATIONS".
- On 7.2.2022 as part of a friendly settlement procedure with ΔΕΗ (PCE) for the project: "UPGRADING OF BOILERS MON. III & IV AES DIMITRIOU TO REDUCE NOX EMISSIONS WITH PRIMARY MEASURES » the company proceeded with the invoicing of a total amount of € 4,023,827.16.

Suggested distribution

The balance of net profits before tax being an amount of € 1.367.916,67 after the deduction of income tax amounting to € 279.753,23, is considered to be € 1.088.163,74 and we propose to be distributed as follows:

Dividend	372.354,06
Extraordinary reserve (non-refundable part of repayable Advance)	306.608,00
Balance of retained earnings	409.201,68
	<u>1.088.163,74</u>

ERGOTEM S.A.

Financial Statements for the year ended December 31, 2021 (Amounts in €)


Dear shareholders,

Following the above, please approve the balance sheet and the results for the year 2021 and absolve the members of the Board of Directors and the auditors from any responsibility for the activities of the closing year.

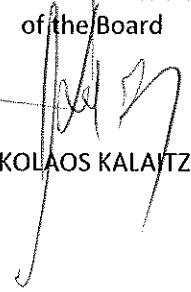
Mandra, June 30, 2022

For the Board of Directors of the Company

The Chairman of the Board
and Managing Director


DIMITRIOS SAKELLIOS

The Vice Chairman
of the Board


NIKOLAOS KALAITZIS

The Member
of the Board


GEORGIOS TATSIPOULOS

ERGOTEM S.A.

Financial Statements for the year ended December 31, 2021 (Amounts in €)

B. PROFIT & LOSS STATEMENT

	Note	31.12.2021	31.12.2020
Turnover (net)	7	19.143.568,24	16.575.398,57
Cost of sales	7	(17.335.542,53)	(14.288.351,07)
Gross operating results		1.808.025,71	2.287.047,50
Other revenues	7	47.657,57	105.543,51
		1.855.683,28	2.392.591,01
Administrative Expenses	7	(601.138,66)	(513.194,63)
Distribution expenses	7	(193.914,22)	(216.187,46)
Other expenses and losses	7	(132.943,04)	(546.650,11)
Income from participations and investments	7	325.435,88	180.480,44
Other income and profits	7	475.160,24	208.258,42
Profit (loss) before interests & taxes		1.728.283,48	1.505.297,67
Interest and related income	7	5.497,19	12.381,20
Interest charges and related expenses	7	(365.863,70)	(328.734,45)
Profit (loss) before tax		1.367.916,97	1.188.944,42
Income tax		(279.753,23)	(312.159,42)
Profit (loss) after tax		1.088.163,74	876.785,00

The notes on pages 16 to 33 are an integral part of the financial statements.

C. BALANCE SHEET

	Note	31.12.2021	31.12.2020
ASSETS			
Non-current assets			
Tangible assets			
Buildings	3	3.446.167,57	3.287.609,31
Machinery	3	1.322.774,81	1.456.081,94
Other equipment	3	142.139,52	168.150,96
Total		4.911.081,90	4.911.842,21
Intangible assets			
Other intangible assets	3	4.410,86	7.520,17
Total		4.410,86	7.520,17
Advances and non-current assets under Construction			
		1.617.000,82	1.496.017,55
Financial assets			
Participations in subsidiaries, related entities and joint ventures	2	652.028,27	753.785,00
Other financial assets		40.523,36	41.311,10
Total		692.551,63	795.096,10
Total non-current assets		7.225.045,21	7.210.476,03
Current assets			
Inventories			
Finished and semi-finished products		428.013,78	0,00
Raw materials and sundry materials		8.630,36	213.052,05
Advances for inventories		219.350,15	202.861,89
Total		655.994,29	415.913,94
Financial assets and advances			
Trade receivables		9.890.813,48	11.342.244,84
Accrued revenue		640.957,33	129.827,97
Other receivables		2.287.046,76	2.190.222,16
Other financial assets	2	1.147.720,99	867.501,82
Prepaid expenses		428.010,70	32.232,48
Cash and cash equivalents		1.292.716,03	1.403.316,26
Total		15.687.265,29	15.965.345,53
Total current assets		16.343.259,58	16.381.259,47
Total assets		23.568.304,79	23.591.735,50

The notes on pages 16 to 33 are an integral part of the financial statements.

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Financial Statements for the year ended December 31, 2021 (Amounts in €)

LIABILITIES	Note	31.12.2021	31.12.2020
Equity			
Capital paid up			
Capital	4	876.127,20	876.127,20
Total		876.127,20	876.127,20
Reserves and retained earnings			
Statutory reserves		3.840.940,85	3.534.332,85
Tax free Reserves		1.304.312,67	1.240.026,96
Retained earnings		3.496.068,62	3.131.019,14
Total		8.641.322,14	7.905.378,95
Total equity		9.517.449,34	8.781.506,15
Provisions			
Provisions for retirement benefits	5	172.581,49	143.529,37
Other provisions	5	400.000,00	400.000,00
Total		572.581,49	543.529,37
Liabilities			
Long-term liabilities			
Loans	5	3.534.722,23	5.666.666,67
Other long-term liabilities		306.608,01	613.216,01
Government Grants		43.495,47	128.934,80
Total		3.884.825,71	6.408.817,48
Short-term liabilities			
Bank loans		103.874,07	752.040,04
Short-term part of long-term debts	5	1.194.444,44	893.333,33
Trade liabilities		6.858.282,85	4.936.289,52
Income tax		22.902,84	131.414,73
Other taxes and duties		427.909,14	248.572,54
Social security		162.850,53	176.903,27
Other liabilities		526.632,65	544.406,07
Accrued expenses		296.551,73	174.923,00
Total		9.593.448,25	7.857.882,50
Total liabilities		13.478.273,96	14.266.699,98
Total equity, provisions & liabilities		23.568.304,79	23.591.735,50

The notes on pages 16 to 33 are an integral part of the financial statements.

D. STATEMENT OF CHANGES IN EQUITY

	Capital	Statutory reserves	Tax-free reserves	Retained earnings	Total
Balance at 31.12.2019	1.176.200,76	2.624.332,85	1.240.026,96	5.131.139,71	10.171.700,28
Changes in period					
Capitalization of profits of previous years	1.255.052,22	0,00	0,00	-1.255.052,22	0,00
Formation of reserve due to estimation of Ramming" Business Unit	0,00	1.311.814,50	0,00	0,00	1.311.814,50
Share capital decrease and Statutory decrease due to Partial Demerger	1.555.125,78	-1.311.814,50	0,00	0,00	-2.866.940,28
Formation of reserve G.M. 2020	0,00	0,00	0,00	-711.853,35	-711.853,35
Dividends (year 2019)	0,00	910.000,00	0,00	-910.000,00	0,00
Profit for the period	0,00	0,00	0,00	876.785,00	876.785,00
Balance at 31.12.2020	876.127,20	3.534.332,85	1.240.026,96	3.131.019,14	8.781.506,15
Changes in period					
Internal Transfer	0,00	0,00	64.285,71	0,00	64.285,71
Reserve from non-refundable amount of repayable Advance	0,00	306.608,00	0,00	(306.608,00)	0,00
Share capital decrease and Statutory decrease due to Partitial Division	0,00	0,00	0,00	(66.055,38)	(66.055,38)
Formation of reserve G.M. 2020	0,00	0,00	0,00	(350.450,88)	(350.450,88)
Formation of reserve G.M. 2021	0,00	0,00	0,00	0,00	0,00
Profit for the period	0,00	0,00	0,00	1.088.163,74	1.088.163,74
Balance at 31.12.2021	876.127,20	3.840.940,85	1.304.312,67	3.496.068,62	9.517.449,34

The notes on pages 16 to 33 are an integral part of the financial statements.

E. Notes on the Financial Statements

APPENDIX – General information

(Article 29 § 3) General information:

<p>a) Name of the entity</p> <p>b) Legal form of the entity</p> <p>c) Reporting Period</p> <p>d) Address of the registered seat</p> <p>e) Public registry number or corresponding details</p> <p>f) If the entity is operating based on the going concern assumption</p> <p>g) If the entity is in liquidation</p> <p>h) Category of entity pursuant to L.4308/2014</p> <p>i) Declaration that the financial statements have been prepared in full accordance with L.4308/2014</p>	<p>"ERGOTEM S.A. TECHNICAL TRADING INDUSTRIAL SOCIETE ANONYME"</p> <p>Société Anonyme</p> <p>1.1.2021 - 31.12.2021</p> <p>Location Yakoumi, 19600, Mandra Attica</p> <p>General Electronic Commercial Registry (G.E.MI.) No.: 21551207000 T.I.N.: 094321342</p> <p>The company is operating based on the going concern assumption.</p> <p>The company is not in liquidation.</p> <p>Medium</p> <p>The financial statements have been prepared in full accordance with L.4308/2014, except for the cases mentioned in the following paragraphs. All items of the balance sheet and the income statement resulting in the current period are recognized in this period using the accrual basis of accounting.</p>
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Based on Article 29, par 1.b, information on the balances of the financial statements are presented in a similar priority as they are in the financial statements.

(Article 29 § 1. c) Required information of the understanding of references, charts and symbols, measurement units and rounding.

The following references and symbols were used:

Reference / Symbol	Information
Unit of measurement:	Euro
Rounding digit:	Euro with 2 decimals

(Article 29 § 1. d) When information of the current article is included in the charts of the financial statements, that information may not be included in this appendix.

This is not the case.

(Article 29 § 2) This appendix includes, at minimum, the explanatory information and analyses of paragraphs 3 to 34 of article 29 of Law 4308/2014, unless the company is excluded according to the Law above.

All relative information and analyses has been included.

1. Drafting and structure of Financial Statements according to legal requirements – Deviations due to the principal of fair presentation

(Article 29 § 6) Explanation for the deviation from the application of an article of the current law, due to obligation from par 2, article 16 for fair presentation. Full explanation of impact of the deviation on assets, liabilities, equity and results.

This is not the case.

(Article 29 § 7) When an asset or liability is related to more than one Balance Sheet item, full disclosure of the correlation of that element to the related Balance Sheet items.

This is not the case.

2. Accounting policies in recognizing assets, liabilities and Equity as well as recognizing income, profit and expenses – Changes in accounting policies and estimates and prior year restatements

(Article 29 § 5) Summary of the entity's accounting policies for the components of its financial statements. In the case of changes in accounting policies, changes in accounting estimates or corrections of errors, reference is made to the event and the relevant effects on the financial statements are disclosed.

1) Tangible fixed and intangible fixed assets are initially recognized at acquisition cost and subsequently measured at amortized cost.

In particular, the following items, among others, shall be considered as fixed assets, or parts thereof:

a) Goodwill (intangible asset).

b) Improvement expenditure on fixed assets.

c) Repairs and Maintenance expenditure, only when such expenditure meets the definition of an asset. In any other cases, the costs are recognized as expenditure in accordance with the Article 25.

d) Development expenditure are recognized as an asset when, and only when all conditions of Article 18 of the law 4308/2014 are fulfilled.

e) The cost of an item of property, plant and equipment includes the costs of its de-installation, removal or restoration, when an entity incurs the relevant obligation as a consequence of installing the item or as a consequence of using the item during a particular period for purposes other than to produce inventories during that period. When the cost of de-installation, removal or restoration is related to the production of inventory during a period, this cost shall be charged to inventory produced.

2) Self-constructed fixed assets

The cost of a self-constructed fixed asset includes:

a) all expenditure required to bring the asset to the location and condition required so as to be capable of operating in the intended manner.

b) the cost of raw materials, consumables, labor and other costs directly attributable to it.

c) a reasonable proportion of fixed and variable overhead costs indirectly attributable to it, to the extent that such costs relate to the period of construction.

The cost of self-constructed fixed assets did not include interest of interest-bearing liabilities.

3) Self-constructed fixed assets in progress shall be valued at the cost they have absorbed as of the balance sheet date including the cost of raw materials, consumables, labor and other costs directly attributable to it.

4) Intangible assets and goodwill

Except for the development costs of paragraph 1 of Article 18, internally generated intangible assets, including goodwill, are not recognized.

5) Depreciation of fixed assets

The value of fixed assets of limited useful life shall be subject to depreciation. Depreciation shall be commenced when the asset is ready for its intended use and shall be carried out based on the estimated

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useful economic lives. The management of the entity shall choose an appropriate depreciation method to systematically allocate the value of the fixed asset over its useful economic life. Acceptable depreciation formulas include the straight line method at rates chosen by the management of the entity based on the useful economic life of the asset. Land shall not be subject to depreciation. However, improvements thereon with limited life shall be depreciated.

- Buildings and technical constructions 25 years
- Machinery - Technical installations and other engineering equipment 10 years
- Passenger means of transport 6 years
- Trucks, etc. 8 years
- Furniture and office equipment 10 years
- Computers and software programs 5 years

6) Impairment of fixed assets

Fixed assets that are measured at cost or at amortized cost shall be subject to impairment testing whenever there is an indication of permanent impairment.

Impairment losses are not incurred, because the recoverable amount of the asset had become less than its carrying amount. The impairment loss was not recognized because it is estimated that the impairment is not of a permanent nature.

Impairment losses of previous periods were not reversed.

There was no reversal of the goodwill impairment.

7) Derecognition of fixed assets

A fixed asset is derecognized when that asset is disposed or when future benefits are not expected from its use or disposal. The gain or loss from the derecognition of the fixed asset is determined as the difference between the net proceed from its disposal, if any, and its carrying amount. The gain or loss from the derecognition of the fixed asset is included in the income statement of the period in which the derecognition occurs.

8) Finance Lease

Information from the lessee: No assets were leased to the entity under a finance lease.

Information from the lessor: There were no assets leased to third parties under finance leases.

Sale and leaseback of an asset: There was no sale of assets, followed by sale and leaseback.

9) Operating lease

Information from lessor: Leases of assets under operating leases have taken place and the lessor of fixed assets, according to the operating lease, recognizes rents as income in profit or loss, using the stable method across the length of the lease.

Information lessee: Leases of assets under operating leases have taken place and the lessee of fixed assets, according to the operating lease, recognizes rents as expenses in profit or loss, using the straight-line method across the length of the lease.

10) Financial assets

All financial assets are initially recognized at cost. Subsequent to initial recognition, financial assets are measured at acquisition cost less impairment losses.

Interest-bearing financial assets subsequent to initial recognition are measured at amortized cost using the actual interest method (or the straight-line method).

Impairment: Financial assets are subject to impairment testing when there are relevant indications.

In the period under review, no impairment losses were recognized. Impairment losses are recognized in profit or loss and they are reversed as gains in the income statement when the circumstances that caused them cease to exist. Reversal take place up to the value of the asset, if no impairment loss has been recognized. For financial items of non-current assets, impairment losses are recognized when the impairment is deemed to be of a lasting nature.

Derecognition of a financial asset: The entity shall derecognize a financial asset when:

a) the contractual rights to the cash flows from the financial asset expire; or

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b) it transfers to another party substantially all of the risks and rewards of ownership of the financial asset.

Appearance in Balance Sheet: Financial assets shall be presented in the balance sheet as current or non-current assets, depending on the intention of the entity and the agreed or estimated date of their settlement.

11) Goods and services

Inventories shall initially be recognized at acquisition cost. The cost of inventories shall include the total expenditure required to bring them to their present location and condition. The production cost of goods and services shall be determined following a generally accepted costing technique and shall include:

- a) the cost of raw materials, consumables, labor and other costs directly attributable to the item in question, and
- b) reasonable proportion of fixed and variable overhead costs indirectly attributable to the item in question, to the extent that they relate to the period of production. Distribution and administration costs shall not be included in the cost of inventory.

Measurement after initial recognition: After initial recognition, inventory shall be measured at the lower of cost and net realizable value.

Cost of closing inventory is determined as follows:

- a) Consumables, auxiliaries, spare parts, and packaging were valued at the lowest price by type, between the purchase price and the end-of-year current purchase price. The acquisition cost of these stocks was determined by the F.I.F.O. method, which is used regularly, and
- b) The raw materials were valued according to the F.I.F.O. method, which is consistently used.
- c) Inventories from own-production, except for residues and by-products, were valued at the acquisition cost (historical cost), using the F.I.F.O. method, which is consistently followed.
- d) The same method is used for all inventories of a similar nature and use by the entity.
- e) The cost of inventories that are not usually replaced, as well as goods or services produced and intended for specific projects, is determined using the cost-based method.

Purchases of consumable materials that are not significant for the size of the entity have been treated by case as expenses for the period or have been treated as other inventories.

12) Prepayments of expenses and other non-financial assets

Prepayments shall initially be recognized at cost. Subsequently they shall be measured at initial cost less any amounts expensed in accordance with the accruals basis and any impairment loss.

Any other non-financial assets shall initially be recognized at cost. Subsequently, they shall be measured at the lower of cost and their recoverable amount.

13) Liabilities

13.1. Financial Liabilities

Financial liabilities are initially recognized in their due amount. Any discounts, premiums or costs that relate to a liability did not incurred (or in case that incurred they were treated as expenses or income for the period in which the liabilities were initially recognized).

Subsequent to initial recognition, financial liabilities shall be measured at the amount due.

Instead of applying the above, financial liabilities shall be initially recognized and subsequently measured at amortized cost using the effective interest rate method or the straight line method, when the effect on the amounts in the financial statements is material. Under the above paragraph of this article, financial liabilities shall be initially recognized at the net amount received or accrued, after any discounts, premiums, interest or costs that concern the liabilities.

Interest payable on financial liabilities: Interest expense arising on financial liabilities is recognized as an expense in the income statement, except for interest expense arising on the cost of assets, under the provisions of Article 18 paragraph 2.d and Article 20 paragraph 5 of Law 4308/2014. In the current year, interest accrued on the cost of assets did not exist.

Derecognition of financial liabilities: An entity shall remove a financial liability from its statement of financial position when, and only when, the obligation specified in the contract is discharged or cancelled or expires.

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A substantial modification of the terms of an existing financial liability (whether due to financial difficulty of the debtor or not) shall be accounted for as an extinguishment of the original financial liability and the recognition of a new financial liability. The difference between the carrying amount of a financial liability extinguished or transferred to another party and the consideration paid, including the book value of any non-cash assets transferred or liabilities assumed, shall be recognized in profit or loss.

13.2. Non-financial liabilities

Non-financial liabilities shall be initially recognized and subsequently measured at the nominal amounts expected to be incurred for settlement.

13.3. Provisions

Provisions shall initially be recognized and subsequently measured at the nominal amounts expected to be incurred for settlement.

Instead the above method of measurement, provisions shall initially be recognized and subsequently measured at the present value of the amounts expected to be incurred for settlement, instead of the nominal amount, if the present value is likely to have a material impact on the amounts in the financial statements.

Provisions for post-employment benefits: In particular, provisions for post-employment benefits are recognized and measured either in the statutory amounts resulting from the legislation at the balance sheet date or on the basis of an acceptable actuarial method, if the actuarial method has a material impact on the financial statements.

13.4. Differences arising either on revaluation or settling non-financial liabilities, including provisions, are recognized as gains or losses in the period in which they arise.

14. Government grants

14.1. Government Asset Grants: Government grants relating to assets shall be recognized as liabilities in the period in which payment is received or finally approved and there is certainty that they will be received. Government grants shall be recognized at the amounts received or approved. Subsequent to initial recognition, government grants shall be transferred to the income statement as revenue over the same periods as the book value of the subsidized asset is transferred to the income statement.

14.2. Government Expenditure Grants: Government grants relating to expenses did not incurred. Government grants relating to expenses shall be transferred to the income statement as income in the period in which the related expenses are recognized.

15. Deferred taxes

Non-recognition of deferred taxes: The entity does not recognize deferred income tax in its financial statements.

16. Income and profits

Revenue is recognized within the period in which it is accrued.

Revenue arising from the sale of goods shall be recognized when all of the following criteria are met:

- a) all substantial risks and rewards related to the goods are transferred to the buyer,
- b) the goods are accepted by the buyer, and
- c) the economic benefits of the transaction can be measured reliably and will probably flow to the entity.

Revenue from provision of services and construction contracts is recognized based on the rate of completion (the input method) and if the financial benefit of the transaction is considered to be very likely. Alternatively, the integrated contract method is applied when the financial statements are not significantly affected.

Revenue arising from the use of the assets of the entity by third parties shall be recognized as follows:

- a) interest on a time basis, under the effective interest rate method or the straight line method.
- b) dividends or income of a similar nature arising from the participation in the equity of another entity, when approved by the appropriate body that decides their distribution.
- c) rights in accordance with the relevant contractual terms.

Revenues shall be measured net of any discounts, rebates or sales taxes.

Revenues shall be recognized separately from any related expenses.

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Gains from the measurement of assets and liabilities, including gains from the reversal of provisions or reversal of impairment of assets, recognized in accordance with the present law.

Gains arising from the derecognition of assets or liabilities shall be recognized in the income statement at the time of derecognition from the balance sheet.

Any other revenue or gain shall be recognized appropriately in the income statement.

Gains shall be appropriately reported as part of income statement at their net amounts.

17. Expenses

Expenses shall include, where applicable:

- a) formation expenditure.
- b) acquisition cost or production cost, as applicable, of goods and services sold.
- c) employee remuneration, including any provisions for future employee benefits.
- d) research expenditure.
- e) development expense.
- f) repairs and maintenance.
- g) depreciation and amortization.
- h) provisions for other risks and expenses.
- i) interest and similar expenses.
- j) expenses and losses arising from the measurement of assets and liabilities.
- k) losses arising from the derecognition of assets.
- l) any other losses incurred and presented at their net amount.
- m) income tax expense, including current and, where applicable deferred tax, for the period.
- n) other expenses not included in the categories above.

All the above expenditure incurred shall be recognized and classified in the income statement in an appropriate manner, except when such expenditure meets the definition of an asset.

When sales or purchase agreements include terms for deferral of payment, there may be an implicit financing element in the transaction. The associated revenues or costs shall be measured at amortized cost using the effective interest rate method or the straight-line method, instead of the nominal amount due, if the amortized cost method is likely to have a material impact on the financial statements. The interest element shall be recognized appropriately in the financial statements.

