



ESTIA - AGIOS NIKOLAOS
FINANCIAL STATEMENTS 2022
(28TH FISCAL YEAR, 1 JANUARY - 31 DECEMBER 2022)



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Management Report

by the President of the Foundation and by the Management Committee
To the Ordinary General Meeting of the Supervisory Board

For the Fiscal Year beginning 1 January through 31 December 2022

Ladies/Gentlemen of the Supervisory Board,

We hereby submit for approval, in accordance with the law and the Foundation's Statutes, the financial statements regarding the 28th fiscal year, i.e. from 1 January 2022 to 31 December 2022, as well as the report on the Foundation's activity during the above year, its financial position and its projected course for the following years.

Evolution of the Foundation's work

Turnover amounted to **€803.928,51** and the cost of services to €662.324,84.

Administrative expenses amounted to €114.598,30.

Net income for the year amounted to a gain **€64.673,01**.

Financial position of the Foundation

Equity as at 31/12/2022 amounted to € €1.383.710,01.

The Foundation's actual financial position is reflected in the picture shown in the Balance sheet for the year ended.

As a German institution, the Foundation presents its financial data annually to the President of the Hessen State in Germany and every 3 years, to the German Tax Authorities. As a subsidiary of a foreign Foundation (Presidential Decree ΠΑ/ Φ69/1727/ 21-03-1994) the Foundation is not subject to income tax and does not submit income tax declarations in Greece. Also, there is exemption for the Foundation from VAT liabilities. In Greece, the Foundation pays mainly the taxes below:

1. Payroll taxes and solidarity contributions
2. Withholding tax 20% on self-employed fees
3. Contractor fees 3%
4. Donations taxes
5. Stamp duty on acquisition of cars from individuals
6. Property Ownership taxes

The Foundation has not been audited by the Greek Tax Authorities since its inception and no provision for additional taxes and penalties has been created for potential future tax audits.

Projected course of the Foundation

The Foundation's prospects are very positive.

The Foundation's management has established connections with families who have individuals with intellectual disabilities, and there is a strong likelihood of an increase in the number of residents. Additionally, the ESTIA is officially licensed to accommodate up to 25 outpatient residents.

Since September 2016, the ESTIA Foundation has welcomed individuals with intellectual disabilities for day programs (with no overnight stay), focusing on engaging them in creative activities and providing meals. These individuals have full access to all the departments within ESTIA, such as ceramics, jewelry, music, gymnastics, gardens, e.t.c.

The ERASMUS programs have been instrumental in providing substantial assistance and support for these initiatives and activities.

Owned property of the Foundation

The Foundation owns a plot of land in Keramou outside the city of Galaxidi, with an area of 28,268 m2. in which there are 7 (seven) buildings of a total surface of 2,925.70 m2, operating as homes, meeting halls, workshops and offices. In 2018, the Foundation was legated an olive grove in Agorasias in Kira Fokidas with a total surface of 1.588,50m2.

In 2022, the Foundation acquired a parcel of land in "KERAMOU" with an area of 5,450.82 sq.m2., intending to expand its building facilities.

Labor issues

Championing diversity of every kind and promoting equal opportunities for every member are amongst the Foundation's key principles. The Foundation's Management does not discriminate in recruitment/selection in wages, training, delegation of tasks or in any other work area. The only factors considered are an individual's experience, personality, theoretical training, qualification, abilities and skills. The Foundation encourages and urges all employees to respect the diversity of all its employees and not to condone any discriminatory behavior in any form whatsoever.

Environmental issues

The Foundation, guided by its vision of sustainable development, undertakes to operate responsibly, taking into account the economic, social and environmental aspects of its operation. The Foundation responds responsibly to issues related to environmental protection and is committed to addressing the environmental impact of its activities.

Significant events occurring between year-end and the date when this report was authorized for issue.

There were no important events that could have a significant impact on the financial position and the course of the Foundation.

10 June 2023

The President of the Supervisory Board

The President of the Executive Committee

Ioanna Kampouri

Palmarsdottir Olafia

PASSPORT NO.: AM1955691

ICELAND PASSPORT NO.: A3292044

Foundation balance sheet
As at 31 December 2022

(amounts in Euro)	Note	31 Dec 2022	31 Dec 2021
Assets			
Non-current assets			
Tangible assets			
Land and Buildings	5	929.907,77	896.376,50
Other Fixtures	5	28.862,65	18.600,25
Assets under constructin	5	34.100,00	34.100,00
Total		992.870,42	949.076,75
Other non-current assets	6	513,57	513,57
Total		513,57	513,57
Total non-current assets		993.383,99	949.590,32
Current assets			
Other receivables	7	120.769,95	60.821,50
Prepaid expenses and accrued income	8	938,92	378,29
Cash and cash equivalents	9	340.977,57	404.477,59
Total current assets		462.686,44	465.677,38
Total assets		<u>1.456.070,43</u>	<u>1.415.267,70</u>
Liabilities			
Founders' Contributions	10	680.281,88	680.281,88
Total		680.281,88	680.281,88
Subsidy reserves	11	448.219,40	485.059,48
Retained Earnings	12	255.208,73	190.535,72
Total		703.428,13	675.595,20
Total equity		1.383.710,01	1.355.877,08
Non-current Liabilities			
Provisions for employee benefits	13	25.939,34	24.894,45
Total		25.939,34	24.894,45
Current liabilities			
Trade payables	14	11.163,84	8.881,04
Other taxes and charges	16	2.753,13	1.897,86
Social security contributions	17	14.771,23	13.782,43
Other liabilities	15	17.680,47	8.348,03
Accrued expenses	18	52,41	1.586,81
Total		46.421,08	34.496,17
Total liabilities		72.360,42	59.390,62
Total equity and liabilities		= <u>1.456.070,43</u>	<u>1.415.267,70</u>

Income statement by function
for the fiscal year from 01 January 2022 to 31 December 2022

(amounts in Euro)	Note	1 Jan-31 Dec 2022	1 Jan-31 Dec 2021
Turnover (services)	19	803.928,51	586.406,60
Cost of services	20	-662.324,84	-539.076,31
Gross results		141.603,67	47.303,29
Administrative Expenses	22	-114.598,30	-80.539,49
Other expenses and losses	24	-15,40	-100,00
Other income and earnings	25	38.196,08	39.198,58
Earnings before interest and taxes		65.186,05	5.889,38
Interest and interest-related expenses	26	2,03	0,62
Interest and interest-related income	27	-515,07	-639,47
Results		64.673,01	5.250,53

Notes to the financial statements

for the period from 1 January 2022 to 31 December 2022 (article 29 of Law No. 4308/1414)

1. General information and summary of significant accounting principles

The Foundation under the name “Charitable Foundation Estia - Agios Nikolaos” (the “Foundation”) was established in 1993 as Private Law Legal Entity non-profit charitable foundation and was registered in the Government Gazette No. 385/24-05-1994.

The Foundation pursues exclusively and directly public interest purposes within the meaning of the Capital “Tax Favored Treatment Purposes” of the (German) Tax Legislation.

The purpose of the Foundation is the physical, intellectual and moral promotion of educational and social initiatives, organizations and activities based on the standards of the recognised “Lebensgemeinschaft Sassen, Germany.

The Foundation carries out its activities in close cooperation with the corresponding charitable institution “Estia - Agios Nikolaos” based in Schlitz-Sassen und Richthof e.V.

The foundation operates selflessly and does not primarily pursue aims of its own economic benefit. The duration of the Foundation under its statutes has been set to indefinite. The Foundation is an annex of the German “Estia Agios Nikolaos” Foundation, based in Schlitz-Sassen in the Federal Republic of Germany.

1.1. Summary of significant accounting policies

Basis of preparation

These Financial Statements have been prepared in accordance with Greek Accounting Standards as incorporated in Law No. 4308/2014. The Financial Statements have been prepared clearly, according to the fundamental principles of accruals and going concern, and the following general principles:

