



Remuneration report for fiscal year
2023 according to article 112 of L.
4548/2018

Fiscal year 2023

Table of Contents

Contents

| | | |
|------|--|----|
| 1. | Introduction | 2 |
| 2.1 | Important Achievements and Main Developments of the year 2023 | 3 |
| 2.2 | <i>Significant Events of 2023</i> | 4 |
| 3. | Purpose and Scope | 8 |
| 4. | Governance of Report | 8 |
| 5. | Total Remuneration of the Board Members | 9 |
| 5.1. | <i>Remuneration of the Board Members in the year 2023</i> | 11 |
| 5.2 | <i>Remuneration of Board Members from EYDAP Group companies in 2023</i> | 12 |
| 6. | Remuneration of the Board Members based on shares | 13 |
| 7. | Compliance with the Remuneration Policy of EYDAP Board Members | 13 |
| 8. | Variable Remuneration - Use of variable remuneration recovery option | 14 |
| 9. | Deviation from the application of the Remuneration Policy of EYDAP Board Members | 15 |
| 10. | Comparative information on changes in remuneration and performance of EYDAP. | 15 |
| 11. | Information on shareholder voting | 17 |
| 12. | Disclosures | 17 |

1. Introduction

- Applicable legislative and regulatory framework

Pursuant to Article 9b of Directive (EU) 2017/828 of the European Parliament and of the Council of 17^{May} 2017 amending Directive 2007/36/EC regarding the encouragement of long-term active shareholder participation, as incorporated in the Greek legal order with Article 112 of Law 4548/2018 on Public Limited Companies, companies with shares listed on a regulated market are required, among other things, to draw up a Remuneration Report, which contains a comprehensive overview of the remuneration of each individual member of the Board of Directors (hereinafter "Board of Directors"), including newly hired and older members of the Board of Directors for the last financial year, in accordance with the remuneration policy in accordance with Article 110 of Law 4548/2018.

The Remuneration Report is submitted for discussion at the Ordinary General Meeting of Shareholders (hereinafter "AGM") as an agenda item and shareholders have an advisory vote on it.

It is noted that the Remuneration Report for the year 2022, which was submitted for discussion at the AGM of September 6, ²⁰²³, received the approval of 98.55% of the votes represented. This fact of almost universal acceptance was taken into account by the Board of Directors for the preparation of the present in terms of form and content.

In this context, the Board of Directors of EYDAP SA, following the proposal of the Remuneration and Nominations Committee, submitted this Remuneration Report to the Shareholders' General Meeting which will take place on 11^{July} 2024.

The Remuneration Policy for the Members of the Board of Directors of EYDAP was first approved by the General Meeting of Shareholders of the Company which took place on 26/06/2020 and was subsequently revised with the decisions of the General Meeting of Shareholders of 25/06/2021 and 6/9/2023 Shareholders. This Report has been prepared in compliance with the Remuneration Policy for the Members of the Board of Directors of EYDAP, as revised and approved by the Shareholders' General Meetings of 25/06/2021 and 06/09/2023, taking into account the legislative and regulatory framework in which the Company is subject to, and in particular the following:

- Law 4548/2018 "Reform of the law of joint-stock companies".
- The provisions of the Articles of Association, the Greek Corporate Governance Code and the Company's Operating Regulations, as well as the terms of the relevant Collective Labor Agreements.

Information on the remuneration of each member of the Board of Directors during the last five (5) years is presented in the corresponding annual reports of the Board of Directors included in the Annual Financial Statements of the Company and are available on the Company's website at the link:

<https://www.eydap.gr/Investors/EconomicResults/>

The Remuneration Report is available on the Company's website at the link:

<https://www.eydap.gr/Investors/Presentations/>

2.1 Significant Achievements and Main Developments of the year 2023

- EYDAP financial results
- INCOME ACCOUNT STATEMENT FOR THE YEARS ENDED ^{DECEMBER} 31, 2023 & 2022

| <i>Amounts in thousands of Euros</i> | NOTE | GROUP | | COMPANY | |
|---|-----------|----------------|----------------|----------------|----------------|
| | | 31.12.2023 | 31.12.2022 | 31.12.2023 | 31.12.2022 |
| Operations' Circle | 5 | 351,602 | 343,493 | 351,574 | 343,477 |
| Cost of goods sold | 6 | (217,752) | (221,929) | (217,738) | (221,929) |
| Gross profit | | 133,850 | 121,564 | 133,836 | 121,548 |
| Other operating income | 5 | 3.159 | 3.105 | 3.155 | 3.105 |
| Administrative expenses | 6 | (76,602) | (78,325) | (76,578) | (78,281) |
| Disposition operating expenses | 6 | (35,960) | (39,332) | (35,960) | (39,332) |
| Other Expenses | 9 | (3,413) | (10,627) | (3,413) | (10,627) |
| Impairment of financial assets | 23 | 477 | 3,703 | 477 | 3,703 |
| Operating Profits | | 21,511 | 89 | 21,517 | 117 |
| Financial income | 10 | 17,816 | 13,264 | 17,806 | 13,264 |
| Financial expenses | 11 | (11,335) | (2,743) | (11,335) | (2,743) |
| Profits / (Loss) before Taxes | | 27,991 | 10,610 | 27,988 | 10,638 |
| Income tax | 12 | (7,716) | (5,594) | (7,716) | (5,594) |
| Profit / (Loss) after Taxes | | 20,275 | 5,016 | 20,272 | 5,044 |
| Profit/(Loss) per share (in Euros) | 13 | 0.19 | 0.05 | | |
| Proposed dividend (in Euros) | | | | 0.10 | 0.02 |

Source "Pg. 275 of the Annual Financial Report 2023"

2.2 Significant Events of 2023 USE

New Independent Regulatory Authority

On March 28, 2023, Law 5037/2023 (Government Gazette A' 78) was published, whereby the supervision of EYDAP was transferred to the Ministry of Environment and Energy, while the supervision of the provision of water services and municipal waste management was assigned to the Waste Regulatory Authority, of Energy and Water (R.A.A.E.Y.).

