Pursuant to the provisions of article 27 of the Statute of MERMEREN KOMBINAT AD Prilep, the Shareholders Assembly, at its Meeting held on 19 November 2026 passed the following:

D R A F T D E C I S I O N
On election of member of the Board of Directors

Article 1

The Shareholders Assembly of MERMEREN KOMBINAT AD Prilep elects Mr. Periklis Nikolaou, a citizen of the Hellenic Republic, born on 16 August 1965 in Athens, Hellenic Republic, holder of passport No. BB6483822, as a non-executive member of the Board of Directors of the Company, for a term of four years commencing on the date of adoption of this Decision.

Article 2

Application for the changes in the Board of Directors in the Central Registry will be submitted by the Chief Executive Director of the Company.

Article 3

This Decision shall come into effect as of the date of its adoption.

Chairman of the Assembly

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Perikles D. Nicolaou

EDUCATION

1994 **Ph.D Materials Science and Engineering**, **Carnegie Mellon University**, **USA**

2003 **MBA**, **Graduate School of Business**, **Strathclyde University**, **UK**

1991 **Master of Engineering**, **Metallurgical Engineering and Materials Science**
Carnegie Mellon University, **USA**

1988 **Engineering Diploma**, **Mining and Metallurgical Engineering**
National Technical University of Athens (NTUA), **GREECE**

WORK EXPERIENCE

Pavlidis S.A. Marble Granite, Drama, Greece **Sept 2026 – present**

Group Chief Operating Officer

Headed cross-border operations and group P&L management across Greece, North Macedonia, Bulgaria, and Albania.

Independent Management Advisor - Athens, Greece **May 2023- Sept 2026**

ETVA VIPE S.A. Jan. 2024- Sept 2926
PMO for the implementation of a 50 m€ investment program in 14 Industrial Areas in Greece. The program is funded 50% by the European Recovery and Resilience Fund.

GAIAOSE S.A. Apr. 2023 – March 2024
Advisor to the CEO

GAIAOSE S.A. - Athens, Greece (www.gaiaose.gr) **February 2019- April 2023**

Chief Executive Officer

GAIAOSE S.A. is a SOE with sole shareholder the Greek GROWTHFUND. GAIAOSE is active in (a) the management and exploitation the railway real estate assets of value 3.9 b€ and (b) the rolling stock fleet (value 0.5 b€) owned by the Hellenic State. It employs 60 people and the annual revenue reaches 22 m€.

Mermeren Kombinat AD. - Prilep, N. Macedonia (www.mermeren.com) **Apr 2016 – January 2019**

Chief Executive Officer

Responsible for professionally managing the (listed in the Athens Stock Exchange: MEPKO) company. Mermeren Kombinat is a white-marble producing company, having as major assets the SIVEC® quarry and a marble processing factory for processing. It employs ~350 people and 2018 annual sales amounted to 40 m€.

Bibliosynergatiki S.A. - Athens, GR **Mar 2013 – March 2015**

General Manager – Interim Assignment

Led the Company in changing, modernization, and adjustment to the new market condition, eliminating non-performing assets and creating synergies with complementary-activity companies

Heracles General Cement Company S.A. (listed at ATHSE: HPAK) – **Sept. 2010- June 2012**

Board of Directors, Nonexecutive Member

Lafarge Beton - Athens, GR **Jan 2006 - Feb 2013**

Chief Executive Officer *Sept 2010 - Feb 2013*

Drove a Health and Safety culture across the Company, increase of market share, substantially improved productivity, reorganized and reduced costs, and managed efficiently and effectively stakeholders relationships

Regional Manager, Aggregates N. Greece *Oct 2008 - Aug 2010*

Developed synergies with the affiliated product lines, integrated and merged newly acquired companies, expanded the market to new geographies (islands), optimized processes, and reduced variable and fixed costs.

Business Development and Acquisitions Manager *Jan 2006 - Sept 2008*

Engineered the acquisition of 5 Companies, contributing to significant top line increase.

S&B Industrial Minerals SA, Bauxite Division - Athens, GR **Feb 1999 - Dec 2005**

Head, Business Development and Marketing Jan 2002 – Dec 2005

Significant contributions on the acquisition of a new entity and initial integration, development of new market segments, gain of new customers in new geographies, and retention of existing customers

*Research and Development Executive, R&D Departmen*t Feb 1999 – Dec 2001

Conducted techno-economic analyses for different applications of Division products, enabling value-in-use pricing methodologies, securing market share and opening of new markets

National Center for Scientific Research "Demokritos" - Athens, GR **Feb 1998 – Jan 1999**

Researcher, Institute of Materials Science

Conducted basic and applied research on development of coatings to improve glass properties and extend its applications, in collaboration with industry

Wright-Patterson Air Force Base, US Air Force, USA **Jan 1994 – Aug 1996**

Research Scientist

Conducted research and development on aerospace materials and innovative processing methods leading to "Star Team" award; research community recognition and a 10 years consultancy contract with AFRL

SCIENTIFIC CONSULTANT

University of Dayton Research Institute, Dayton, Ohio, USA, (*Jan 1998 –Dec 1999*)
UES Inc., US Air Force Research Laboratory, Dayton, Ohio, USA, (*Aug 1996 – Dec 2009*)

PERSONAL DETAILS

Born: 1965 ,• Nationality: Greek •

Shareholding and Loans: