



POLICY ON DIVERSITY, EQUALITY AND INCLUSION

ISSUES:

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1. Introduction - Purpose

The Athens Water Supply and Sewerage Company (EYDAP S.A.) (hereinafter the “Company”) is committed to operating, across the full scope of its activities, in accordance with the rules of business ethics and the applicable legislative and regulatory framework, striving to uphold high standards of corporate governance, transparency, and professional and ethical conduct. In this context, the Company adopts practices that support the goals of inclusion and diversity in alignment with the 6th principle of the United Nations Global Compact regarding “the elimination of discrimination in the recruitment and employment of workers” and demonstrates zero tolerance for discriminatory behavior in the workplace.

For the reasons outlined above, the Company, recognizing the impact and importance of initiatives related to social equality—both for its employees and external partners, as well as for society as a whole—aims to foster a culture of inclusion, that supports business ethics and the ESG strategy and reinforces the Company’s commitment to corporate responsibility, given that the values of diversity, equality, and inclusion are an integral part of the Company’s corporate social responsibility.

The Diversity, Equity, and Inclusion Policy (hereinafter the “Policy”) reflects the Company’s corporate values, purpose, and commitments regarding the adoption of best practices to foster a non-discriminatory work environment that embraces diverse cultures and groups of people, where all employees feel a sense of belonging and have equal opportunities for advancement.

The purpose of this Policy is to strengthen diversity and promote the values of diversity, equality, and inclusion in the workplace, ensuring that all Company employees, regardless of their employment status, and its partners, are treated with respect and dignity, regardless of race, gender, age, nationality, religion, disability, sexual orientation, or any other personal or social difference.

This Policy has been drafted in accordance with the applicable legal and regulatory framework regarding the prohibition of discrimination, as well as with the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda.

2. Field of application

This Policy applies to all of the Company's employees as well as to any of its existing or future subsidiaries. Specifically, the Policy applies:

- a. Members of the Company's Board of Directors
- b. All employees, regardless of their employment status or position (permanent staff, employees hired through a staffing agency or on a service contract, trainees).
- c. Job applicants or candidates for other forms of collaboration

The principles of this Policy must be respected and followed by the Company's external partners, such as suppliers, contractors, and service providers.

3. Definitions

Inclusion: The term “inclusion” refers to the equal participation and equal treatment of all employees regardless of social group, race, gender, ethnicity, age, economic status, religious or political beliefs, or any other characteristic. Therefore, inclusion describes the standard of conduct through which the active participation and utilization of the contributions of diverse people in the workplace and in the decision-making process are consistently ensured, and that no one will suffer any form of exclusion or discrimination due to their diversity

Diversity: This term encompasses all differences that arise within a group of people based on age, gender, race, religion, sexual orientation, religious and other spiritual beliefs, special needs and abilities, and socioeconomic background. Furthermore, the concept of diversity encompasses ways of thinking and perceiving, as well as how information is processed and an individual’s overall personality.

Equality: Defined as the promotion of fair treatment and equal access to opportunities, regardless of an employee’s individual circumstances. Examples of such opportunities include compensation, personal and professional development, and career advancement. Conversely, any unfavorable treatment, discrimination, or bias based on any form of diversity must be avoided.

Discrimination: This refers to a situation in which an employee is denied the right to equal treatment in matters related to their employment (including hiring, staffing, training, promotion, and benefits) for reasons related to race, ethnicity, religion, age, gender, sexual orientation, marital status, physical or mental disability, political beliefs, and socioeconomic status.

4. Corporate Commitments – Guide Principles

The Company is committed to upholding the principles of equal treatment, equal opportunity, and non-discrimination, and maintains a zero-tolerance policy toward conduct that violates these principles. In this context, it adopts practices aimed at achieving equality, diversity, and inclusivity within its internal environment. Respect and integrity are fundamental pillars of the Company's sustainable development and reinforce its business ethics and commitment to corporate responsibility. The pursuit of diversity, equality, and inclusion can be achieved through the responsible actions of all; therefore, a key element of corporate culture is treating others with respect, dignity, camaraderie, and acceptance of diversity.