- i) The Financial Statements have been prepared on a going concern basis, which has been evaluated for a period of twelve (12) months from the Balance sheet date and no events have been identified that endanger the prospects of the Foundation as a going concern.
- ii) All items in the Balance Sheet and Profit and Loss Account are recognized on the accruals principle.
- iii) The accounting principles are applied consistently from period to period, in order to ensure the comparability of financial information. In case of a change in accounting policies or the detection of errors, the Financial Statements are retroactively corrected, and extensive reference is made in the notes to the change or non-correction, and the related impacts on the items of the Financial Statements, while changes in accounting estimates are recognized in the period in which they arise and affect this period and future periods.
- iv) No offsets have been made between assets and liabilities, or between income and expenses.
- v) The Financial Statements have been prepared on a historical cost basis.
- vi) Based on the Greek Accounting Standards criteria, the Foundation is classified as a small-sized entity (article 1 paragraph 2a and 2b, Law No. 4308/2014).
- vii) The entity’s operation and reporting currency is the Euro.
- viii) There are no assets or liabilities related to more than one Balance sheet items.
- ix) The Foundation is not in liquidation.

x) According to Greek labor legislation, 40% of the amount received by a terminated employee, increased by a proportion of benefits until 31.12.2022, is recognized as an expense and provision for one-off compensation for all employees with an indefinite employment relationship.

1.2. Tangible and intangible assets

Tangible and intangible fixed assets are initially recognized at acquisition cost, which includes all costs necessary to bring the item to its current status or position.

Specifically, fixed assets include, inter alia:

- a) Asset improvement costs
- b) Repair and maintenance costs only when they fall within the definition of the asset; in all other cases, the related costs are recognized as an expense.

Subsequent to initial recognition, fixed assets are measured at depreciated cost.

Land plots are not depreciated.

Depreciation of other tangible assets is calculated using the straight-line method using factors that reflect the useful life of the asset. The useful life for each asset category used is as follows:

<u>Category</u>	<u>Useful life</u>
Buildings and facilities	30 to 50 years
Packaging Machines	15 to 20 years
Other machinery and equipment	20 to 25 years
Means of transport	6 to 8 years
Furniture and fixtures	5 to 10 years

The depreciation rates applied by the Foundation during the previous years until 31/12/2017 are in accordance with the requirements of the German administration.

An impairment loss is recognized when it is estimated that the carrying amount of an item has exceeded its recoverable amount.

Cessation of fixed assets

A fixed asset ceases to be recognized in the balance sheet when that item is available or when no future financial benefits are expected from its use or disposal.

The gain or loss arising from the derecognition of an asset is defined as the difference between the net worth of the asset, if any, and the carrying amount of the asset.

The gain or loss on derecognition of an item is included in the income statement at the time the item ceases to be recognized.

1.3. Financial assets

All financial assets are initially recorded at acquisition cost, i.e. the cost required for their acquisition. Acquisition cost includes the total cash reserves used for acquisition, plus purchase costs.

1.4. Expense advances and other non-financial assets

Expense advances are initially recorded at acquisition cost (amounts paid) and are subsequently valued at initial acquisition cost, less amounts used under the principle of accrual and any impairment losses. The impairment of expense advances refers to the case in which the recipient

of the amount concerned is not in a position either to fulfil the commitment undertaken nor to return the remaining amount.

Other non-financial assets are initially recorded at acquisition cost and are subsequently valued at the lowest between their acquisition cost and recoverable value, i.e. the amount expected to be received.

1.5. Equity

The Equity includes the Foundation's paid-up capital, the reserves created pursuant to the provisions of tax or other legislation or the statutes and the retained earnings.

Costs directly related to the Equity item are monitored as deducted from equity, if it is important for the Financial Statements. Otherwise, these amounts are recognized as expenses in the period incurred.

Gains from measuring assets and liabilities at fair value recognized in Equity cannot be capitalized before they are realized.

1.6. Financial Liabilities

Financial liabilities are initially recognized at the amount due.

Subsequent to initial recognition, financial liabilities are measured at the amounts due. Interest resulting from financial liabilities are recognized as expenses in profit and loss.

1.7. Write-off of financial assets and liabilities

The Foundation derecognizes a financial asset when and only when contractual rights to the asset's cash flows expire, or it essentially transfers all risks and benefits resulting from ownership of this asset.

Upon derecognition of a financial asset the difference between the book value and the consideration received (including any new asset obtained less any new liability assumed) is recognized in profit or loss.

The Foundation derecognizes a financial liability when, and only when, the contractual obligation is fulfilled or cancelled or expires.

Amendments to the terms of an existing financial liability (whether due to financial difficulties of the debtor or not) is treated as an extinguishment of the original financial liability and the recognition of a new one.

The difference between the book value of a financial liability extinguished or transferred to another party and the consideration paid, including the book value of any other, non-cash, assets transferred, and any new liabilities assumed, is recognized in the profit and loss.