The purpose of the law is the rational regulation of the provision of water supply and urban waste treatment services, in particular in terms of organization, services provided, their costs and pricing, through the assignment of relevant supervisory and control powers to the Regulatory Authority for Waste, Energy and of Water (R.A.A.E.Y.), as the Energy Regulatory Authority (R.A.E.) was renamed. In the same context, the responsibilities of water management and policy bodies are streamlined and updated, individual regulations are adjusted and a national water strategy is established.

EYDAP's pricing policy is implemented through the application of the general rules for costing and pricing of water services determined by a joint decision of the Ministers of Environment and Energy, Finance, Interior and Rural Development and Food, in accordance with the provisions of article 12 of Law 3199/2003, as it was replaced pursuant to article 34 of Law 5037/2023. With the same JMD, the procedures and the method of recovering the cost of water services in the various uses are also determined, while the water service tariffs for the various categories of consumers and users are approved by a five-year decision of R.A.A.E.Y. in accordance with article 12A of Law 4001/2011, as introduced by Law 5037/2023, repealing the relevant provisions of paragraphs 1 and 2 of article 3 of Law 2744/1999. According to paragraph 5 of article 114 of Law 4812/2021 "the validity of EYDAP tariffs is extended. S.A. for the provision of water services it offers to its consumers, which have been approved by the joint decision of the Ministers of Finance, Transport and Networks and Environment, Energy and Climate Change (B` 3188) under reference D6/2027/16.12.2013, for the period from 1.1.2019 and until the approval of the new tariffs based on the new contract in accordance with par. 2." Article 19 of Law 5106/2024 provided for the approval of EYDAP's tariffs for the various categories of consumers and users by decision of the Minister of Environment and Energy, until the staffing of R.A.A.E.Y.

Transfer of Majority shares of EYDAP from Growthfund to the Greek State

Article 64 of Law 5045/29/7/2023 (Transfer of EYDAP and EYATH shares from the Hellenic Holdings and Property Company to the Greek State) provided that all of the Superfund's ownership shares in EYDAP and EYATH are transferred to the Greek State. The transfer of 53,250,001 shares (50%+1 share) was completed on 3/8/2023.

Therefore, the total percentage of voting rights (directly and indirectly) controlled by the Greek State amounts to 65,319,740 (61.33%), of which the direct voting rights concern 53,250,001 common registered shares (50% + 1 share). and the indirect voting rights concern 12,069,739 (11.33%) common registered shares. The voting rights of the 12,069,739 common registered shares (11.33%) relate to the percentage of share capital directly held by HRAFT in EYDAP S.A. The Greek State universally controls 100% of the "Hellenic Holdings and Property Company S.A." (Growthfund) which, in turn, by controlling 100% of the HRAFT, indirectly controls the voting rights in question.

The total percentage of participation (direct and indirect) of the Greek State did not change

Reception of municipal networks and WWTP

On 1.9.2023, EYDAP took over the municipal water supply and sewerage networks and the Waste Water Treatment Plant of the city of Megara, the municipal sewerage network of the city of Nea Peramos and the municipal water supply networks of the areas of Kinetta, Vlychada (Agios Panteleimonas), Nea Zoi, Kandyli, Koumindriou, Lakka, Agia Triada, Iremono Kymato and Pachi with their associated facilities.

The entire water supply network has a length of 270 km of pipelines and supplies water to 13,500 facilities.

Accordingly, the sewerage network of the city of Megara and the area of Nea Peramos has a total length of 96 km of pipelines, which includes approximately 6,600 constructed external branches of properties.

The WWTP Megaron receives sewage through a network of sewage collectors from the city of Megaron and Nea Peramos as well as domestic sewage from areas that lack a sewerage network.

The capacity of the constructed facility is 43,330 (I.P.) and the average daily design flow of incoming wastewater is 8,000 m³/d. According to the agency's records, in 2023, it treated an average of 1,900m³/d of municipal wastewater and 90m³/d of sewage.

The treated wastewater is disposed of by an underwater pipeline in the Saronic Gulf sea area, west of the Hersonissos of Ag. Triada at the "Almyres" location and at a depth of 30 m while the stabilized dewatered sludge, since EYDAP took over the installation, is transported to the WWTP of Psittalia for thermal drying.

The average daily design flow of incoming wastewater is 8,000 m³ / d .

Secondary treatment with nitrogen removal and disinfection is carried out at WWTP Megaron.

In 2023, it treated an average of 1,900 m³/ d of municipal wastewater and 90 m³/ d of sewage.

In mid-December 2023, the management and operation of the Koropi-Peania Wastewater Treatment Center was handed over to EYDAP.

The facility has the capacity to treat wastewater equivalent to a population equal to 99,486 i.c.

In 2023, it treated an average of 1,750 m³/d of municipal wastewater.

In the already licensed project, the waste from the following areas is or will be directed:

- Municipality of Paiana as a whole, including BIO.PA. Peanias.
- The city of Koropi and the settlement of Karellas of the Municipality of Koropia, including the BIO.PA Koropi and Karellas and the wholesale area of Koropi.
- The areas south of the Western Regional Avenue Ymittos of the Municipality of Pallini.
- The settlement of Hamolias in the Municipality of Markopoulos - Mesogaia.

Expansion projects of the WWTP of Koropi-Peania are planned, concerning a future new treatment line (2nd treatment line) to accommodate the additional hydraulic and pollutant load of the sewage from the coastal areas of the Municipality of Saronikos & Kropias.

The facility carries out secondary treatment with nitrogen and phosphorus removal and disinfection. The treated wastewater is disposed of by a submarine disposal pipeline in the sea area of Hamolia in the South Euboean Gulf through a tunnel.