18. Equity items

Equity items shall include, where applicable:

- a) Capital paid-up by the owners of the entity including:
 - a.1) any share premium amount and
 - a.2) any other contribution of equity participants, if that contribution cannot be cancelled and the entity has an obligation to issue shares or other equity instruments, as appropriate, to the contributors within a period of 12 months from receipt.
- b) Reserves formed under the provisions of tax or other legislation or the articles of association of the entity.
- c) Retained earnings.
- d) Differences from measurement of assets and liabilities at fair value, which are recognized directly as equity items based on the provisions of this law.
- e) Treasury shares and other treasury participating titles of the entity when such titles are presented as a separate item deducted from equity.
- f) Gains or losses on the disposal or cancelation of treasury shares and other treasury participating titles when such gains or losses are directly recognized in equity as a separate item.

All the above equity items shall be initially recognized and subsequently measured at the nominal amounts that have been received or paid.

Costs relating directly to equity items shall be recorded as a reduction to the equity item concerned, if the amount is material for the financial statements. If the amount concerned is not material, it may be expensed in the period concerned.

Gains from the measurement of assets and liabilities at fair value that are recognized in equity shall not be issued as equity, until such gains are realized.

19. Transactions and items in foreign currency

A foreign currency transaction shall be recorded, on initial recognition, in the currency in which the financial statements are presented, by applying to the foreign currency amount the spot exchange rate between the presentation currency and the foreign currency at the date of the transaction.

At the end of each reporting period:

- a) foreign currency monetary items shall be translated using the closing rate,
- b) non-monetary items that are denominated in a foreign currency and measured at historical cost shall be translated using the exchange rate at the date of the transaction.
- c) non-monetary items that are denominated in a foreign currency and measured at fair value shall be translated using the exchange rate at the date when the fair value was determined. Any resultant differences are subject to the relevant treatment of the fair value differences under the article 24.

Exchange differences arising on the settlement of monetary items or on translating monetary items at rates different from those at which they were translated on initial recognition during the period or in previous financial statements shall be recognized in profit or loss in the period in which they arise.

The exchange difference resulting from a monetary item which is part of the net investment in a foreign operation shall be recognized directly as an item (difference) in equity. This item shall be transferred to the income statement at the time of disposal of the foreign operation.

20. Changes in accounting policies and estimates and correction of errors

Changes in accounting policies and corrections of errors shall be recognized retrospectively. Appropriate adjustments shall be made to:

- a) the carrying amounts of assets, liabilities and equity for the cumulative effects of the change as at the beginning and end of the comparative and reporting periods, and
- b) the income and expenses for the effect of the change on the figures of the comparative and reporting periods.

A need arose for the following change for closing year 2021:

A) The Hellenic Accounting and Auditing Standards Oversight Board (HAASOB), in the exercise of its powers, issued its announcement 027/2021 with the "Guideline for the Implementation of the Allocation of Defined Benefit Plans Costs in line with the Interpretation of IAS 19 of the IFRS Interpretations Committee."

With this guideline, HAASOB provides guidance to companies that prepare financial statements based on IFRS for the implementation of the decision of the International Accounting Standards Board (IASB), which accepted the interpretation of IAS 19 "Employee benefits" of the International Financial Reporting Interpretations Committee, for attributing benefits to periods of service.

The guideline also specifies the following for companies that prepare their financial statements based on the accounting framework of the Greek Accounting Standards (Law 4308/2014):

Application of the Interpretation of IAS 19 of the International Financial Reporting Interpretations Committee to the companies that apply the Greek Accounting Standards:

The Application of the Interpretation of IAS 19 of the International Financial Reporting Interpretations Committee (IFRIC) primarily concerns companies that apply the accounting framework of the International Financial Reporting Standards.

However, by taking into account that the IFRIC Decision is not related to the method for determining the value of the cost of benefits, i.e. their measurement, but only to when the obligation for a benefit arises, i.e. the time of its recognition in the financial statements, based on the accrual assumption, which is identical in both accounting frameworks (IFRS and GAS) and that the Greek Accounting Standards do not explicitly provide for the time of recognition of these benefits, the decision in question must have a proportional application also for the companies that apply the Greek Accounting Standards (Law 4308/2014) taking into account the provisions of articles 22 and 28 of Law 4308/2014.

The company, for the implementation of the defined benefits plan cost allocation, provided for by article 8 of Law 3198/1955, Law 2112/1920, and its amendment by Law 4093/2012, attributes the retirement benefits by year of service of the employees, over the period of the last 16 years before their retirement, in accordance with the conditions for establishing the right to a full pension. This period

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constitutes the reasonable basis for the formation of the relevant provision, since beyond this period their retirement benefits are not significantly increased. A reasonable basis for the completion of the formation of the retirement compensation provision is considered to be the age of 62 for employees, in which case the attribution of retirement benefits is carried out between the 46th and the 62nd year of age, subject to those cases where it is proven that the retirement age is greater than 62, in which case the starting time of the attribution is accordingly altered, also after taking into account the cases of employees who on 12.11.2012 had completed 17 years of service and the years were increased in accordance with the provisions of Law 4093/2012.

The Company, up to the previous fiscal year before the issuance of the HAASOB Guideline, allocated the cost of the benefits that arose in accordance with the provisions of article 8 of Law 3198/1955, Law 2112/1920, as well as its amendment by Law 4093/2012, to the period from the hiring until the date of retirement of the employees.

The application of the HAASOB Guideline in the preparation of the attached financial statements results in the cost of benefits now allocated over the last 16 years up to the date of retirement of the employees pursuant to the scale of Law 4093/2012 and after taking into account the cases of employees who on 12.11.2012 had completed 17 years of service and the years were increased in accordance with the provisions of Law 4093/2012.

The company did not adjust the provision for retirement compensation based on the HAASOB Guideline (Board of Directors Decision 211/1/27.12.2021) and did not recalculate on 31.12.2019 and 31.12.2020 the "Provisions for employee benefits" based on the above, neither did it restate, in accordance with the provisions of article 28 of Law 4308/2014, the comparative information presented in the financial statements of the closing year 2021, since based on the company's calculations a difference of € 40.000,00 arises, which should be accounted in the retained earnings of the previous years.

Changes in accounting estimates shall be recognized in the reporting period in which they are decided upon and shall affect this period and subsequent period, as appropriate. Such changes shall not be recognized retrospectively.

Correction of errors are made immediately when identifying them.

(Article 29 § 10) In the instance of accounting in fair value, according to article 24 of L. 4308/2015 disclosures require:

- a) Direct statement that the possibility of accounting at fair value has been used, and reference to the funds that have been accounted at fair value.*
- b) Disclosure of important assumptions on which models and techniques of valuation have been based.*
- c) Per Balance Sheet item: the fair value, the change in value recognized at results, and the change in value moved to equity.*
- d) Table presenting the movement of fair value differences during the period, analyzed at gross amount and deferred tax when deferred taxation is recognized.*
- e) For each category of derivative financial asset, information on their extent and nature, including terms and conditions affecting the amount, time and future cash flow possibility.*
- f) For Fixed assets, the book value of those assets that would be shown in the balance sheet if those assets were not accounted for at fair value according to article 24.*

The assets and liabilities of the entity were not measured at their fair value subsequent to their initial recognition.

