

APPENDIX A



Remuneration Report for the year 2022 in accordance with the provisions of article 112 of Law 4548/2018

Financial Year 2022

Περιεχόμενα

1. Introduction	3
2. Significant Achievements and Main Developments of the year 2022	4
2.1. Significant events of the financial year 2022	4
3. Purpose and Scope	8
4. Report Governance	9
5. Total Remuneration of the BoD Members	10
5.1. Remuneration of the BoD Members during 2022	11
5.2. Remuneration of the BoD Members from companies of the EYDAP Group during 2022	13
6. Remuneration of BoD Members based on shares	14
7. Compliance with the Remuneration Policy of the BoD Members of EYDAP	15
8. Variable Remuneration - Use of the possibility of recovering variable remuneration	17
9. Deviation from the implementation of the Remuneration Policy of the BoD Members of EYDAP	18
10. Comparative information of remuneration change and performance of EYDAP	19
11. Information on the shareholders' vote	21
12. Publications	22

1. Introduction

- Applicable legislative and regulatory framework

According to Article 9b of Directive (EU) 2017/828 of the European Parliament and the Council of May 17th, 2017, on the amendment of directive 2007/36/EK regarding the encouragement of the long-term active participation of the shareholders, as it has been embodied in the Greek legal order with Article 112 of the Law 4548/2018 on Société Anonyme, the companies with stock inserted in the regulated market are obligated, amongst other things, to compile a Remuneration Report, which should contain a full overview of the remuneration of each member of the Board of Directors (hereafter referred to as 'BoD'), including newly hired and old Members of the BoD of the last financial year, according to the Article 110 of the Law 4548/2018 on Remuneration Policy.

The Remuneration Report should be subject for discussion on the Ordinary General Meeting of Shareholders (hereafter referred to as 'OGM') as an issue of the daily agenda and shareholders have an advisory vote on it.

It is noted that the 2021 Remuneration Report, which was submitted for discussion at the OGM (date of the Regular General Meeting of shareholders year 2022), received the approval of 99.89% of the votes represented. This fact of almost universal acceptance was taken into account by the BoD for the preparation of the present in terms of form and content.

In this context, the BoD of EYDAP, following the proposal of the Remunerations and Nominations Committee, submitted the present Remuneration Report on the OGM of Shareholders that will take place on 1-9-2023.

The Remuneration Policy of the Members of the BoD of EYDAP, was approved by the OGM of Shareholders that took place on 26-06-2020. The present Report has been prepared in compliance with the Remuneration Policy, as revised and approved by the Shareholders' General Meeting of 25/06/2021, and taking into account the Company's legislative and regulative framework, especially the following:

- Law 4548/2018 "Reformation of the common law on Société Anonyme".
- The provisions of the Article of Associations, of the "Corporate Governance Code/ Internal Operating Regulations" of the Company, as well as the terms of the relevant Corporate Collective Bargaining Agreements.

Information on the remuneration of each BoD member during the last five (5) years are presented in the Reports of the BoD included on the relevant Annual Financial Statements of the Company, which 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. Significant Achievements and Main Developments of the year 2022

- Financial results of EYDAP
- Income Statement for the Financial Year ended on 31st December 2022 & 2021

<i>Amounts in k Euro</i>	NOTES	GROUP		COMPANY	
		31.12.2022	31.12.2021	31.12.2022	31.12.2021
Turnover	5	343.493	360.764	343.377	360.753
Cost of sales	6	(221.929)	(203.835)	(221.929)	(203.835)
Gross Profit		121.564	156.929	121.548	156.918
Other Operating Income	5	3.105	5.065	3.105	5.065
Administration Expenses	6	(78.325)	(73.130)	(78.281)	(73.089)
Distribution and Selling Expenses	6	(39.332)	(36.945)	(39.332)	(36.945)
Other Expenses	9	(10.627)	(1.906)	(10.627)	(1.906)
Impairment of Financial Assets	23	3.703	(3.733)	3.703	3.733
Operating Profit		89	46.280	117	46.310
Financial Income	10	13.264	15.134	13.264	15.133
Financial Expenses	11	(2.743)	(2.032)	(2.743)	(2.032)
Profit before Taxes		10.610	59.382	10.638	59.411
Income Tax	12	(5.594)	(28.734)	(5.594)	(28.734)
Profit/(Loss) after tax		5.016	30.648	5.044	30.677
Profit/(Loss) per share (in Euro)	13	0,05	0,29		
Proposed dividend (in Euro)				0,02	0,28

Source «p. 155 Annual Financial Report 2022»

2.1. Significant events of the financial year 2022

EYDAP – Greek State Agreement

The Extraordinary Shareholders' General Meeting of EYDAP held on December 24, 2021, ratified, with a percentage of positive votes of 99.96%, the decision of the BoD for the signing of the contract with the Greek State in which the conditions for the renewal of the exclusive right of water supply and sewerage services provision granted to EYDAP are determined until 31.12.2040, as well as for the signing of the contract for the operation and maintenance of the External Water Supply System (E.W.S.S.) for three (3) years. With the ratification of the agreement between EYDAP and the Greek State, the sale price of the raw water from the Greek State to EYDAP, for the next 20 years, is

determined at a price approximately 40% lower than the previous one that was valid for the period 2004 - 2013

Setting a fair and reasonable price for the untreated water for the next 20 years is a key factor for the Company's business plan and now provides a stable pricing environment for its consumers and a clear picture for investors who want to support the Company in its challenging investment plan and transformation. The possibility given to EYDAP, in accordance with the Joint Ministerial Decision 352462, Government Gazette 5830/14.12.2021 to recover the amount of €157,2 million paid within the period of validity of the agreement of the Article 114, Law 4812/2021 as operating costs that are part of its financial cost, under the terms of Articles 4 and 9 of the Joint Ministerial Decision 135275/22.05.2017 (B 1751) of the Ministers of Interior, Economy and Development and Finance, contributes to a further positive assessment of the Company's performance.

The determination of a fair and reasonable price for raw water for the next twenty years is a decisive factor for the Company's business plan and now provides a stable pricing environment for its consumers, but also a clear picture for investors who want to support the company in its demanding investment plan and its transformation. The possibility provided to EYDAP according to JMD 352462, Official Gazette 5830/14.12.2021 to recover the payable amount of €157.2m. within the period of validity of the contract of article 114 of Law 4812/2021 as an operating cost that is part of its financial cost in accordance with the terms of articles 4 and 9 of the joint ministerial decision of the Ministers of Interior, Economy and Development and Finance 135275/22.5.2017 (B' 1751) contributes to the further positive evaluation of the Company's progress.

On February 2, 2022, with the signing of the two contracts, a long-standing pending situation was definitely closed, which now allows the Company long-term visibility and gives it the flexibility to implement its demanding strategic plan, to the benefit of all parties involved. This essentially means the possibility of rationalizing operational costs, speeding up the implementation of the investment program, improving the services provided, expanding the activities and the customer base, participating in activities outside the area of competence if legislative regulations are implemented and an overall positive future path for EYDAP.

All relevant documents (draft contracts, opinion letters, JMD) are posted on the corporate website www.eydap.gr.

State Council decisions

On February 4, 2022, the nos. 190-1/2022 decisions of the Plenary Session of the Council of State were published, by which, the transfer of the majority of the share capital of EYDAP and EYATH to the "Growthfund", by Law 4389/2016, was deemed unconstitutional. The "Growthfund" holds direct voting rights for 50,003% of the share capital of EYDAP and indirect voting rights for 11,33% of the share capital through TAIPED.

On July 30, Law 4964/2022 was published (Articles 114 & 115) which includes the special arrangements for EYDAP and EYATH, among which it is stipulated that the shares of the companies remain in the possession of "Growthfund" with increased public supervision.