Signing of an Agreement between the Municipality of Athens and EYDAP

On February 8, 2023, a program agreement was signed between EYDAP and the Municipality of Athens, according to which it is foreseen that EYDAP will proceed with the construction of pipelines of the secondary definitive sewerage network, either to replace old municipal pipelines, or to complete the network in Municipality of Athens, as well as in the construction of the private connections of the properties with the central pipelines.

In practical terms, this means for citizens that applications for connection to the sewerage network will now be submitted directly to EYDAP, while the waiting time for their service will be reduced from the current average of 2 years to just 3 months.

At the same time, with the implementation of this new agreement, it is planned to reduce the response time to emergency breaks and breakdowns caused by the age of the network, thus eliminating even the slightest possibility of causing a risk to public health.

Actions to reduce the carbon footprint

In the context of EYDAP SA's strategy to achieve a zero carbon footprint by 2030, in May 2023 EYDAP announced a tender, with a total budget of 2.3 million euros, with the aim of supplying new electric vehicles with zero CO₂ emissions, as well as their recharge infrastructure. The purpose of EYDAP is the gradual replacement of its fleet of conventional vehicles with electric ones, with the aim of transitioning to systems with low greenhouse gas emissions.

The tender, with a total budget of 2.3 million euros, concerns:

- supply of 16 two-wheeled vehicles,
- operational leasing of 53 electric vehicles of various categories,
- supply and installation of recharging infrastructure, as well as their supporting software

Also:

- the awarding of the contractor for the tender for the supply and installation of two (2) photovoltaic stations on the ground at the MEN of Acharno and the MEN of Polydendri with a power of 999.6 kW each (net - metering) was completed.
- the tender was carried out for the supply and installation of two (2) photovoltaic plants on roofs in the MEN of Acharno with a power of 999.6 kW and 499.6 kW (net - metering).
- the tender was announced for the supply of electricity to the EYDAP SA facilities with the requirement that 50% of it be with guarantees of origin from RES.
- licensing applications were submitted for the development of new photovoltaic plants at the EYDAP SA facilities, with a total capacity of 11.6 MW

Signing of an Addendum between EYDAP, the Greek State, and "EYDAP Fixed Assets Company"

In June 2023, the tripartite signing of an Addendum to the Contract between the Greek State, the "EYDAP Fixed Assets Company" and "E.YD.A.P. S.A." was successfully completed. The object of the agreement is the execution of works on the closed Joint Aqueduct of Mornos - Marathon, Section Klidi - Dafnoulia. This agreement promotes the implementation of an important project for the upgrading of the external water supply system of Attica.

.Extension of the EWSS operating contract

In August 2023, the EYDAP Fixed Assets Company notified EYDAP about the request for a unilateral extension of the contract for the assignment of operation and maintenance services, of the External Water Supply System (EWS), with the same conditions, for an additional period of six (6) months, until

June 30, 2024, as provided for in the from 2/2/2022 contract between EYDAP S.A., EYDAP Fixed Assets Company and the Greek State.

Investment plan

In 2023 the absorption of the investment program amounted to 44.2 million euros, increased by 45% compared to the absorption in 2022, which had risen to 30.45 million euros and increased by 140% compared to the absorption in 2021 which amounted to 18.3 million euros.

The 2024-2033 investment program concerns:

- major projects in Eastern Attica (construction of sewage transport networks and pipelines, construction of a Wastewater Treatment Center in Rafina and Marathon, construction of a network for the reuse of recycled water from the WWTPs, management, final treatment and utilization/disposal of the biosolids produced by the Eastern Attica WWTPs), amounting to 958,7 m. €.
- water supply network projects (reinforcement of the primary supply network, optimization - modernization of the secondary network, modernization of water supply facilities, installation of 2 million household smart meters, expansion of activities in new areas, e.g. Kinetta, Mandra Idyllias, Total Municipalities of Eastern Attica), amounting to 681,6 m. €
- drainage projects (upgrading of the drainage network, restoration - upgrading of old pipelines of the central pantororic network, reconstructions, repairs of dirty sewerage pipelines and construction of branches, modernization of sewage network facilities, expansion of activities in new areas, e.g. Agios Stefanos, Kallithea Pentelis, Aiantio, Thriasio, Megara, Koropi, upgrade of Triasio Wastewater Treatment Centers, Megara, Metamorfosis, Psyttaleia), height 364.5 m. €
- building, digital governance and transformation projects (€103.8m)

50% of the project budget is financed by the EU

Customer Satisfaction Survey

In November 2023, a telephone customer satisfaction survey using a structured questionnaire was carried out in the Attica Region. The results were particularly encouraging as the Satisfaction Index from EYDAP reaches 75% at levels corresponding to 2019 (74%).

The Company's Net Promoter Score (NPS) is significantly positive and stands at +32, with almost 1 in 2 being promoters of the business.

Also, the use of electronic services by customers and the electronic method of payment is particularly increased. The overall satisfaction with EYDAP's services compared to other NGOs varies from 14% to 22%.

Regular General Assembly - New Board of Directors

The Greek State, as the majority Shareholder, proposed and elected the following nine (9) Members of the Board of Directors of EYDAP S.A. with a four-year term, expiring on 6 September 2027, automatically extended until the Ordinary General Meeting of Shareholders that will convene after the end of their term:

Sachinis Charalambos of Georgios,
Giannikouris Antonios of Emmanouil,
Kaymenaki Eleni-Maria of Fotios,
Sfikas Efthimios of Iosif,
Martseki Anastasia of Michail,
Mavrommati Marina of Konstantinos,
Lambrou Marika of Evangelos,
Stergiou Georgios of Evangelos,
Karaplis Christos of Grigorios.

3. Purpose and Scope

This Report includes information required in accordance with Article 112 of Law 4548/2018 and the Greek Corporate Governance Code, specifically aiming at the following:

- to provide increased corporate transparency and to facilitate the better exercise of supervision by the shareholders on the remuneration of the Board Members.
- in providing the possibility, through the comprehensive overview of the remuneration of the Board Members, to evaluate the remuneration levels of the Board Members and the way in which the Company applies its Remuneration Policy for the Board Members, as revised by the TGS of the Shareholders of 06/09/2023.