(Article 29 § 11) When measuring financial instruments at cost of acquisition:

- (a) For each class of financial derivative instruments:*
 - a1) the fair value of these instruments, if this can be determined in accordance with paragraph 12 of Article 24 of this Law, and*
 - a2) information on the extent of use of these means and their nature.*
- (b) For non-current financial assets that are stated at their fair value:*

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*(b1) the book value and fair value of either the individual assets or the appropriate groups of such assets, and
 (b2) the reasons for not deducting the carrying amount and the nature of the evidence that leads to the belief in the ability to recover the carrying amount.*

a) The company on 31.12.2021 held mutual fund shares with an acquisition cost of € 887.260,77 and valuation cost of approximately € 1.200.000,00, whose measurement was made based on the acquisition cost (2020: shares with an acquisition cost of € 642.420,36 and valued at € 950.000,00 approximately).

b) The company on 31.12.2021 held stocks in Athens Stock Exchange with an acquisition cost of € 260.460,22 and valuation cost of approximately € 310.000,00, whose measurement made based on the acquisition cost.

c)

NAME OF COMPANY	%	REGISTERED SEAT	31.12.2021 VALUE OF ACQUISITION	31.12.2020 VALUE OF ACQUISITION
HYDRODYNAMI S.A.	99,80	Mandra, Attica	648.028,27	751.285,00
J.V. ERGOTEM S.A. – DOMIKI KRITIS S.A. – P & C DEVELOPMENT S.A.	50,00	Athens	0,00	0,00
J.V. ALEXANDROS - ERGOTEM – HYDRODYNAMI	35,00	Mandra, Attica	0,00	0,00
J.V. ERGOTEM S.A. - ELECTROMEK S.A.	65,00	Mandra, Attica	0,00	0,00
GROUP OF ECONOMIC OPERATORS ERGOTEM SA – EVOIKI TECHNIKH	80,27	Chalkis	0,00	0,00
AMVRAKIA ENERGY COMMUNITY	20,00	Amfilochia	4.000,00	0,00
J.V. P&C DEVELOPMENT S.A. – ERGOTEM S.A.	50,00	Mandra, Attica	0,00	0,00
			4.000,00	00,00
			652.028,27	751.285,00

The book value of the participation in "HYDRODYNAMI S.A.", based on the non-audited by auditors balance sheet on 31.12.2021, do not exceed the value of the acquisition and its fair value is estimated by the Management at the amount of the book value. The fair values of the participations in the joint ventures and in other companies, it is considered that they do not differ materially from their book values. Any indications of their fair value decrease do not constitute permanent impairments.

3. Fixed Assets

(Article 29 § 8) Table of fixed tangible and intangible assets , showing:

- a) Acquisition cost or production cost or fair value (of article 24) if there is accounting in fair value in place, at the beginning and end of period for each balance.
- b) Additions, reductions, and reclassifications between fixed assets balances during the period.
- c) Depreciation and amortization of assets during the period
- d) Accumulated depreciation and amortization at the beginning and end of period.
- e) Other changes in accumulated depreciation and amortization during the period.
- f) The amount to which the acquisition costs of the fixed assets was increased due to capitalization of interest during the period, according to paragraph 2(d) of article 18
- g) Other changes.

Detailed table is given below:

ERGOTEM S.A.
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Amounts in €	Owner-Occupied Fixed Assets					Intangible Fixed Assets			Capital Invest In Progress and Down Payments for the Acquisition	Total
	Fields - Plots	Buildings and technical works	Mechanical Equipment	Transportation Equipment	Other Equipment	Software	Others			
Acquisition cost on 01.01.2020	1.735.324,00	1.306.546,82	4.025.677,62	364.937,27	459.928,14	3.044,40	35.243,17	3.170.959,18	11.101.660,60	
Additions	38.081,50	0,00	684.875,66	28.005,58	53.659,42	0,00	0,00	834.437,26	1.639.059,42	
Decrease	0,00	0,00	0,00	(1.839,00)	0,00	0,00	0,00	0,00	(1.839,00)	
Revaluation Adjustment	92.626,38	734.101,33	450.979,04	24.337,90	25.221,76	0,00	0,00	0,00	1.327.266,41	
Transferred assets due to Division	(324.000,00)	(1.901.337,43)	(2.048.205,39)	(86.824,40)	(117.352,47)	0,00	0,00	0,00	(4.477.719,69)	
Allocations	0,00	1.816.414,43	692.964,46	0,00	0,00	0,00	0,00	(2.509.378,89)	0,00	
Acquisition cost on 31.12.2020	1.542.031,88	1.955.725,15	3.806.291,39	328.617,35	421.456,85	3.044,40	35.243,17	1.496.017,55	9.588.427,74	
Depreciation and Impairment on 01.01.2020	0,00	1.205.724,57	3.206.790,74	245.956,65	446.150,24	3.044,40	24.198,68	0,00	5.131.865,28	
Increase	0,00	89.283,73	262.633,30	22.311,91	13.098,41	0,00	3.524,32	0,00	390.851,67	
Decrease	0,00	0,00	0,00	(1.838,99)	0,00	0,00	0,00	0,00	(1.838,99)	
Transferred assets due to Division	0,00	(1.084.860,58)	(1.119.214,59)	(58.525,02)	(85.229,96)	0,00	0,00	0,00	(2.347.830,15)	
Allocations	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	
Depreciation and Impairment on 31.12.2020	0,00	210.147,72	2.350.209,45	207.904,55	374.018,69	3.044,40	27.723,00	0,00	3.173.047,81	
Net book value at 31.12.2020	1.542.031,88	1.745.577,43	1.456.081,94	120.712,80	47.438,16	(0,00)	7.520,17	1.496.017,55	6.415.379,93	
Acquisition cost on 01.01.2021	1.542.031,88	1.955.725,15	3.806.291,39	328.617,35	421.456,85	3.044,40	35.243,17	1.496.017,55	9.588.427,74	
Additions	20.605,00	211.418,57	39.117,42	6.354,42	17.072,54	0,00	0,00	332.401,84	626.969,79	
Interest	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	
Decrease	0,00	0,00	(2.432,00)	0,00	0,00	0,00	0,00	(211.418,57)	(213.850,57)	
Allocations	0,00	0,00	0,00	0,00	(43,81)	0,00	0,00	0,00	(43,81)	
Acquisition cost on 31.12.2021	1.562.636,88	2.167.143,72	3.842.976,81	334.971,77	438.485,58	3.044,40	35.243,17	1.617.000,82	10.001.503,15	
Depreciation and Impairment on 01.01.2021	0,00	210.147,72	2.350.209,45	207.904,55	374.018,69	3.044,40	27.723,00	0,00	3.173.047,81	
Increase	0,00	73.465,31	212.620,12	26.875,99	22.562,41	0,00	3.109,31	0,00	338.633,14	
Decrease	0,00	0,00	(42.627,57)	0,00	0,00	0,00	0,00	0,00	(42.627,57)	
Allocations	0,00	0,00	0,00	0,00	(43,81)	0,00	0,00	0,00	(43,81)	
Depreciation and Impairment on 31.12.2021	0,00	283.613,03	2.520.202,00	234.780,54	396.537,29	3.044,40	30.832,31	0,00	3.469.009,57	
Net book value at 31.12.2021	1.562.636,88	1.883.530,69	1.322.774,81	100.191,23	41.948,29	(0,00)	4.410,86	1.617.000,82	6.532.493,58	

(Article 29 § 26) Name, location and legal form of any other entity in which the entity is a partner of unlimited liability.

This is not the case.

(Article 29 § 27) Name and headquarters of the entity that prepares the consolidated financial statements of the final set of enterprises, part of which is the entity as a subsidiary, if applicable.

This is not the case.

(Article 29 § 28) Name and headquarters of the entity that prepares consolidated financial statements of a partial set of enterprises to which the entity is a subsidiary, and which is also included in the total of the enterprises referred to in paragraph 27.

This is not the case.

(Article 29 § 29) Place where any interested party can obtain the consolidated financial statements referred to in paragraphs 27 and 28, if available. If these statements are not available, the relevant event is reported.

They are not available.

4. Share capital

(Article 29 § 12) For the equity of the entity:
 (a) Capital approved but not paid.
 (b) The number and nominal value of equity securities or, where there is no nominal value, the book value of each class of securities.
 (c) the number and denomination or, in the absence of a nominal value, the book value of the securities representing the capital and issued within the period within the limits of the authorized capital.
 (d) The existence of participation's certificates, convertible securities, warrants, stock options or similar securities or rights, indicating their number, value and rights.
 e) Analysis of each reserve with a brief description of its purpose and its evaluation in the period, if the evaluation in question is not provided in detail in the Net Equity Chart.
 (f) The number and nominal value of the equity securities held, or, when there is no nominal value available, the book value of each class of securities.

The following cases are present:

b)

	31.12.2021				31.12.2020
Equity					
Approved	876.127,20				876.127,20
Unpaid capital	0,00				0,00
Paid Capital	<u>876.127,20</u>				<u>876.127,20</u>

Share Capital's Analysis	Items	Nominal Amount	Total	Items	Nominal Amount	Total
Nominal shares	2.190.318	0,4	876.127,20	2.190.318	0,537	1.176.200,76
Shares issued in the fiscal year						
Nominal shares	0	0	0,00	2.190.318	0,537	1.255.052,21
Decrease of share capital in the fiscal year						
Nominal shares	0	0	0,00	2.190.318	-0,71	-1.555.125,78
31.12.						
Nominal shares	2.190.318	0,4	876.127,20	2.190.318	0	876.127,20

e) The statutory reserve is formed in the accounts before fiscal year 2014 in accordance with the provisions of article 44 of L.2190/1920.

5. Provisions and liabilities

(Article 29 § 13) Total company debt covered by collateral offered by the company, indicating the nature and form of the collateral.

A) On the properties of the company on 31.12.2021 a pre-notice of € 381.511,38 was registered in favor of Piraeus Bank for securing bank financing of a balance of € 1.666.666,67 at 31.12.2021 and issues of guarantee's letters amounting to € 1.148.212,50.

B) As at 31.12.2021 there are committed fixed term deposits in the Attica Bank amounting to € 704.120,00 and \$ 410.000,00, and committed Mutual Fund shares with an acquisition value of € 490.434,22 to secure loans, relating to bank lending of the total amount of € 2.541,45 and letters of

ERGOTEM S.A.**Financial Statements for the year ended December 31, 2021 (Amounts in €)**

guarantee issued amounting to € 5.694.243,59 and \$ 3.080.205,00. The fixed term deposits are presented in the "Other Receivables" account and the securities in the "Other financial assets" account.

(Article 29 § 14) Company Liabilities payables after five years from balance sheet date.

There is a long-term borrowing of an outstanding balance amounting at 31.12.2021 to € 4.729.166,67 (2020: 6.560.000,00) and expiring in 2026.

Expiry	Amounts in EUR
< 1 year	1.194.444,44
1 year < ... < 5 years	3.534.722,23
5 year < ...	0,00

(Article 29 § 16) Financial commitments, guarantees or contingencies (contingent assets or contingent liabilities) not shown in the balance sheet, indicating the nature and form of the collateral in question. Any commitment relating to post-employment benefits or affiliated or related entities is disclosed separately.

A) The company has been tax audited up to the fiscal year 2016. The company for the fiscal years 2017 to 2021 has not been subjected to the tax audit of the Certified Auditors Accountants provided by the regulations of article 65A of Law 4174/2013. Therefore, the Company's tax liabilities for the unaudited tax years 2017 to 2021 have not been finalized.

B) The Company has made a provision for personnel compensation amounting to € 172.581,49, which is sufficient according to the Management, within the framework of the Law 2112/1920 and the Law 4308/2014, but without having received relevant actuarial study.

C) The company has concluded residential lease agreements, in the context of technical implementation periods, in various regions of the country. These contracts exclusively cover the duration of each project and they are not of a fixed nature.

D) At 31.12.2021 there were letters of guarantee amounting to € 8.759.793,53 and 3.080.205,00 \$ (2020: 10.419.426,64 € και 3.080.205 \$) issued by TSMEDE (Engineers' and Public Contractors' Pension Fund), of National Bank, Piraeus Bank, Attica Bank and ALPHA Bank, in favor of the company, for guarantee of participation, good execution, booking and advance payment, to private and public works executed by the company and which appear in the class accounts.

Against the guarantees from TSMEDE, there is a committed deposit account at 31.12.2021 amounting to € 201.977,12 (2020: 201.977,12).

E) The company during the previous year formed a provision of € 400,000.00 for the possible loss, during the completion of a technical project abroad, which is estimated that it will eventually occur.

6. Payments of advances and credits to management bodies

(Article 29 § 30) Amounts made during the period of remuneration to members of the administrative, management and supervisory boards as part of their duties and the commitments made or assumed for post-employment benefits to outgoing members of these councils, cumulative by category of council.

	1.1. - 31.12.2021	1.1. - 31.12.2020
Remuneration of members of the Board of Directors	142.300,01	162.164,80
	142.300,01	162.164,80

(Article 29 § 25) Prepayments and credit give to members of Management, Functional or Supervisory boards, showing the interest, terms of provision and amounts repaid, deleted or not collected due to

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non-recognition, as well as commitments taken on their account. These elements are disclosed in totals per category.

This is not the case.

7. Profit & Loss

(Article 29 § 24) Net turnover with breakdown by category of activity and by geographic markets, where these categories and markets differ substantially in terms of organization of sales and provision of services (Turnover is taken as set out in Article 25 (6) and (7), which means that the net turnover includes the amounts of revenue from the sale of goods or the provision of services within the ordinary course of business of the company and out of whom have been taken out discounts and levied taxes collected in favor of the Government and any third party).

The company's turnover in the year 2021 amounted to € 19.143.568,24 and is analyzed as follows:

	<u>31.12.2021</u>	<u>31.12.2020</u>
Commercial Activity		
Domestic	23.879,30	6.623,40
	<u>23.879,30</u>	<u>6.623,40</u>
Industrial Activity		
Domestic	0,00	2.361.360,26
Abroad	0,00	4.518.097,63
	<u>0,00</u>	<u>6.879.457,89</u>
Service Providing		
Domestic	0,00	13.639,00
	<u>0,00</u>	<u>13.639,00</u>
Construction Industry		
Domestic	12.705.626,81	7.630.888,37
Abroad	4.809.781,78	323.517,35
Cyprus Branch	1.719.384,00	1.041.460,00
Revenue based on percentage completion method	-115.103,65	679.812,56
	<u>19.119.688,94</u>	<u>9.675.678,28</u>
Total	<u>19.143.568,24</u>	<u>16.575.398,57</u>

(Article 29 § 23) Information on employees of the entity during the period:

a) The average number of employees.

b) Analysis of the average number of employees by category.

c) If there is no separate statement of expenses for employee benefits in the period, the total amounts of the following categories of expenditure are disclosed in detail:

c1) Wages and salaries.

c2) Social security charges.

c3) Post-employment benefits.