1.8. Revenue and Expense Recognition

Revenue is recognized in the period in which it accrued.

Revenue from provision of services is measured at amounts net of any reimbursement, discount or sales tax. Revenue is recognized separately from expenses.

Revenue from the sale of goods is recorded within the period in which they are accrued and if all the following conditions are met:

- (a) the substantial risks and rewards of ownership are transferred to the buyer.
- (b) the goods are accepted by the purchaser.

(c) the economic benefits of the transaction can be reliably measured and their input into the entity is considered as highly probable.

Expenses are recognized in the income statement on an accrual basis. Payments made under operating leases are transferred to the results as expenses at the time of use of the lease.

Interest expense is recognized on an accrual basis.

1.9. Dividend distribution

The Foundation is a non-profit charity and does not make any distribution of profits or dividends.

1.10. Transactions in foreign currency

A transaction in foreign currency is converted upon initial recognition into the currency in which the Financial Statements of the foundation are prepared, at the current exchange rate on the transaction date.

At the end of each reporting period the monetary items are converted with the Balance sheet date.

Foreign exchange differences arising on their conversion at a rate other than the conversion rate at the time of initial recognition are recognized in the results of the period that they arise.

1.11. Deferred taxation

The Company does not recognize Deferred Tax.

2. Critical accounting estimates and judgements

2.1. Income tax

The Foundation is not subject to income tax.

2.2. Useful life of tangible and intangible assets

The determination of the useful economic life of tangible assets is left to the discretion of the Foundation's management on the basis of available information regarding the current situation, expected benefits and asset-linked commitments.

2.3. Contingent liabilities

The existence of contingent liabilities requires Management to continually carry out assumptions and judgements about the likelihood of future events occurring or not, and the effect they may have on the smooth operation of the Foundation.

3. Change in accounting policies and methods

Changes in accounting policies and methods are recorded through the retroactive restatement of the financial statements of all periods disclosed together with the statements of the current period, to allow the reported funds to be comparable. There was no need for such a change in the current year.

4. Derogations from legal provisions to achieve the fair presentation of the financial statements

When, in exceptional cases, the Foundation derogates from the application of a provision of the law to fulfil the obligation of the fair presentation of financial statements, it discloses and adequately justifies this derogation. There was no need for such derogation in this period.

5. Tangible fixed assets

Tangible fixed assets are broken down as follows:

	Land	Buildings	Machinery	Means of Transport	Fixtures	Fixed assets in the course of construction	Total
<i>Acquisition value</i>							
Balance on 1.1.2021	131.072,50	2.294.221,50	49.626,85	67.308,85	117.183,11	34.100,00	2.693.512,81
Additions of the period	0,00	0,00	0,00	0,00	4.168,98	0,00	4.168,98
Reductions of the period	0,00	0,00	0,00	1.230,00	0,00	0,00	1.230,00
Balance on 31.12.2021	131.072,50	2.294.221,50	49.626,85	66.078,85	121.352,09	34.100,00	2.696.451,79
Additions in the period	98.440,00	0,00	0,00	18.060,00	2.005,01	0,00	118.505,01
Reductions of the period	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Balance on 31.12.2022	229.512,50	2.294.221,50	49.626,85	84.138,85	123.357,10	34.100,00	2.814.956,80
<i>Accumulated depreciations and impairments</i>							
Balance on 1.1.2021	0,00	1.464.008,77	40.321,76	64.345,22	107.145,24	0,00	1.675.820,99
Depreciation for the period	0,00	64.908,73	3.479,85	723,32	3.672,14	0,00	72.784,04
Reductions of depreciation	0,00	0,00	0,00	1.229,99	0,00	0,00	1.229,99
Balance on 31.12.2021	0,00	1.528.917,50	43.801,61	63.838,55	110.817,38	0,00	1.747.375,04
Depreciation for the period	0,00	64.908,73	3.479,85	2.529,32	3.793,44	0,00	74.711,34
Reductions of the period	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Balance on 31.12.2022	0,00	1.593.826,23	47.281,46	66.367,87	114.610,82	0,00	1.822.086,38

Notes to the Financial Statements
for the year ended on 31 December 2022

Net book value as at 31.12.2022	229.512,50	700.395,27	2.345,39	17.770,98	8.746,28	34.100,00	992.870,42
Net book value as at 31.12.2021	131.072,50	765.304,00	5.825,24	2.240,30	10.534,71	34.100,00	949.076,75

Fixed assets in the course of construction of € 34.100 refer to the prefeasibility of architectural design regarding the expansion of the buildings of the Foundation.