On December 28, 2022, the 4th Department of the Council of State, with its decision 2519/2022, unanimously annulled, in its entirety, decision no. 135275/19.05.2017 of the inter-ministerial water committee on water pricing rules, contrary to Directive 2000/60 and the relevant national legislation (n. 3199/2003 and p.d. 51/2007).

On March 20, 2023, the 7 & 8/2023 decisions of the Tripartite Compliance Council of the Council of State were published, by which the CoS ruled that the executive and legislative power, with articles 114 and 115 of Law 4964/2022, did not comply with the decisions of the General Assembly 190 & 191/2022, by which the transfer of the shares of EYDAP and EYATH from the State to the Growthfund was ruled unconstitutional. Subsequently, the CoS orders the Ministry of Finance to take all the necessary actions, within eight months at the latest, in order to return the shares of EYDAP and EYATH to the State.

EYDAP has not yet received any notification from its main Shareholder regarding the transfer of the majority of its share capital. The Company's expectation is that the relevant compliance will take place before the Annual Ordinary General Meeting of Shareholders.

Strategy Implementation

Regarding **security**, which is the core of our strategy during 2022, the following was done:

- Functional upgrade of BCC customer system, the document handling system, the Geographic Information Systems GIS, etc. - actions that protect and strengthen the safety of the production operation.
- Development of new applications for corporate compliance in Electronic invoicing, payment with a unique RFID code.
- Re-certification of the Quality Management System of the Internal Audit Department according to ISO 9001:2015.
- Compliance with GDPR without complaints and fines.

Regarding **efficiency**:

- The Operation and Maintenance Contract of the Psittalia WWTP was signed with a discount of 35.5% and investments that will lead to a gradual energy reduction of at least 36%, over a period of three years.
- The replacement of the largest number of aging Water Supply Networks in the last 15 years was implemented.
- New Revenue and Claims Management Policy
- Complete upgrade of the corporate website www.eydap.gr by incorporating modern technologies such as AI Chatbot and other electronic services for the convenience of customers.
- Formation of a Systemic Methodology of Public Contracts Awarding Procedures.

- Processing of a huge volume of procurement and project contracts, unique for the Greek data from a single entity (third parties after the Ministry of Infrastructure and the Ministry of Defence)
- Successful outcome of all the important courts of the year which reduced our forecasts by 7-8 million Euros .

In order to offer added value to society and shareholders, for the **development** of the Company in 2022:

- The water supply of Aegina has been completed through the water supply pipeline built by the Region of Attica.
- Doubling of executed projects/investments from 15 million euros to 30 million euros.
- Signing of a memorandum of cooperation with Elliniko S.A. for the water supply and integrated drainage of the Metropolitan Pole of Hellinikon.
- Signing of a memorandum of cooperation with the water supply and sewerage agencies and the Ministry of Environment of Cyprus.
- Increase of EYDAP's extroversion in innovation: Within 2022 the European Programs (Horizon, Research-Innovation, UIA) in which EYDAP participates increased to 10 from 7 in 2021, the largest number in recent years.
- increase the Company's networking with innovation bodies in Greece and internationally

3. Purpose and Scope

The present Report contains information required in accordance with Article 112 of Law 4548 and the Greek Corporate Governance Code, aiming specifically at the following:

- To provide increased corporate transparency and to facilitate better supervision by shareholders on the remuneration of BoD Members.
- To provide the opportunity, through the comprehensive review of the remuneration of the BoD Members, to assess the remuneration levels of the BoD Members and the way in which the Company implements its Remuneration Policy of the BoD Members, as approved by the Shareholders OGM on 25/06/2021.