In particular, this Report examines the following issues, in accordance with the requirements of the applicable legislative framework and provides information on the regulations applied by the Company:

- Total Remuneration of the Board Members
- Board Members' remuneration based on shares
- Compliance with the Remuneration Policy of EYDAP Board Members
- Exercising the right to recover variable remuneration
- Deviation from the application of the Remuneration Policy for the Members of the Board of Directors of EYDAP
- Comparative information on changes in remuneration and performance of EYDAP
- Information about the shareholder vote

4. Governance of the Report

- competent authorities

This Report is submitted for discussion and advisory vote to the General Meeting of Shareholders of the Company, following the proposal of the Company's Board of Directors, following the recommendation of the Remuneration and Nominations Committee. In fulfilling its duties, the Remuneration and Nominations Committee may cooperate with other Board Committees, if deemed necessary. Before its submission to the General Assembly, the Remuneration Report of the Board Members is subject to an "Assurance Report" by the Company's regular auditor, in accordance with Article 112 par. 4 of Law 4548/2018.

The Directorate of Legal Services of EYDAP assists the Board of Directors and the Remuneration and Nominations Committee in the preparation of the Report. For this purpose, the Legal Services Department of EYDAP cooperates with other functions of the Company, such as those responsible for payroll and financial services.

5. Total Remuneration of the Board Members

- Composition of the Board of Directors in 2023

The Board of Directors consists of:

- two (2) representatives of the Company's employees who are elected (with their alternates) by direct and universal suffrage.
- two (2) members who represent the minority shareholders and are elected in the manner defined in article 36 of the Articles of Association.
- representatives of the shareholders, who are elected by the General Assembly in accordance with article 11 of the Articles of Association and the provisions of Law 4548/2018.

According to the 12.9.2023 decision of the Shareholders' General Meeting, the Board of Directors of EYDAP consists of 13 members with a four-year term automatically extended until the end of the period within which the next General Meeting must be convened and until the relevant decision is taken. The extension cannot exceed one (1) year and the maximum term of office of the members cannot exceed five (5) years .

The following table shows the composition of the Board of Directors from **January 1, 2023 to September 12, 2023, when 9 new Board members were elected by the majority shareholder (Greek State)**, as well as the status of each member as executive, non-executive or independent, as determined by the General Meeting or the Board of Directors.

| Board Composition | Status | Beginning of term Expiration of term and any re-election |
|----------------------|---|--|
| Theodora Varvarigou | Chairman of the Board, non-executive member | 2019 12.9.2023 |
| Charalambos Sahinis | CEO, executive member | 2019 12.9.2023 |
| Anastasios Tosios | Asst. CEO, executive member | 2019 12.9.2023 |
| Ekaterini Beritsi | Independent non-executive member | 2019 12.9.2023 |
| Alexander Nasoufis | Independent non-executive member | 2019 12.9.2023 |
| Michael Stavroulakis | Independent non-executive member | First election 2015 Re-election 2019 12.9.2023 |

Remuneration Report of the Members of the Board of Directors of EYDAP SA 2023

| | | |
|-----------------------------|----------------------------------|---|
| Angelos Amditis | Independent non-executive member | 2019 12.9.2023 |
| Dimitrios Konstantakopoulos | Non-executive member | 2019 12.9.2023 |
| Christos Karaplis | Non-executive member | 2020 12.9.2023 |
| Christos Mistriotis | Non-executive member | First election 2008 Re-election 2023 9.6.2027 (most recent) |
| Panagiotis Skularikis | Non-executive member | First election 2010 Re-election 2023 (the most recent) 9.6.2027 |
| Emmanuel Angelakis | Non-executive member | First election 2009 Re-election 2022 (the most recent) 24.06.2026 |
| George Alexandrakis | Non-executive member | First election 2017 Re-election 2022 (the most recent) 24.06.2026 |

This Board of Directors has resulted from the Special Meeting of the Minority Shareholders (9/6/2023), the employee elections of June 2022, and the 41st Ordinary General Meeting (12/9/2023) In particular: The representatives of the minority, Mr. Christos Mistriotis and Panagiotis Skularikis were re-elected by the Special Meeting of Minority Shareholders that took place on June 9, 2023.

The employees' representatives on the Board of Directors, Mr. Emmanouil Angelakis and Georgios Alexandrakis were re-elected in the context of the workers' elections that took place in June 2022.

The Ordinary General Assembly of 12/09/2023 elected Georgios Stergiou, Charalambo Sahini, Efthymio Sfika, Anastasia Martseki, Marina Mavrommati, Marika Lambrou, Eleni-Maria Kaymenaki, Antonio Giannikouri and Christos Karapli, as representatives of the Majority Shareholder.

The composition of the Board of Directors on **31.12.2023** as well as the status of each member as executive, non-executive or independent are reflected as follows:

| Board Composition | Status | Beginning of term Expiration of term and any re-election |
|------------------------------|---|--|
| George Stergiou | Chairman of the Board, non-executive Member | 12.9.2023 2027 |
| Charalambos Sahinis | CEO, Executive Member | 2019 Re-election 12.9.2023 2027 |
| Antonios Giannikouris | Non-executive Member | 12.9.2023 2027 |
| Christos Karaplis | Non-executive Member | 2020 Re-election 12.9.2023 2027 |
| Eleni-Maria Kaymenaki | Non-executive Member | 12.9.2023 2027 |
| Marika Lambrou | Independent non-executive member | 12.9.2023 2027 |

| | | | |
|------------------------------|----------------------|---------------|---|
| Anastasia Martseki | Independent member | non-executive | 12.9.2023 2027 |
| Marina Mavrommati | Independent member | non-executive | 12.9.2023 2027 |
| Efthymios Sfikas | Independent member | non-executive | 12.9.2023 2027 |
| Christos Mistriotis | Non-executive Member | | First election 2008 Re-election 9.6.2023 2027 (most recent) |
| Panagiotis Skularikis | Non-executive Member | | First election 2010 Re-election 9.6.2023 (latest) 2027 |
| Emmanuel Angelakis | Non-executive Member | | First election 2009 Re-election 24.6.2022 (latest) 2026 |
| George Alexandrakis | Non-executive Member | | First election 2017 Re-election 24.6.2022 (latest) 2026 |

5.1. Remuneration of the Board Members in the year 2023

The table below includes the total remuneration of each individual Member of the Board of Directors in 2023, with an analysis of their individual components, in accordance with Article 112 par. 2 (a) of Law 4548/2018, compared to the total remuneration paid to these (where applicable) in 2023. The additional remuneration of the members of the Board of Directors who participate in committees in accordance with the Greek Corporate Governance Code is still separately included.

