



REMUNERATION REPORT 2019

JUNE 2020



BOARD OF DIRECTORS REMUNERATION REPORT (article 112 L.4548/2018)

The Board of Directors of the company named “LOULIS MILLS S.A.”, according with the recommendation of the Remuneration Committee, submits this “Remuneration Report (the “Report”) for discussion as a matter of the fourth (4th) item of the agenda of the Ordinary General Assembly of shareholders of the company to be held on the 10 June 2020, in accordance with article 112 of L.4548/2018, as amended and in force.

The total remuneration of the members of the Company’s Board of Directors complies with the approved Remuneration Policy of the Company and the legislation.

The Report includes a comprehensive overview of the total remuneration of the members of the Company’s Board of Directors for the last fiscal year (2019) and all information as a minimum required by law.

Following the Ordinary General Assembly, it will be available on the corporate website of the Company for a time period of ten (10) years, as required by Law.

According to Law, the shareholders’ vote is advisory, and the BoD of the company will explain in the next Report the way the votes result of the Ordinary General Assembly of the 10th June 2020 have been taken into account.

Below is the Remuneration Report:

Total Remuneration of the Members of the Board of Directors of “LOULIS MILLS S.A.” for the year 2019 (article 112 par. 2 a’ of L. 4548/2018 as in force).

NAME	TITLE	REMUNERATION						BENEFITS	%	TOTAL ANNUAL RENUMERATION & BENEFITS
		ANNUAL GROSS SALARIES (FIXED)	%	ANNUAL GROSS SALARIES BoD	%	Contribution to the profits of the fiscal year	%			
Nikolaos Loulis	Chairman of BoD- Executive Member	21.471,13	11,5%	0,00	0,0%	113.006,39	60,6%	51.989,31	27,9%	186.466,83
Nikolaos Fotopoulos	Vice Chairman of BoD - CEO Executive Member	85.103,58	52,8%	0,00	0,0%	63.965,88	39,7%	12.244,77	7,6%	161.314,23
Konstantinos Dimopoulos	Member of BoD Executive Member	0,00	0,0%	0,00	0,0%	14.925,37	100,0%	0,00	0,0%	14.925,37
Khedaim Abdulla Saeed Faris Alderei	Member of BoD Non- Executive Member	0,00	0,0%	0,00	0,0%	0,00	0,0%	0,00	0,0%	0,00
Georgios Mourelatos	Member of BoD Independent Non- Executive Member	0,00	0,0%	5.894,00	100,0%	0,00	0,0%	0,00	0,0%	5.894,00
Andreas Koutoupis	Member of BoD Independent Non- Executive Member	0,00	0,0%	4.800,00	100,0%	0,00	0,0%	0,00	0,0%	4.800,00
Total		106.574,71		10.694,00		191.897,64		64.234,08		373.400,43

Comparative Table of the Total Annual Remuneration of the Members of the Board of Directors of “LOULIS MILLS S.A.” and Average Annual Gross Remuneration of Employees (except for members of BoD) for the years 2015 – 2019 (article 112 par. 2 b’ of L. 4548/2018 as in force).

YEAR	GROSS ANNUAL REMUNERATION BoD MEMBERS	YEARLY DIF (€)	YEARLY DIF (%)	GROSS AVERAGE ANNUAL REMUNERATION ON NON-EXECUTIVE EMPLOYEES	YEARLY DIF (€)	YEARLY DIF (%)	ANNUAL COMPANY PERFORMANCE (EBITDA)	YEARLY DIF (€)
2019	373.400	6.286	1,7%	23.608	-342	-1,4%	9.966.240	6,1%
2018	367.114	14.764	4,2%	23.950	561	2,4%	9.390.505	-10,7%
2017	352.350	-87.334	-19,9%	23.389	-873	-3,6%	10.513.295	-4,8%
2016	439.684	101.885	30,2%	24.262	880	3,8%	11.039.252	21,9%
2015	337.799			23.382			9.055.417	

It is noted that:

- The members of the Board of Directors do not receive any type of remuneration by any other Group companies (article 112 par. 2 c’ of L. 4548/2018 as in effect).
- No stocks or stock options have been granted or offered to members of the Board of Directors (article 112 par. 2 d’ and e’ of L. 4548/2018 as in effect).
- There is no possibility for recovery of variable remunerations (article 112 par. 2 f’ of L. 4548/2018 as in effect).
- The Company is totally in compliance with to the Remuneration Policy as approved by the Ordinary General Meeting of 8-7-2019.