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

- Total Remuneration of the BoD Members
- Fees of the BoD Members based on shares
- Compliance with the Remuneration Policy of the Members of the BoD of EYDAP
- Use of the right to recover variable remuneration
- Deviation from the implementation of the Remuneration Policy of EYDAP BoD Members
- Comparative information of remuneration change and performance of EYDAP
- Information about the shareholders' vote

4. Report Governance

- Competent bodies

This Report is submitted for discussion and advisory vote to the OGM of the Company's Shareholders, upon a proposal of the Company's BoD, following a proposal by the Remuneration and Nominations Committee. During the fulfilment of its duties, the Remuneration and Nominations Committee may cooperate with other Committees of the BoD, if this is deemed necessary. Prior to its submission to the OGM, the Remuneration Report of the BoD Members is subject to an 'Assurance Report' of the Company's regular auditor, in accordance with Article 112 par. 4 of Law 4548/2018.

The Legal Services Division of EYDAP assists the BoD and the Remuneration and Nominations Committee in the preparation of the Report. For this purpose, the Legal Services Division of EYDAP cooperates with other departments of the Company, such as those responsible for payroll and financial services.

5. Total Remuneration of the BoD Members

- Composition of the BoD during 2022

The BoD consists of:

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

According to article 197A of Law 4389/2016, as amended by the Law 4964/2022 and in force, the Members of the BoD of EYDAP elected in accordance with the above par.c, are suggested by the "Growthfund" subject to prior OGM approval of the only shareholder which is the GREEK PUBLIC SECTOR.

Following their election, shall act within the framework of Article 5, par. 5 and Article 21, par. 3 of the Greek Constitution for the continuous provision of high quality water supply and sewerage services to the community.

According to the decision of the General Meeting of Shareholders of 26.6.2019, the BoD of EYDAP consists of 13 Members, while according to the decision of the General Meeting of Shareholders of 26.6.2020, the term of office of the BoD Members is four years and is automatically extended until the end of the term within of which the next OGM 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.

This BoD has emerged from the Special Meeting of Minority Shareholders (11-6-2018), the employee elections in June 2022, the 37th General Meeting (26-06-2019) and the Extraordinary General Meeting (15-5-2020). Especially:

Messrs. Theodora Varvarigou, Charalambos Sachinis, Anastasios Tosios, Aikaterini Beritsi, Alexandros Nasoufis, Angelos Amditis, Michail Stavroulakis and Dimitrios Konstantakopoulos were elected by the OGM on June 26th, 2019, by the majority Shareholders 'GROWTHFUND' and 'HELLENIC REPUBLIC ASSET DEVELOPMENT FUND S.A.'.

Messrs. Christos Mistriotis and Panagiotis Skoularikis have been elected by the Special General Meeting of Minority Shareholders of EYDAP S.A. (June 11th , 2018) with a term ending on June 11th, 2023, while Messrs. Emmanouil Aggelakis and Georgios Alexandrakis are representatives of the employees of EYDAP with a term ending on 24-06-2026.

Mr. Christos Karaplis was elected by the Extraordinary General Meeting of the shareholders of 15.5.2020, following the proposal of the Minister of Finance to the majority Shareholder "Growthfund" in accordance with subsection b of paragraph 4 of article 197 of Law 4389/2016, in replacement of the revoked Member Mr. Alexandros Pouliasis and for the remainder of his term.

The composition of the Board of Directors on **31.12.2022** as well as the status of each member as executive, non-executive or independent are reflected as follows:

Theodora Varvarigou, Chairman of the Board - Non-Executive Member. Start of term: 26/06/2019, end of term: 28/06/2023

Charalambos Sachinis, Chief Executive Officer - Executive Member. Start of term: 26/06/2019, end of term: 28/06/2023

Anastasios Tosios, Deputy Chief Executive Officer - Executive Member. Start of term: 26/06/2019, end of term: 28/06/2023

Aikaterini Beritsi, Independent, Non-Executive Member. Start of term: 26/06/2019, end of term: 28/06/2023

Alexandros Nasoufis, Independent, Non-Executive Member. Start of term: 26/06/2019, end of term: 28/06/2023

Michail Stavroulakis, Independent, Non-Executive Member. Start of term: 26/06/2019, end of term: 28/06/2023

Angelos Amditis, Independent, Non-Executive Member. Start of term: 26/06/2019, end of term: 28/06/2023