Furthermore, the Members of the Board of Directors did not receive the remuneration of Article 109 par. 2 of Law 4548/2018, i.e. remuneration consisting of participation in the year's profits.

| Όνομα μέλους ΔΣ, Θέση | Χρήση | Σταθερές Αποδοχές | | | Μεταβλητές Αποδοχές | Εργοδοτικές εισφορές | Συνολικές αποδοχές | Αναλογία σταθερών και μεταβλητών αποδοχών |
|--|-------|--------------------------------|--|-----------|------------------------|-------------------------|-----------------------|--|
| | | Ετήσιες Βασικές αποδοχές | Αμοιβές για συμμετοχή σε Επιτροπές | Παροχές | | | | |
| Θεοδώρα Βαρβαρίγου | 2023 | 39.584,60 | 21.296,50 | 2.821,30 | | 9.905,85 | 73.608,25 | 100%/0% |
| Πρόεδρος ΔΣ, Μη Εκτελεστικό Μέλος | 2022 | 57.000,00 | 25.775,94 | 4.465,95 | | 13.513,87 | 100.755,76 | 100%/0% |
| Γεώργιος Στεργίου | 2023 | 17.417,30 | 6.079,44 | 2.062,50 | | 4.751,99 | 30.311,23 | 100%/0% |
| Πρόεδρος ΔΣ, Μη Εκτελεστικό Μέλος | 2022 | 0,00 | 0,00 | 0,00 | | 0,00 | 0,00 | - |
| Χαράλαμπος Σαχίνης | 2023 | 128.000,00 | 19.280,88 | 10.282,14 | | 12.974,52 | 170.537,54 | 100%/0% |
| Διευθύνων Σύμβουλος, Εκτελεστικό Μέλος | 2022 | 128.000,00 | 17.624,14 | 11.849,37 | 21.333,33 | 11.845,70 | 190.652,54 | 85%/15% |
| Αναστάσιος Τόσιος | 2023 | 87.500,00 | 11.483,70 | 10.219,34 | | 12.661,01 | 121.864,05 | 100%/0% |
| Αναπληρωτής Διευθύνων Σύμβουλος, Εκτελ | 2022 | 90.000,00 | 14.883,70 | 10.807,62 | 15.000,00 | 11.845,70 | 142.537,02 | 85%/15% |
| Παναγιώτης Σκουλαρίκης | 2023 | 0,00 | 23.692,24 | 0,00 | | 4.946,94 | 28.639,18 | 100%/0% |
| Μη εκτελεστικό μέλος | 2022 | 0,00 | 22.335,50 | 0,00 | | 4.687,54 | 27.023,04 | 100%/0% |
| Αικατερίνη Μπερίτση | 2023 | 0,00 | 19.769,54 | 0,00 | | 4.127,89 | 23.897,43 | 100%/0% |
| Ανεξάρτητο Μη εκτελεστικό Μέλος | 2022 | 0,00 | 29.162,46 | 0,00 | | 6.120,30 | 35.282,76 | 100%/0% |
| Αλέξανδρος Νασούφης | 2023 | 0,00 | 16.612,80 | 0,00 | | 3.468,76 | 20.081,56 | 100%/0% |
| Ανεξάρτητο Μη εκτελεστικό Μέλος | 2022 | 0,00 | 21.735,50 | 0,00 | | 4.563,79 | 26.299,29 | 100%/0% |
| Μιχαήλ Σταυρουλάκης | 2023 | 0,00 | 17.819,54 | 0,00 | | 3.720,73 | 21.540,27 | 100%/0% |
| Ανεξάρτητο Μη εκτελεστικό Μέλος | 2022 | 0,00 | 26.262,46 | 0,00 | | 5.511,64 | 31.774,10 | 100%/0% |
| Χρήστος Μηστριώτης | 2023 | 0,00 | 18.695,06 | 0,00 | | 3.903,51 | 22.598,57 | 100%/0% |
| Μη εκτελεστικό μέλος | 2022 | 0,00 | 17.838,32 | 0,00 | | 3.746,37 | 21.584,69 | 100%/0% |
| Ευθύμιος Σφήκας | 2023 | 0,00 | 7.036,18 | 0,00 | | 1.469,15 | 8.505,33 | 100%/0% |
| Ανεξάρτητο Μη εκτελεστικό μέλος | 2022 | 0,00 | 0,00 | 0,00 | | 0,00 | 0,00 | - |
| Δημήτριος Κωνσταντακόπουλος | 2023 | 0,00 | 9.931,92 | 0,00 | | 2.073,76 | 12.005,68 | 100%/0% |
| Μη εκτελεστικό μέλος | 2022 | 0,00 | 13.656,39 | 0,00 | | 2.866,97 | 16.523,36 | 100%/0% |
| Άγγελος Αμδίτης | 2023 | 0,00 | 18.606,06 | 0,00 | | 3.884,95 | 22.491,01 | 100%/0% |
| Μη εκτελεστικό μέλος | 2022 | 0,00 | 22.795,28 | 0,00 | | 4.787,13 | 27.582,41 | 100%/0% |
| Χρήστος Καραπλής | 2023 | 0,00 | 20.965,28 | 0,00 | | 4.377,54 | 25.342,82 | 100%/0% |
| Μη εκτελεστικό μέλος | 2022 | 0,00 | 21.708,54 | 0,00 | | 4.555,45 | 26.263,99 | 100%/0% |
| Αναστασία Μαρτσέκη | 2023 | 0,00 | 7.692,92 | 0,00 | | 1.606,28 | 9.299,20 | 100%/0% |
| Ανεξάρτητο Μη εκτελεστικό μέλος | 2022 | 0,00 | 0,00 | 0,00 | | 0,00 | 0,00 | - |
| Μαρίνα Μαυρομάτη | 2023 | 0,00 | 7.242,92 | 0,00 | | 1.512,32 | 8.755,24 | 100%/0% |
| Ανεξάρτητο Μη εκτελεστικό μέλος | 2022 | 0,00 | 0,00 | 0,00 | | 0,00 | 0,00 | - |
| Μαρίκα Λάμπρου | 2023 | 0,00 | 7.092,92 | 0,00 | | 1.481,00 | 8.573,92 | 100%/0% |
| Ανεξάρτητο Μη εκτελεστικό μέλος | 2022 | 0,00 | 0,00 | 0,00 | | 0,00 | 0,00 | - |
| Ελένη Μαρία Καυμενάκη | 2023 | 0,00 | 4.965,96 | 0,00 | | 1.036,88 | 6.002,84 | 100%/0% |
| Μη εκτελεστικό μέλος | 2022 | 0,00 | 0,00 | 0,00 | | 0,00 | 0,00 | - |
| Αντώνιος Γιαννικούρης | 2023 | 0,00 | 5.879,44 | 0,00 | | 1.227,62 | 7.107,06 | 100%/0% |
| Μη εκτελεστικό μέλος | 2022 | 0,00 | 0,00 | 0,00 | | 0,00 | 0,00 | - |
| Εμμανουήλ Αγγελιάκης | 2023 | 0,00 | 14.897,88 | 0,00 | | 2.432,88 | 17.330,76 | 100%/0% |
| Μη εκτελεστικό μέλος | 2022 | 0,00 | 14.897,88 | 0,00 | | 2.448,38 | 17.346,26 | 100%/0% |
| Γεώργιος Αλεξανδράκης | 2023 | 0,00 | 15.054,62 | 0,00 | | 2.458,47 | 17.513,09 | 100%/0% |
| Μη εκτελεστικό μέλος | 2022 | 0,00 | 14.897,88 | 0,00 | | 2.448,38 | 17.346,26 | 100%/0% |