	<u>31.12.2021</u>	<u>31.12.2020</u>
Salaries	349.810,65	473.076,69
Wages	2.101.084,03	2.849.935,20
Social security charges	614.999,62	888.432,72
Future benefits and expenses	9.873,14	29.867,59

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Post-employment benefits	22.745,19	56.575,24
	<u>3.098.512,63</u>	<u>4.297.887,44</u>
Average staff		
Administrative personnel	22	21
Technical personnel	121	157
Paid on by invoice	10	12
Members of the administration	2	2
	<u>155</u>	<u>192</u>

(Article 29 § 17) The amount and nature of individual elements of income or expense that are material in amount or nature. In particular, cases where law requires the reconciliation of income and expense, there is full disclosure of amounts both before or after the reconciliation.

No offsets were made.

Income	31.12.2021	31.12.2020
Product sales	0,00	6.879.457,89
Sales of goods	23.879,30	6.623,40
Services	0,00	13.639,00
Sales of construction industry	17.515.408,59	7.954.405,72
Sales of construction industry of Cyprus' branch	1.719.384,00	1.041.460,00
Revenue based on completion rate	(115.103,65)	679.812,56
Grants	328.330,18	86.234,41
Rental income	25.935,39	19.309,10
Revenue from Joint Ventures	294.923,81	90.314,11
	30.512,07	90.166,33
Income from reversal of provisions	6.809,19	26.054,07
Attributable to fiscal period grants	23.685,63	23.018,10
Other revenues	138.057,42	159.186,25
Interest income	5.497,19	12.381,20
	<u>19.997.319,12</u>	<u>17.082.062,14</u>

Expenses	31.12.2021	31.12.2020
Stocks' Consumption	5.779.464,33	4.200.513,66
Less self-production	0,00	-20.650,00
Remuneration and staff costs	3.143.499,63	4.494.117,44
Freelance pay	517.775,89	662.079,49
Third party fees not subject to withholding tax	27.587,53	80.591,28
Fees for subcontractors of technical projects	3.218.381,53	1.873.586,46
Other fees and expenses of third parties of Cyprus' branch	1.018.704,00	817.771,00
Other fees and expenses of third parties	2.776.981,11	1.003.216,65
Electricity for production	74.457,07	119.464,61
Telecommunications	7.948,00	19.678,30
Rentals	130.336,24	188.707,21
Insurance Premiums	34.680,52	31.590,29
Repairs – maintenances	150.611,75	71.020,93

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Other third-party benefits	3.146,39	4.862,67
Taxes – Fees	69.502,34	90.693,67
Transport costs	362.832,74	444.258,51
Travel expenses	46.621,27	45.997,91
Exhibition costs	0,00	15.566,75
Marketing costs	16.627,69	25.879,86
Subscriptions	3.465,95	3.859,29
Capital loss	3.121,99	0,00
Other miscellaneous expenses of Cyprus' branch	79.954,00	170.169,00
Other miscellaneous expenses	299.534,43	276.670,14
Interest and similar charges	365.863,70	328.734,45
Depreciations	334.454,14	386.672,67
Miscellaneous extraordinary expenses and damages	120.248,57	537.989,38
Provision of staff compensation	35.861,31	20.076,10
Amortization of debt securities	7.740,03	0,00
	18.629.402,15	15.893.117,72

(Article 29 § 18) Income of period that increased the acquisition cost of goods and services according to article 20.

This is not the case.

8. Company arrangements not included in the balance sheet

(Article 29 § 15) The nature and business purpose of the entity's arrangements not included in the balance sheet and the financial impact of those arrangements on the entity, if the risks or benefits of those arrangements are significant and the disclosure of risks or benefits is required for assessing the entity's financial position.

This is not the case.

9. Transactions with related parties

(Article 29 § 31) Transactions carried out by the entity with related parties, including the amount of such transactions, the nature of the related party's relationship, and other transaction's information necessary to understand the financial position of the entity. Similar information is also available for all other relevant balances of receivables and payables at the balance sheet date. Information on individual transactions and balances may be aggregated according to their nature, unless separate disclosure is required to understand the effects of the related party transactions on the entity's financial position.

They are analyzed as follows:

ERGOTEM S.A.
Financial Statements for the year ended December 31, 2021 (Amounts in €)

		31.12.2020				31.12.2020		
		Sales of goods & services	Purchases of goods & services	Other revenues	Other expenses	Debts	Liabilities	Balance
Company shareholders	Dividends	0,00	0,00	0,00	0,00	0,00	132.641,09	-132.641,09
Joint Ventures	Services	0,00	0,00	0,00	0,00	1.407.423,58	1.534.978,93	-127.555,35
HYDRODYNAMI S.A.	Services	0,00	0,00	0,00	0,00	0,00	10.031,24	-10.031,24
(All above)	Rentals	0,00	0,00	6.410,00	0,00	0,00	0,00	0,00
		0,00	0,00	6.410,00	0,00	1.407.423,58	1.677.651,26	-270.227,68

		31.12.2021				31.12.2021		
		Sales of goods & services	Purchases of goods & services	Other revenues	Other expenses	Debts	Liabilities	Balance
Company shareholders	Dividends	0,00	0,00	0,00	0,00	0,00	239.850,96	-239.850,96
Joint Ventures	Services	266.028,00	0,00	0,00	0,00	1.502.276,88	1.365.250,83	137.026,05
HYDRODYNAMI S.A.	Services	0,00	0,00	0,00	0,00	4.948,57	10.031,24	-5.082,67
EPOTEMHARDFACING	Services	299.920,37	0,00	0,00	0,00	0,00	374.757,59	-374.757,59
(All above)	Rentals	0,00	0,00	6.410,00	0,00	0,00	0,00	0,00
		565.948,37	0,00	6.410,00	0,00	1.507.225,45	1.989.890,62	-482.665,17

10. Other information

(Article 29 § 4) *If there are factors that endanger the entity's prospect as a continuing activity, the nature of these factors and the measures taken to deal with them are disclosed.*

The spread of the coronavirus pandemic and the measures taken by all governments to stop it, will inevitably affect our Company. According to most economic agents, the global economy, due to this new threat, is preparing to face perhaps the biggest recession in its history. It is widely acknowledged that the risky period will be extended to at least 2022. The different scenarios and the different ways of dealing with them can in no way be predicted in their entirety. The company monitors developments in the external environment and risk assessment and contingency plans are designed and enforced.

Our primary concern was and is to maintain the health of our people and our partners. We have taken drastic measures to protect both our employees and our business activities in general, in order to adapt, as quickly and efficiently as possible, to the general guidelines of the Greek Government regarding the measures of protection against the Covid-19 virus, the suspensions of work and remote working.

Although, as of the date of this analysis, the impact of the pandemic on our business is minimal, in terms of the global recession that we will experience as a result of Covid-19 disease, it is not possible to predict the magnitude and potential impact.

(Article 29 § 19) *The proposed or, where appropriate, permanent disposal of profits.*

For the year 2021, like the previous one, remaining earnings after taxes amounting to € 1.088.163,74 (a), which, taking into account the remaining profits of 31.12.2020 € 3.131.019,14 (b), after deducting in 2021:

- the amount of dividends € -350.450,88
 - Extraordinary reserve (nonrefundable part of repayable Advance) € -306.608,00
 - Tax on dividends 5% paid on 2021 € -66.055,38
- € -723.114,26 (c)

ERGOTEM S.A.