Dimitrios Konstantakopoulos, Non-Executive Member. Start of term: 26/06/2019, end of term: 28/06/2023

Christos Karaplis, Non-Executive Member. Start of term: 15/05/2020, end of term: 28/06/2023

Christos Mistriotis, Non-Executive Member. Start of term: 28/06/2018 end of term: 11/06/2023

Panagiotis Skoularikis, Non-Executive Member. Start of term: 28/06/2018 end of term: 11/06/2023

Emmanouil Angelakis, Non-Executive Member. Start of term: June 2022, end of term: 24/06/2026

George Alexandrakis, Non-Executive Member. Start of term: June 2022, end of term: 24/06/2026

5.1. Remuneration of the BoD Members during 2022

The table below shows the total remuneration of each individual BoD member in 2022, with analysis of their individual components, according to Article 112 par. 2(a) of Law 4548/2018, compared to the total of the remuneration paid to them (where applicable) in 2021. The additional remuneration of Members participating in committees under the Greek Corporate Governance Code is also included separately.

Furthermore, the BoD Members did not receive any remuneration within the meaning of Article 109 par2 of Law 4548/2018, i.e. remuneration consisting of participation in the profits of the financial year.

Remuneration Report of the BoD Members of EYDAP S.A. 2022

Name of member of the BoD	Use	Fixed Fees			Variable fees	Employer Contributions	Total Earnings	Ratio Fixed and Variable Fees
		Annual Basic Fees	Fees for participation in Committees	Benefits				
Panagiotis Skoularikis Non-Executive Member	2022 2021	0,00 0,00	22.335,50 22.635,50	0,00 0,00		4.687,54 4.782,93	27.023,04 27.418,43	100%/0% 100%/0%
Theodora Varvarigou Chairman of the Board Non-executive Member	2022 2021	57.000,00 57.000,00	25.775,94 23.435,50	4.465,95 4.586,45		13.513,87 13.634,69	100.755,76 98.656,64	100%/0% 100%/0%
Charalambos Sachinis CEO Executive Member	2022 2021	128.000,00 128.000,00	17.624,14 15.497,18	11.849,37 11.489,05	21.333,33 30.933,33	11.845,70 11.863,20	190.652,54 197.782,77	85%/15% 85%/15%
Anastasios Tosios Deputy CEO Executive Member	2022 2021	90.000,00 90.000,00	14.883,70 14.583,70	10.807,62 8.775,56	15.000,00 21.750,00	11.845,70 11.863,20	142.537,02 146.972,46	85%/15% 85%/15%
Aikaterini Beritsi Independent, Non-Executive Member	2022 2021	0,00 0,00	29.162,46 29.005,72	0,00 0,00		6.120,30 6.128,96	35.282,76 35.134,68	100%/0% 100%/0%
Alexandros Nasoufis Independent, Non-Executive Member	2022 2021	0,00 0,00	21.735,50 19.138,32	0,00 0,00		4.563,79 4.043,97	26.299,29 23.182,29	100%/0% 100%/0%
Michail Stavroulakis Independent, Non-Executive Member	2022 2021	0,00 0,00	26.262,46 26.105,72	0,00 0,00		5.511,64 5.516,15	31.774,10 31.621,87	100%/0% 100%/0%
Christos Mistriotis Non-Executive Member	2022 2021	0,00 0,00	17.838,32 14.897,88	0,00 0,00		3.746,37 3.147,96	21.584,69 18.045,84	100%/0% 100%/0%
Alexandros Pouliasis Non-Executive Member	2022 2021	0,00 0,00	0,00 0,00	0,00 0,00		0,00 0,00	0,00 0,00	100%/0% 100%/0%
Dimitrios Konstantakopoulos Non-Executive Member	2022 2021	0,00 0,00	13.656,39 2.897,88	0,00 0,00		2.866,97 612,36	16.523,36 3.510,24	100%/0% 100%/0%
Angelos Amditis Non-Executive Member	2022 2021	0,00 0,00	22.795,28 18.665,06	0,00 0,00		4.787,13 3.943,97	27.582,41 22.609,03	100%/0% 100%/0%
Christos Karaplis Non-Executive Member	2022 2021	0,00 0,00	21.708,54 21.865,28	0,00 0,00		4.555,45 4.620,14	26.263,99 26.485,42	100%/0% 100%/0%
Emmanouil Aggelakis Non-Executive Member	2022 2021	0,00 0,00	14.897,88 14.897,88	0,00 0,00		2.448,38 2.470,08	17.346,26 17.367,96	100%/0% 100%/0%
George Alexandrakis Non-Executive Member	2022 2021	0,00 0,00	14.897,88 14.897,88	0,00 0,00		2.448,38 2.470,08	17.346,26 17.367,96	100%/0% 100%/0%