In 2022, the Foundation acquired a land parcel in "KERAMOU" of 5,450.82 sq.m2., intending to expand its building facilities.

6. Other non-current assets

The breakdown of other non-current assets is as follows:

	31 Dec 2022	31 Dec 2021
Guarantees-PPC	513,57	513,57

7. Other receivables

The breakdown of other receivables is as follows:

	31 Dec 2022	31 Dec 2021
Receivables from EOPYY	38.429,80	55.506,23
Receivables from PAYPAL	912,23	177,35
Other receivables	1.427,92	5.137,92
ESPA programs	80.000,00	0,00
Total	120.769,95	60.821,50

8. Prepaid expenses and accrued income

The analysis of the accrued income has as below:

	31 Dec 2022	31 Dec 2021
Insurance premiums	938,92	378,29
Total	938,92	378,29

9. Cash and cash equivalents

Cash and cash equivalents are as follows:

	31 Dec 2022	31 Dec 2021
Cash	1.651,65	1.415,01
Cash in banks	288.786,60	352.523,26
Time deposits	50.539,32	50.539,32
Total	340.977,57	404.477,59

All cash and deposits are held in Euro. Cash in banks are held in banks in Greece and abroad. Time deposits are held in a German account.

10. Founders' Contributions

	31 Dec 2022	31 Dec 2021
Founders' Contributions	680.281,88	680.281,88

11. Subsidy reserves

	31 Dec 2022	31 Dec 2021
Government funding	448.219,40	485.059,48

The amount in the "Subsidy reserves" account, stems from grants for investments and is reduced according to the amount of depreciation of fixed assets that have been subsidized.

12. Retained earnings

The retained earnings are broken down as follows:

	Results carried forward
Balance on 01.01.2021	185.285,20
Gain of 2021	5.250,52
Balance on 31.12.2021	190.535,72
Gain of 2022	64.673,01
Balance on 31.12.2022	255.208,73

13. Provisions for employee benefits

The Foundation had established a provision for staff termination indemnities amounting to EUR 24.894,45, out of which EUR 1.127,00 remained unused due to the voluntary departure of an employee. As per the calculation on 31.12.2022, an additional sum of EUR 2.171,89 was charged, resulting in a total provision of EUR 25.939,34.

14. Trade payables

Trade liabilities are broken down as follows:

	31 Dec 2022	31 Dec 2021
Suppliers	11.163,84	8.881,04
Total	11.163,84	8.881,04

15. Other Liabilities

Other Liabilities are broken down as follows:

	31 Dec 2022	31 Dec 2021
Staff Salaries	17.680,47	8.348,03
Total	17.680,47	8.348,03

16. Other taxes and charges

Current tax liabilities are broken down as follows:

	31 Dec 2022	31 Dec 2021
Employees taxes	1.513,70	1.367,98
Third-party taxes-fees	1.239,43	529,88
Total	2.753,13	1.897,86

17. Social security contributions

The Foundation's social security contributions are broken down as follows:

	31 Dec 2022	31 Dec 2021
Social Insurance Institute	14.771,23	13.782,43
Total	14.771,23	13.782,43

18. Accrued expenses

	31 Dec 2022	31 Dec 2021
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Public Enterprises and Organizations	52,41	1.586,81
Total	52,41	1.586,81

19. Turnover

The Foundation's revenue is broken down as follows:

	1 Jan - 31 Dec 2022	1 Jan - 31 Dec 2021
Revenue from the provision of care services	118.856,40	300.115,16
Revenue from EU funding programmes	540.854,24	99.744,00
Revenue from donations	144.217,87	186.547,44
Total	803.928,51	586.406,60

20. Cost of services

The cost of services is broken down as follows:

	1 Jan - 31 Dec 2022	1 Jan - 31 Dec 2021
Personnel fees and expenses	314.830,67	287.666,26
Third-party fees and expenses	20.866,41	18.099,19
Third-party services	102.222,00	30.663,21
Sundry expenses	155.210,85	135.241,16
Provisions	1.954,70	1.900,85
Fixed asset depreciations	67.240,21	65.505,64
Total	662.324,84	539.017,07

It should be noted that out of the total amount of €146,031.43 in the "Third Party Services" account, €90,451.63 concerns building maintenance and painting work which were funded through the ESPA program.