4.1. Workplace Environment and Recognition of Diversity and Inclusion.

The Company is committed to:

- respecting and promoting diversity by providing equal opportunities to all employees, regardless of race, religion, national origin, age, gender, disability, family or financial status, sexual orientation or gender identity, political beliefs, or any other legally protected status.
- fostering a sense of belonging among employees within the Company and an understanding of the importance of their work's impact on society, so that the Company's principles, the Company's principles, values, and goals are seen as their own, and their contribution is perceived as a key factor not only in their professional but also in their personal growth and development.
- supporting individuals with disabilities or serious illnesses, as well as vulnerable groups of workers, and ensures that working conditions are adapted for these employees
- protecting victims of gender-based violence and does not tolerate any form of violence or harassment (verbal, physical, psychological, or sexual), insults to dignity, threats, and intimidation, and takes immediate action to implement appropriate measures and potential legal actions, in accordance with the Company's Code of Ethics and Professional Conduct, the

Policy on the Prevention and Combating of Violence & Harassment in the Workplace, the Human Rights Policy, and the Whistleblowing Policy.

- adopting established practices to promote work-life balance (e.g., the option to work remotely, parental leave, and caregiver leave).
- effectively ensuring full accessibility for all employees, so that everyone can independently and safely access and use the facilities, services (both in-person and online), and resources of the workplace, without discrimination
- recognizing the coexistence of different employee age groups (including older employees) as a factor of workforce diversity, due to their varied skills and experiences.
- promoting open communication and encourages the expression of different viewpoints in order to ensure the active contribution of all employees.
- continuously supporting the needs of employees with different abilities, promoting their effective employment.
- providing training and organizes awareness initiatives in cooperation with educational institutions, with the aim of strengthening the values of Diversity, Equality, and Inclusion.
- adopting the use of “inclusive language” free from exclusion and discrimination in all corporate documents, as well as in internal and external communication.
- ensuring, by all appropriate means, the implementation of the principle of equal treatment and compliance with the principles of this Policy in processes that may be carried out through automated data processing systems, decision-making, or decision-support systems.

4.2. Equality and Equal Opportunities

The Company is committed to providing equal professional opportunities and preventing discrimination, ensuring that:

- Gender equality is promoted within the Company and the participation of the underrepresented gender is encouraged.
- Executives and members of the Board of Directors are selected based on diversity criteria, and adequate representation of the underrepresented gender on the Board is ensured, at a rate not

less than 33% of the total members, in accordance with applicable legislation, the Board Nomination Policy, and the Diversity Policy adopted by the Company.

- All forms of discrimination are excluded, and both employees and job candidates are treated equally, in compliance with all applicable laws and regulations.
- Recruitment, hiring, remuneration, evaluation, and promotion processes, as well as workplace practices, are designed to be free from discrimination related to social/personal characteristics (such as gender, age, nationality, religion, sexual orientation, marital status, disability, or political beliefs). In this context, the Company hires based on each candidate's qualifications, skills, and experience, promoting diversity and equal treatment at every stage of the selection process, subject to compliance with applicable recruitment legislation (Law 4765/2021 – ASEP).
- Any barriers that may hinder or limit professional advancement due to gender or any other form of discrimination are eliminated.
- Equal pay is provided for work of equal value.
- All employees have equal access to training programs and opportunities for the development of their skills.

5. Measures and practices for the implementation of this Policy

Within the framework of implementing and ensuring the effectiveness of this Policy, the Company:

- Takes care to prevent and identify situations that may jeopardize the principles of diversity, equality, and inclusion, by appropriately informing and training its entire workforce on issues related to this Policy. In this context, the Company undertakes awareness initiatives and collaborates with organizations or other social bodies aimed at promoting equality and eliminating discrimination based on gender, race, color, national or ethnic origin, ancestry, religious, political or other beliefs, disability or chronic illness, age, family or social status, sexual orientation, gender identity, or gender characteristics.
- Provides the necessary guidance to its employees for the implementation of this Policy and informs every new employee about its key principles, under the responsibility of the General Directorate of Human Resources in cooperation with the Compliance Department and/or the Company's executives.
- Informs employees belonging to vulnerable groups or with disabilities and chronic conditions about their rights, in accordance with applicable legislation.
- Publishes this Policy on the Company's website (www.eydap.gr) and on its internal platform and communicates it to all employees.
- Improves the accessibility of its facilities and services for persons with disabilities.
- Implements a reporting mechanism for incidents that affect human rights, in accordance with the provisions set out in its relevant Policies.