**It only concerns Executive Members of the Board in their capacity. VAT is not included.*

5.2. Remuneration of the BoD Members from companies of the EYDAP Group during 2022

During 2022, no Member of the Company's Board of Directors received remuneration from EYDAP Group companies.

6. Remuneration of BoD Members based on shares

During 2022, no remuneration based on shares was given to the BoD Members of EYDAP. Active share distribution programs in the form of stock option did not exist, as a result, no relevant rights were exercised by the BoD Members of the Company.

7. Compliance with the Remuneration Policy of the BoD Members of EYDAP

The total remuneration received by the Members of the BoD of EYDAP during 2022, as described above, is in compliance with the Remuneration Policy of BoD Members of EYDAP, approved by the General Meeting of Shareholders of 25-06-2021.

The remunerations paid to EYDAP's BoD Members during 2022 are in accordance with the remunerations determined by the Company's OGM, following the proposal of the Board of Directors. The Chairman of the Board and the Executive Members did not appear or participate in the meetings of the Board Committees during which their remunerations were discussed and decided.

The remuneration proposal took into account:

- The factors mentioned in the Remuneration Policy of BoD Members of EYDAP as well as, inter alia, the general terms of employment and payroll applicable to EYDAP staff in total, pursuing assurance diligence taking into consideration the differences in responsibilities and the ability to influence of each position on the BoD. Remuneration arrangements were evaluated based on comparative data of similar companies.
- The applicable legal restrictions, as well as the relevant circulars of the Ministry of Finance or other competent supervisory authorities as well business entities, with regard to the upper limits of remuneration of the Chairman and the executive Members of the BoD.
- The result of the shareholder vote on the 2021 financial year Remuneration Report.

Finally, the remuneration of the Members of BoD was paid proportionally for as long as each Board member held the corresponding position.

According to the above, during 2022 the BoD Members of EYDAP received constant remuneration, structured as follows:

For Non-Executive Members:

- **Basic Remuneration of a BoD Member:** annual fixed amount of money for participation as member of the BoD, which differed depending on the specific role of each Member, i.e., as BoD Chairman, or Member of the BoD.
- **Additional - of the basic - fee per Committee of BoD (Chairman/ Member):** annual fixed amount of money, which varied depending on their participation in BoD Committees, either as Chairs or Members, as well as the number of their participations in Committees. It is noted that the Chairmen of the Committees did not receive remuneration as Committees' Members. In particular, the structure of their remuneration included the basic remuneration of a BoD member, a fee for the participation per Board Committee. The annual fee of each member of the BoD was determined on the basis of the basic remuneration of a BoD member, plus any further annual Remuneration for the participation as a member or Chairman of the BoD Committees.

- Benefits and expenses as mentioned in Section 5.1. above, were covered by the Company in compliance with the Remuneration Policy of the BoD Members of EYDAP and in accordance with regular market practice.

For the 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. This element of remuneration was not subject to performance measurements and was determined by the Remuneration Committee within the limits approved by the Shareholders' OGM.
- The Executive Members of the BoD received additional remuneration for their participation in the Boards of Directors as well as in the BoD Committees.
- Benefits and expenses were covered by the Company in compliance with the Remuneration Policy of the BoD Members of EYDAP and in accordance with regular market practice.