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means a new balance of profits of € 3.496.068,62 (a)+(b)-(c) and it is proposed to be distributed as follows:

1. Statutory reserve	0,00
2. Dividend	372.354,06
8. Balance of retained earnings	3.123.714,56
	<u>3.496.068,62</u>

(Article 29 § 20) The amount of dividends paid in the period.

Within the year 2021, dividends were paid to the shareholders totaling € 350.450,88 which are distribution of the results of the year 2020, approved by the Ordinary Shareholders' Assembly on 30.10.2021.

(Article 29 § 21) Accounting treatment of losses, where applicable.

Losses lead in a decrease of the balance of previous years' profits. There was no such case.

(Article 29 § 22) In case of recognition of deferred taxation, the balances at the balance sheet at the beginning and at the end of the period, as well as their movement during the period, with reference to the amounts that affect the results of the period and the net position.

Deferred taxation is not recognized.

11. Significant events that have occurred since the date of preparation of the annual financial statements

(Article 29 § 9) The nature of significant events that occur after the end of the period that are not reflected in the income statement or balance sheet at the end of the period, and their financial implications.

1) There was no case other than the above-mentioned coronavirus pandemic, the impact of which cannot be reasonably estimated. In any case, Boards' estimation is that they will not create substantial economic difficulties in in terms of decreases in the operation and continuation of the company's activity.

2) The company does not face any direct effects from the war in Ukraine.

3) On 9.6.2022, the company appealed before the Administrative Appeals Court of Chania against the company with the name " Ktiriakes Ypodomes S.A." (almost total successor of the company "THEMIS CONSTRUCTION S.A.") claiming an amount of € 4,453,323.49 plus VAT for the revision of the prices of all the works of the project: "NEW SOPHRONISTICO KATASTIMA OF CHANIA, PHASE B: COMPLETION OF BUILDING WORKS AND ELECTRO-MECHANICAL INSTALLATIONS".

4) On 7.2.2022 as part of a friendly settlement procedure with ΔΕΗ for the project: "UPGRADING OF BOILERS MON. III & IV AES DIMITRIOU TO REDUCE NOX EMISSIONS WITH PRIMARY MEASURES » the company proceeded with the invoicing of a total amount of € 4,023,827.16.

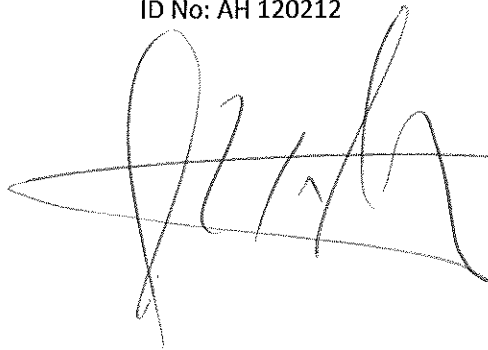
ERGOTEM S.A.

Financial Statements for the year ended December 31, 2021 (Amounts in €)

Mandra, June 30, 2022

The Chairman of the Board
And Managing Director

DIMITRIOS SAKELLIOS
ID No: AH 120212



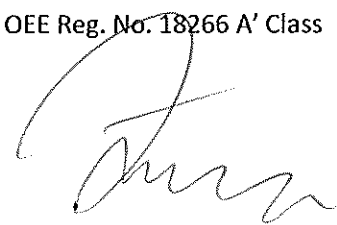
The Vice Chairman
of the Board

NIKOLAOS KALAITZIS
ID No: X 065256



The Finance Director

IOANNIS XIROGIANNIS
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ERGOTEM S.A.

Financial Statements for the year ended December 31, 2021 (Amounts in €)

F. INDEPENDENT AUDITOR'S REPORT

INDEPENDENT AUDITOR'S REPORT To the Shareholders of the company "ERGOTEM S.A."

Audit Report on the Financial Statements

Qualified Opinion

We have audited the attached financial statements of the company "ERGOTEM S.A." which comprise of the balance sheet as at 31 December 2021, the statements of income and changes in equity for the year then ended, as well as the related Notes.

In our opinion, excluding the impact of the issues presented in the paragraph "Basis for our Qualified Opinion" herein, the attached financial statements present fairly, in all substantial respects, the financial position of the Company "ERGOTEM S.A." as of 31 December 2021 and its financial performance for the accounting year then ended, in accordance with the provisions of Law 4308/2014, as in force.

Basis for our Qualified Opinion:

Our audit revealed that:

- 1) Company's participations in four construction joint ventures, in one association of economic operators and in one energy community are included in Asset Account "Participations in subsidiaries, related entities and joint ventures". From these participations, which are not audited by Certified Public Accountant and therefore we do not express any reasonable assurance for their operating results, the Company obtained in 2021 profits before taxes and before withholding tax on dividends of € 295.000,00 and losses of € 8.000,00, that are disclosed respectively in the accounts of the income statement "Income from participations and investments" and "Other expenses and losses".
- 2) Asset Accounts "Trade receivables" and "Other receivables" include an amount of approximately € 190.000,00 concerning doubtful debts. By way of derogation from the accounting principles, provided by the Greek Accounting Standards, no additional impairment has been made on these receivables to cover losses from the non-liquidation of part of these receivables, which, in our estimation amounts to € 80.000,00. Due to the non-formation of this provision, the value of receivables and Equity appear increased by approximately € 80,000.00 and the current year's results increased by € 10,000.00.
- 3) The Company's tax liabilities for the years 2017 to 2021 have not been audited by the tax authorities, with the consequence that not being finalized for these years. The Company has not estimated the additional taxes and penalties that are likely to be assessed following the future tax audit for these years and has not recorded a provision in this respect. In the context of our audit we have not obtained reasonable assurance with regard to the estimated amount of the provision which may be required.

We conducted our audit in accordance with the International Standards on Auditing (ISA) as they have been incorporated into Greek legislation. Our responsibilities according to these standards are further described in the section of our report " Auditor's Responsibility for the Financial Statements". We are independent of the Company according to the Code of Ethics for Professional Auditors of the International Ethics Standards Board, as it has been incorporated in Greek Legislation, and the ethical requirements related to the audit of financial statements in Greece and we have fulfilled our ethical obligations in relation to the requirements of the current legislation and the aforementioned Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the provisions of Law 4308/2014, as in force, as well as for the internal control that management deems necessary in order to prepare financial statements that are free of material misstatements, whether due to fraud or error.

In preparing the financial statements, management must assess the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and the use of the going concern basis of accounting, unless management either intends to liquidate the Company or to cease trading, or has no realistic alternative but to do so.

Auditor's Responsibility for the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an audit report containing our opinion. Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with IAS, as transposed into Greek Legislation, will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on these financial statements.

As part of an audit in accordance with the IAS, as embodied into Greek Legislation, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

ERGOTEM S.A.

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- Evaluate the overall presentation, structure and content of financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

Taking into consideration that management is responsible for the preparation of the Board of Directors' Report, according to the provisions of paragraph 5 article 2 of Law 4336/2015 (part B), we report that:

- a) In our opinion the Board of Directors' Report has been prepared in accordance with the legal requirements of article 150 of the L.4548/2018 and the content of the Board of Directors' Report is consistent with the accompanying financial statements for the year ended 31 December 2021.
- b) Based on the knowledge and understanding concerning the Company "ERGOTEM S.A." and its environment, gained during our audit, we have not identified information included in the Board of Directors' Report that contains a material misstatement.

PKF EUROAUDITING S.A.
Certified Public Accountants
124 Kifissias Ave., 115 26 Athens
S.O.E.L. Reg. No.132



Athens, August 2nd, 2022

ANASTASIOS K. STAIKOROULOS
Certified Public Accountant
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