5.2 Remuneration of the Board Members from EYDAP Group companies in 2023

During 2023, no Member of the Company's Board of Directors received remuneration from EYDAP Group companies.

6. Board Members' remuneration based on shares

During 2023, no share-based fees were paid to the EYDAP Board Members. There were no active stock allocation programs in the form of stock options, therefore no relevant rights were exercised by the Company's Board Members.

7. Compliance with the Remuneration Policy of EYDAP Board Members

The total remuneration received by the Members of the Board of Directors of EYDAP during 2023, as described above, is in compliance with the revised Remuneration Policy of the Members of the Board of Directors of EYDAP approved by the General Meeting of 6/09/2023 as well as with the previous Remuneration Policy approved by decision of the TGS of 25/06/2021.

The remunerations paid to the Members of the Board of Directors of EYDAP during 2023 are in accordance with the remunerations determined by the Company's AGM, following the proposal of the Board of Directors. The Chairman of the Board of Directors and the Executive Members did not appear or participate in the meetings of the Board Committees during which their remuneration was discussed and decided.

The remuneration proposal took into account the factors mentioned in the EYDAP Board Members' Remuneration Policy such as, among others, the general employment and salary conditions applicable to all EYDAP staff, seeking to ensure consistency, while also taking into account the differences in responsibilities and the ability to influence each position on the Board. Remuneration arrangements were assessed against peer business benchmarks.

Finally, the salaries of the Board Members were paid proportionally for as long as each Board member held the respective position.

According to the above, during 2023 the Members of the Board of Directors of EYDAP received **fixed salaries**, structured as follows:

For Non-Executive Members:

- **Board Member Basic Remuneration:** annual fixed amount of money for their participation as Board members, which varied according to the more specific role of each Member, i.e. as Chairman of the Board, or Member of the Board.
- **Additional - to the basic - remuneration per Board Committee (Chairman/ Member):** annual fixed amount of money, which varied according to their participation in Board Committees, either as

Chairmen or Members, as well as the number of their participation in Committees. It is noted that the Presidents of Committees did not receive remuneration as members of Committees.

In particular, their fee structure included the basic board member fee, an amount of fee for participation per board committee. The annual remuneration of each Board member was determined based on the basic remuneration of the Board member, plus any further annual remuneration for his participation as a member or Chairman of the Board Committees.

- Benefits and expenses as mentioned in Section 5.1. above were covered by the Company in compliance with the Remuneration Policy of EYDAP's Board Members and in accordance with normal market practice.

For Executive Members:

- An annual fixed amount of money, provided on a monthly basis, for the exercise of their executive duties, which reflected the role, experience and responsibilities of each member and was not subject to performance measurements.
- The Executive Members of the Board received additional remuneration for their participation in the Boards of Directors and the Committees of the Board of Directors.
- Benefits and expenses were covered by the Company in compliance with the Remuneration Policy of the Board Members of EYDAP and in accordance with normal market practice.

8. Variable Remuneration

During 2023, variable remuneration was paid to the executive members of the Board of Directors for the 2022 financial year. Specifically for the 2022 financial year, the Board of Directors with resolution no. 21548/5.7.2023 of its decision, found the achievement of the strategic goal of improving the Company's ESG scoring by one level, based on which the additional extraordinary variable remuneration was formed, in accordance with the applicable Remuneration Policy, in the total amount of €21,333.33 for the Managing Director and in the total amount of €15,000 for the Deputy Managing Director .