8. Variable Remuneration - Use of the possibility of recovering variable remuneration

During 2022, variable remuneration was paid to executive BoD Members, following the 21548/05.07.2023 decision of the Board of Directors. The variable remuneration concerns the achievement of the strategic goal which was the amelioration of ESG scoring of the Company by one grade and were configured for the CEO to the amount of €21.333,33, and for the Deputy CEO to the amount of €15.000,00, in a total amount of €36.333,33.

The right to recover variable remuneration was not exercised for the variable remuneration paid during 2021 to the executive BoD Members.

Contracts of BoD Members

During 2022, the Company maintained contracts for the provision of independent services with Executive Members of the BoD, which have the same duration as the term of BoD (i.e., until the OGM of the 2023), with the possibility of extension provided that the term of BoD is similarly extended.

9. Deviation from the implementation of the Remuneration Policy of the BoD Members of EYDAP

During 2022, there was no deviation from the implementation of the Remuneration Policy of the BoD Members of EYDAP.

10. Comparative information of remuneration change and performance of EYDAP

According to the applicable framework, the Report should include information on the annual change in the remuneration of the Members of the BoD, the performance of the Company and the average salaries of full-time employees of the Company, except for the Members of the BoD, during the last five (5) financial years, with a joint presentation of these data, in order to facilitate the comparison of data from shareholders.

The table below lists the above comparative data.

Name	Position	Total Annual Remuneration and Benefits 2022	Annual Difference	Annual Difference (%)	Total Annual Remuneration and Benefits 2021	Annual Difference	Annual Difference (%)	Total Annual Remuneration and Benefits 2020	Annual Difference	Annual Difference (%)	Total Annual Remuneration and Benefits 2019	Annual Difference	Annual Difference (%)	Total Annual Remuneration and Benefits 2018	Annual Difference	Annual Difference (%)
Theodora Vavriagou	Chairman of the BoD	100.755,76	2.099,12	2%	98.656,64	2.041,16		96.615,48	54.831,85	131%	41.783,63	41.783,63				
	Non-Executive Member															
Charalambos Sachinis	Executive Member	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				
	Deputy CEO															
Anastasios Tosios	Executive Member	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				
Alkaterini Beritsi	Independent, Non-Executive Member	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				
Christos Karaplis	Independent, Non-Executive Member	26.263,99	-221,43	-1%	26.485,42	9.310,28	54%	17.175,14	17.175,14							
Alexandros Nasoulis	Independent, Non-Executive Member	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				
Michail Stavroulakis	Independent, Non-Executive Member	31.774,10	152,23	0%	31.621,87	304,69	1%	31.317,18	-709,46	-2%	32.026,64	-1.532,57	-0,05	33.559,21	16.091,62	0,92
Christos Misirotis	Non-Executive Member	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	-0,09	20.811,53	8793,61	0,73
Alexandros Pouliasis	Non-Executive Member	0,00	0,00	0%	0,00	-11.003,95	-100%	11.003,95	-17.052,17	-61%	28.056,12	-1.835,69	-0,06	29.891,81	12.804,72	0,75
Dimitrios Konstantakopoulos	Non-Executive Member	16.523,36	13.013,12	371%	3.510,24	0,00	0%	3.510,24	1.755,12	100%	1.755,12	1.755,12				
Angelos Andritis	Non-Executive Member	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				
Emmanouil Aggelakis	Non-Executive Member	17.346,26	-21,70	0%	17.367,96	0,00	0%	17.367,96	-931,43	-5%	18.299,39	-1.732,06	-0,09	20.031,45	8181,87	0,69
George Alexandralis	Non-Executive Member	17.346,26	-21,70	0%	17.367,96	0,00	0%	17.367,96	-931,43	-5%	18.299,39	-1.732,06	-0,09	20.031,45	11.849,6	1,45
Konstantinos Papadopoulos	Chairman of the BoD	0,00	0,00	0%	0,00	0,00		0,00	-47.366,72	-100%	47.366,72	-41.647,24	-0,47	89.013,96	11.859,23	0,15
Ioannis Benisis	Executive Member	0,00	0,00	0%	0,00	0,00		0,00	-48.511,70	-100%	48.511,70	-38.719,54	-0,44	87.231,24	10.076,51	0,13
Konstantinos Vavleidis	Executive Member	0,00	0,00	0%	0,00	0,00		0,00	-15.990,17	-100%	15.990,17	-8.824,87	-0,36	24.815,04	12.504	1,02
Panagiotis Skoularikis	Non-Executive Member	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	-0,09	20.811,53	8793,61	0,73
Ioannis Kardaras	Non-Executive Member	0,00	0,00	0%	0,00	0,00		0,00	-17.817,33	-100%	17.817,33	-12.074,48	-0,4	29.891,81	12.424,22	0,71
George Makrinos	Non-Executive Member	0,00	0,00	0%	0,00	0,00		0,00	-14.261,25	-100%	14.261,25	-6.550,28	-0,31	20.811,53	7.830,04	0,6
Nikolaos Saradis	Non-Executive Member	0,00	0,00	0%	0,00	0,00		0,00	-8.792,39	-100%	8.792,39	-11.432,90	-0,57	20.225,29	7.533,75	0,59
George Charalambakis	Non-Executive Member	0,00	0,00	0%	0,00	0,00		0,00	-14.273,73	-100%	14.273,73	-6.296,31	-0,31	20.570,04	6.775,99	0,49
Other members			0,00	0%											-3.885,59	
TOTAL		680.971,48	14.815,39	4,20	666.155,59	54.915,58	9%	611.240,01	156.695,07	34%	454.544,94	16.849,05	4%	437.695,89	132.133,18	43%
AVERAGE OF ANNUAL REMUNERATION OF EMPLOYEES (excluding non-executive members)		50.277,59	1.942,29	4%	48.285,30	724,39	2%	47.560,91	1.851,78	4%	45.709,13	3.670,03		42.039,10	891,22	2%
PERFORMANCE (EBITDA)		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%	100.704.651	11.893.936	13%
ADJUSTED COMPANY PERFORMANCE (Adjusted EBITDA)								100.385.000	-7.232.163	-7%	107.617.163					