- Conducts risk assessments related to diversity, equality, and inclusion, under the responsibility of the General Directorate of Human Resources, in cooperation with the Risk Management Department, within the framework of alignment with the Risk Management Policy. In this context, the Company evaluates its practices and their impact on its workforce.
- Encourages cooperation among the competent organizational units to facilitate compliance with the principles of diversity, equality, and inclusion.
- Publishes an annual sustainability report, which includes information and data on diversity, equality, and inclusion.
- Includes in procurement, services, and project tenders a relevant clause regarding compliance with the principles of this Policy.
- Communicates this Policy to its suppliers and external partners at the commencement of their cooperation.
- Publishes on its website its public commitment to promoting inclusion and diversity in the workplace.

6. Employee contribution to the implementation of this Policy

Respect for diversity is a fundamental principle for ensuring a healthy and safe working environment. In this context, the Company's employees must:

- study this Policy and to align themselves with the principles and values reflected therein
- to behave with respect, understanding and tolerance towards the diversity of their colleagues
- participate in the respective educational programs organized by the Company and which promote equality and inclusion
- report any incident of discriminatory behavior that is contrary to the principles herein and that comes to their attention or concerns them, in accordance with the corresponding complaints procedure established by the Company in the Whistleblowing Policy and the Policy to prevent and combat violence and harassment at work (as applicable)

7. Monitoring and evaluation of the implementation

The Regulatory Compliance Division is responsible for addressing queries regarding the implementation of this Policy (gr_d_kansym@eydap.gr), as well as for its effective implementation, in cooperation with the General Directorate of Human Resources. In this context, relevant data are collected and analyzed based on employee satisfaction surveys and reports of incidents involving violations of this Policy, while the results of the relevant risk assessment are also taken into account.

Monitoring and evaluating compliance with the principles of this Policy is important for maintaining healthy working relationships. For this reason, its effectiveness is assessed on an annual basis or whenever deemed necessary, and the necessary corrective actions are proposed, such as training, awareness-raising, and the establishment of relevant procedures.

At the same time, the Company ensures that the Policies and Regulations governing its operation are aligned with the principles of diversity, equality, and inclusion. This Policy should be interpreted in conjunction with:

- The Human Rights Policy.
- The Code of Ethics and Professional Conduct.
- The Policy on the Prevention and Combating of Violence and Harassment at Work.
- The Nomination Policy (Diversity Criteria).
- The Diversity Policy.
- The Whistleblowing Policy.
- The Company's strategy on Environmental, Social, and Governance (ESG) matters.

8. Consequences for Non-Compliance

Any violation of the principles of this Policy may result in disciplinary sanctions and other legal consequences, in accordance with the Company's Personnel Regulations, applicable legislation and its relevant Policies.

9. Procedure for notifying incidents of non-inclusive behavior and/or discrimination (reporting violations)

In the event that any principle related to diversity, equality and inclusion is violated or there is a reasonable suspicion, a report/complaint is submitted to the Company, in accordance with the procedure provided for in the Whistleblowing Policy and the Policy for the Prevention and Combating of Violence and Harassment at Work (as applicable).

The Company encourages employees to report in good faith any violation of this Policy and strongly condemns threats or acts of retaliation against any person who makes a complaint or provides information in good faith in connection with a report or investigation of conduct that violates this Policy.

The submission, investigation and management of reported incidents is implemented in accordance with the procedures set out in the above Policies

(<https://www.eydap.gr/Investors/CorporateGovernance/WhistleblowingApp/>, syndesmos@eydap.gr).

10. Confidentiality – Protection of Personal Data

During the process of reporting an incident of non-inclusive behavior and/or discrimination, the Company strictly ensures compliance with the principles of confidentiality and secrecy regarding the identity of the complainant and the person complained of, as well as the content of the report/complaint and any information that could lead to the identification of the persons involved.

The Company takes appropriate measures for the security of information and data collected during the investigation of complaints, in accordance with the legislation and its relevant Policies for the protection of personal data and information security.

11. Approval and Review

This Policy is approved and revised, whenever deemed necessary, by decision of the Board of Directors, following a recommendation from the Regulatory Compliance Division.