The amount of €146,031.43 was divided into two portions: €102,222.00 and €43,809.43. Specifically, €102,222.00 was charged to the cost of services, while €43,809.43 was allocated to administrative expenses.

21. Other Income

None.

22. Administrative Expenses

The breakdown of administrative expenses is as follows:

	1 Jan - 31 Dec 2022	1 Jan - 31 Dec 2021
Personnel fees and expenses	34.981,19	31.962,92

Notes to the Financial Statements
for the year ended on 31 December 2022

Third-party fees and expenses	8.942,75	7.756,79
Third-party services	43.809,43	13.141,37
Taxes and fees	1.930,96	5.162,00
Sundry expenses	17.245,65	15.026,80
Fixed asset depreciations	7.471,13	7.278,40
Provisions	217,19	211,21
Total	114.598,30	80.539,49

23. Staff categories and fees

The number of employees at 31.12.2021 and 31.12.2020 is broken down as follows:

	1 Jan - 31 Dec 2022	1 Jan - 31 Dec 2021
Administrative staff	6	6
Full-time workers	5	6
Full-time education staff	8	9
Part-time education staff	5	4

The Foundation was charged with the following amounts in relation to the number of employees:

	1 Jan - 31 Dec 2022	1 Jan - 31 Dec 2021
Salaries and wages	284.292,64	244.056,19
Social security costs	65.519,22	59.047,47
Severance	0,00	5.925,52
Total	349.811,86	309.029,18

24. Other expenses and losses

Other expenses and losses are broken down as follows:

	1 Jan - 31 Dec 2022	1 Jan - 31 Dec 2021
Fine and surcharges	15,40	100,00
Total	15,40	100,00

25. Other income and earnings

The breakdown of other income and earnings is as follows:

	1 Jan - 31 Dec 2022	1 Jan - 31 Dec 2021
Extraordinary and non-operating income	36.840,08	36.840,08

Notes to the Financial Statements
for the year ended on 31 December 2022

Income from write off of liabilities	229,00	441,20
Income from reversal of provisions	1.127,00	1.917,30
Total	38.196,08	39.198,58

26. Interest and interest-related income

Credit interest is broken down as follows:

	1 Jan - 31 Dec 2022	1 Jan - 31 Dec 2021
Interest	2,03	0,62
Total	2,03	0,62

27. Interest and interest-related income

The breakdown of interest-related income is as follows:

	1 Jan - 31 Dec 2022	1 Jan - 31 Dec 2021
Bank Charges	515,07	639,47
Total	515,07	639,47

28. Advances and credits to members of the Executive Committee

None.

29. Related-party transactions

There are no related-party transactions since the Management Committee, the Supervisory Board and the Board of Directors exercise their roles voluntarily, with the only exception being the President of the Management Committee who received compensation for 2022 €24.203,57 (2021: €22.929,58).

30. Financial commitments, guarantees and contingent liabilities that do not appear in the Balance sheet

a) Guarantees

No guarantees have been provided.

b) Contingent liabilities and commitments

The Foundation has no pending litigation that would give rise to any form of indemnity.

c) Tax Liabilities

The Foundation is not subject to income tax in Greece and it does not submit income tax declaration.

The Foundation presents the financial data to the German Tax Authorities in regular basis but it has not been audited by the Greek Tax Authorities from the inception of the Foundation up today and no provision for additional taxes and penalties has been created for possible future tax audit.

Also, there is exemption for the Foundation from VAT liabilities. In Greece, the Foundation pays mainly the taxes below:

1. Payroll taxes and solidarity contributions
2. Withholding tax 20% on self-employed fees
3. Contractor fees 3%
4. Donations taxes
5. Stamp duty on acquisition of cars from individuals
6. Property Ownership taxes

31. Events after the Balance sheet date

There were no important events that could have a significant impact on the financial position and the course of the Foundation.

Galaxidi, 10 June 2023

The President of the
Supervisory Board

The President of the
Executive Committee

The Accountant

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