* The adjusted EBITDA year 2020 is calculated after deducting the one-off charge for the provision of unconfined water as part of the final settlement of the section for the period 2013-2020

* The EBITDA of the years 2017-2018 has been adjusted to be in line with the year 2019. The difference lies in the recognition of the financial costs of the actuarial study from the operating results to the financial results of those years.

* Employer contributions are included in the Total Remuneration and Benefits

* The annual difference of years 2020-2019 results from the assumption of duties of the new BoD from the 2nd half of 2019.

1. The fees of the members of the BoD calculated in the total amounts do not include fees for dependent work not related to their capacity as members of the BoD, any other benefits in kind, as well as any extraordinary amounts that may have arisen during the total time period presented.
2. 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.
3. The remuneration includes regular remuneration paid to full-time employees who worked in the years in question, excluding the members of the BoD. In the total number of employees, employees who were not employed for a full year are calculated proportionally.

11. Information on the shareholders' vote

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

Furthermore, according to par. 3 of the same Article, the BoD must explain in the next Remuneration Report (i.e., in the Remuneration Report for 2023), the way in which the above result of the vote on this Report was taken into account during the OGM on 30-08-2022.

12. Publications

After the OGM and without prejudice to Article 112 par. 5 of Law 4548/2018, the approved Report becomes immediately available on the Company's website, free of charge, for a period of ten (10) years, according to Article 112 par. 4 of Law 4548/2018.

Furthermore, according to the applicable legal framework, any maintenance of the Report for more than a decade is allowed, provided that the Report no longer contains personal data for the BoD Members.

The Chairman of the Remuneration Committee

The Members of the Committee