During 2024, i.e. for the 2023 financial year, no variable remuneration was paid to the executive members of the Board of Directors.

Contracts of Board Members

During 2023, the Company maintained contracts for the provision of independent services with Executive Members of the Board of Directors, which have a duration corresponding to the term of office of the Board of Directors, with the possibility of extension provided that the term of office of the Board of Directors is similarly extended.

9. Deviation from the application of the Remuneration Policy for the Members of the Board of Directors of EYDAP

During 2023, there was no deviation from the application of the applicable Remuneration Policy for the Members of the Board of Directors of EYDAP.

10. Comparative information on changes in remuneration and performance of EYDAP.

In accordance with the applicable framework, the Report must include information on the annual change in the remuneration of the members of the Board of Directors, the performance of the company and the average remuneration of the full-time employees of the company, excluding the Members of the Board, during the last five (5) financial years, with a common presentation of the data in question, in order to facilitate the comparison of the data by the shareholders.

The table below lists the aforementioned comparative figures.

Remuneration Report of the Members of the Board of Directors of EYDAP SA 2023

| ΟΝΟΜΑΤΕΠΩΝΥΜΟ | | Σύνολο Ετήσιων Αποδοχών και Παροχών 2023 | Ετήσια Διαφορά | Ετήσια Διαφορά % | Σύνολο Ετήσιων Αποδοχών και Παροχών 2022 | Ετήσια Διαφορά | Ετήσια Διαφορά % | Σύνολο Ετήσιων Αποδοχών και Παροχών 2021 | Ετήσια Διαφορά | Ετήσια Διαφορά % | Σύνολο Ετήσιων Αποδοχών και Παροχών 2020 | Ετήσια Διαφορά | Ετήσια Διαφορά % | Σύνολο Ετήσιων Αποδοχών και Παροχών 2019 | Ετήσια Διαφορά | Ετήσια Διαφορά % |
|--|--|--|-------------------|---------------------|--|-------------------|---------------------|---|-------------------|---------------------|---|-------------------|---------------------|---|-------------------|---------------------|
| Θεοδώρα Βαρβαρίου | Πρόεδρος ΔΣ, Μη Εκτελεστικό Μέλος | 73.608,25 | -27.147,51 | -27% | 100.755,76 | 2.099,12 | 2% | 98.656,64 | 2.041,16 | 2% | 96.615,48 | 54.831,85 | 131% | 41.783,63 | 41.783,63 | - |
| Γεώργιος Σπεργίου | Πρόεδρος ΔΣ, Μη Εκτελεστικό Μέλος | 30.311,23 | 30.311,23 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Χαράλαμπος Σαχίνης | Διευθύνων Σύμβουλος, Εκτελεστικό Μέλος | 170.537,54 | -20.115,00 | -11% | 190.652,54 | -7.130,23 | -4% | 197.782,77 | 27.262,25 | 16% | 170.520,52 | 127.698,09 | 298% | 42.822,43 | 42.822,43 | - |
| Αναστάσιος Τόσιος | Αναπληρωτής Διευθύνων Σύμβουλος, Εκτελεστικό Μέλος | 121.864,05 | -20.672,97 | -15% | 142.537,02 | -4.435,44 | -3% | 146.972,46 | 20.520,12 | 16% | 126.452,34 | 84.022,92 | 198% | 42.429,42 | 42.429,42 | - |
| Αικατερίνη Μπερίση | Ανεξάρτητη Μη εκτελεστικό Μέλος | 23.897,43 | -11.385,33 | -32% | 35.282,76 | 148,08 | 0% | 35.134,68 | 1.514,13 | 5% | 33.620,55 | 23.088,65 | 219% | 10.531,90 | 10.531,90 | - |
| Χρήστος Καραβλής | Μη εκτελεστικό Μέλος | 25.342,82 | -921,17 | -4% | 26.263,99 | -221,43 | -1% | 26.485,42 | 9.310,28 | 54% | 17.175,14 | 17.175,14 | - | - | - | - |
| Αλέξανδρος Νασούσης | Ανεξάρτητη Μη εκτελεστικό Μέλος | 20.081,56 | -6.217,73 | -24% | 26.299,29 | 3.117,00 | 13% | 23.182,29 | 1.461,73 | 7% | 21.720,56 | 14.700,16 | 209% | 7.020,40 | 7.020,40 | - |
| Μιχαήλ Σταυρουλάκης | Μη εκτελεστικό Μέλος | 21.540,27 | -10.233,83 | -32% | 31.774,10 | 152,23 | 0% | 31.621,87 | 304,69 | 1% | 31.317,18 | -709,46 | -2% | 32.026,64 | -1.532,57 | -5% |
| Χρήστος Μιστριώτης | Μη εκτελεστικό μέλος | 22.598,57 | 1.013,88 | 5% | 21.584,69 | 3.538,85 | 20% | 18.045,84 | -242,26 | -1% | 18.288,10 | -747,82 | -4% | 19.035,92 | -1.775,61 | -9% |
| Ευθύμιος Σφήκας | Ανεξάρτητη Μη εκτελεστικό Μέλος | 8.505,33 | 8.505,33 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Αναστασία Μαρτσέλη | Ανεξάρτητη Μη εκτελεστικό Μέλος | 9.299,20 | 9.299,20 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Μαρίνα Μαυρομάτη | Ανεξάρτητη Μη εκτελεστικό Μέλος | 8.755,24 | 8.755,24 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Μαρίκα Λάμπρου | Ανεξάρτητη Μη εκτελεστικό Μέλος | 8.573,92 | 8.573,92 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Ελένη Μαρία Καυμενάκη | Μη εκτελεστικό μέλος | 6.002,84 | 6.002,84 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Αντώνιος Γαννικούρης | Μη εκτελεστικό μέλος | 7.107,06 | 7.107,06 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Αλέξανδρος Πουλάσης | Μη εκτελεστικό μέλος | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Δημήτριος Κωνσταντακότο | Μη εκτελεστικό μέλος | 12.005,68 | -4.517,68 | -27% | 16.523,36 | 13.013,12 | 371% | 3.510,24 | 0,00 | 0% | 11.003,95 | -17.052,17 | -61% | 28.056,12 | -1.835,69 | -6% |
| Αγγελος Αμδίτης | Μη εκτελεστικό μέλος | 22.491,01 | -5.091,40 | -18% | 27.582,41 | 4.973,38 | 22% | 22.609,03 | 815,81 | 4% | 21.793,22 | 15.357,85 | 239% | 6.435,37 | 6.435,37 | - |
| Εμμανουήλ Αγγελάκης | Μη εκτελεστικό μέλος | 17.330,76 | -15,50 | 0% | 17.346,26 | -21,70 | 0% | 17.367,96 | 0,00 | 0% | 17.367,96 | -931,43 | -5% | 18.299,39 | -1.732,06 | -9% |
| Γεώργιος Αλεξανδράκης | Μη εκτελεστικό μέλος | 17.513,09 | 166,83 | 1% | 17.346,26 | -21,70 | 0% | 17.367,96 | 0,00 | 0% | 17.367,96 | -931,43 | -5% | 18.299,39 | -1.732,06 | -9% |
| Κωνσταντίνος Παπαδόπουλος | Πρόεδρος ΔΣ, Μη Εκτελεστικό Μέλος | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Ιωάννης Μπενίσης | Διευθύνων Σύμβουλος, Εκτελεστικό Μέλος | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Κωνσταντίνος Βαφειάδης | Εκτελεστικό μέλος | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Παναγιώτης Σκουλαρίκης | Μη εκτελεστικό μέλος | 28.639,18 | 1.616,14 | 6% | 27.023,04 | -395,39 | -1% | 27.418,43 | 2.931,62 | 12% | 24.486,81 | 5.450,89 | 29% | 19.035,92 | -1.775,61 | -9% |
| Ιωάννης Καρδαράς | Μη εκτελεστικό μέλος | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Γεώργιος Μακρινός | Μη εκτελεστικό μέλος | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Νικόλαος Σαράνης | Μη εκτελεστικό μέλος | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Γεώργιος Χαλαμπάδης | Μη εκτελεστικό μέλος | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Λοπά μελή | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Σύνολο | | 656.005,03 | -24.966,45 | -3,67% | 680.971,48 | 14.815,89 | 2,22% | 666.155,59 | 54.915,58 | 9% | 611.240,01 | 156.695,07 | 34% | 454.544,94 | 16.849,05 | 4% |
| Μέσος Όρος Ετήσιων Αποδοχών Εργαζομένων (εκτός Στελεχών) | | 51.367,06 | 1.139,47 | 2% | 50.227,59 | 1.942,29 | 4% | 48.285,30 | 724,39 | 2% | 47.560,91 | 1.851,78 | 4% | 45.709,13 | 3.670,03 | 9% |
| Ετήσια Απόδοση Εταιρείας (EBITDA) | | 60.824.000 | 21.826.000 | 56% | 38.998.000 | -46.486.000 | -54% | 85.484.000 | 142.599.700 | -250% | -57.115.700 | -164.732.863 | -153% | 107.617.163 | 6.912.511 | 7% |
| Προσαρμοσμένη Απόδοση Εταιρείας (Adjusted EBITDA) | | 63.609.000 | 21.987.000 | 53% | 41.622.000 | | | | | | 100.385.000 | -7.232.163 | -7% | 107.617.163 | | |
| * σημειώνεται ότι ο μέσος όρος ετήσιων αποδοχών εργαζομένων περιλαμβάνει και λοιπές παροχές προσωπικού σύμφωνα με τα ΔΠΧΑ | | | | | | | | | | | | | | | | |
| * το προσαρμοσμένο EBITDA έτους 2020 υπολογίζεται μετά την αφαίρεση της έκτακτης επιβάρυνσης της πρόβλεψης του αδιύλιστου νερού στο πλαίσιο της οριστικής τακτοποίησης του πημήματος για την περίοδο 2013-2020 | | | | | | | | | | | | | | | | |
| * Στο Σύνολο Ετήσιων Αποδοχών και Παροχών περιλαμβάνονται οι εργοδοτικές εισφορές | | | | | | | | | | | | | | | | |
| * Η ετήσια διαφορά ετών 2020-2019 προκύπτει από την ανάληψη των καθηκόντων του νέου Διοικητικού Συμβουλίου από το β' εξάμηνο έτους 2019. | | | | | | | | | | | | | | | | |

- The fees of the members of the Board of Directors calculated in the total amounts do not include fees for dependent work that do not relate to their capacity as members of the Board of Directors, any other benefits in kind, as well as extraordinary amounts that may have arisen during the total time period presented.
- For the calculation of the annual change (%), the amounts have not been adjusted on an annualized basis. The figures shown in the table refer to the Company on an individual basis.
- The remuneration includes the regular remuneration paid to the full-time employees who worked in the years in question, excluding the members of the Board of Directors. In the total number of employees, employees who were not employed for a full year are calculated proportionally.

11. Information on shareholder voting

According to Article 112 par. 3 of Law 4548/2018, shareholders have an advisory vote on the Report.

Furthermore, according to the same paragraph above, the Board of Directors must explain in the next Remuneration Report (i.e. the Remuneration Report for the year 2024), the way in which the result of the vote on this Report was taken into account at the AGM of 11 /07/2024.

12. Disclosures

After the AGM and subject to Article 112 par. 5 of Law 4548/2018, the approved Report is immediately available on the Company's website, free of charge, for a period of ten (10) years, in accordance with Article 112 par. 4 of Law 4548/2018. Furthermore, according to the applicable legal framework, any retention of the Report for a period of more than ten years is allowed, provided that the Report no longer contains personal data for the members of the Board of Directors.

The Chairman of the Remuneration and Nominations Committee

The Members of the Commission