SPECIAL REPORT ON GENDER BALANCE

PART A

1. Introduction – Company Information

This document is prepared and published by the company known as "Capital City Water Supply and Sewerage Company S.A." and trading as "EYDAP S.A." or "EYDAP" (hereinafter "the Company"), with Tax Identification Number 094079101 (Attica Tax Office) and GEMI No. 121578960000, in accordance with the provisions of Article 3C of Law 4706/2020, which was added by Article 7 of Law 5178/2025 as well as in accordance with the letter dated September 8, 2025, ref. no. 12678, from the General
Secretariat for Equality and Human Rights of the Ministry of Cohesion and Family.

The Company is active in the water treatment and supply sector, as well as in the provision of sewerage and wastewater treatment services, operating under the supervision of the Ministry of Environment and Energy, while the provision of water and municipal waste management services is overseen by the Regulatory Authority for Waste, Energy, and Water (RAEW). The Company's total permanent staff currently stands at 2,185 people. For the fiscal year ending December 31, 2024, the Company's revenue amounted to €373.7 million, while its total assets amounted to €1,504.289 million.

PART B

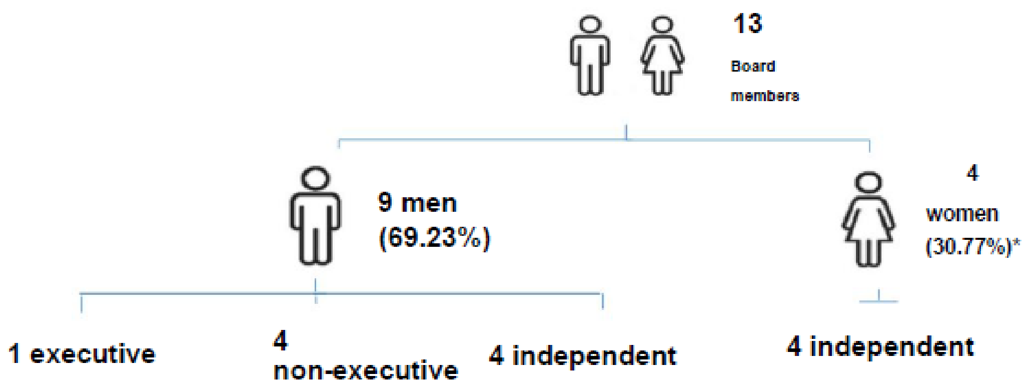
2. Composition of the Board of Directors (BoD) – Elements of balanced gender representation on the BoD.

According to article 11 of the Articles of Association of EYDAP S.A., the number of members of the Board of Directors is redundant and may not exceed thirteen (13) members or be less than seven (7) members. The General Meeting of Shareholders is competent to determine the number of members of the Board of Directors as well as to increase or decrease their number, always within the framework set by the Articles of Association and the Law.
According to the same above article, the Board of Directors consists of: a) two (2) representatives of the employees of the Company 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 specified in article 36 of the Articles of Association and c) representatives of the majority shareholder who are elected by the General Meeting in accordance with article 11 of the Articles of Association and the provisions of Law 4548/2018.

By virtue of a) the results of the elections held from 20.6.2022 to 24.6.2022 for the election of two (2) employee representatives, b) the voting results of the Special Meeting of minority shareholders, which took place on 9.6.2023 as well as c) pursuant to the Resolutions of the Ordinary General Meeting of Shareholders dated September 12, 2023, and July 16, 2025, and following the formation of the Board of Directors in accordance with the minutes dated July 23, 2025, with GEMI registration number 5456518, as evidenced by GEMI Announcement No. 3684986 dated August 5, 2025, the Board of Directors of EYDAP S.A., currently consists of thirteen (13) members, of which:

• nine (9) are men and four (4) are women,
• one (1) is executive (man), four (4) are non-executive (men) and eight (8) are independent non-executive (4 men and 4 women).



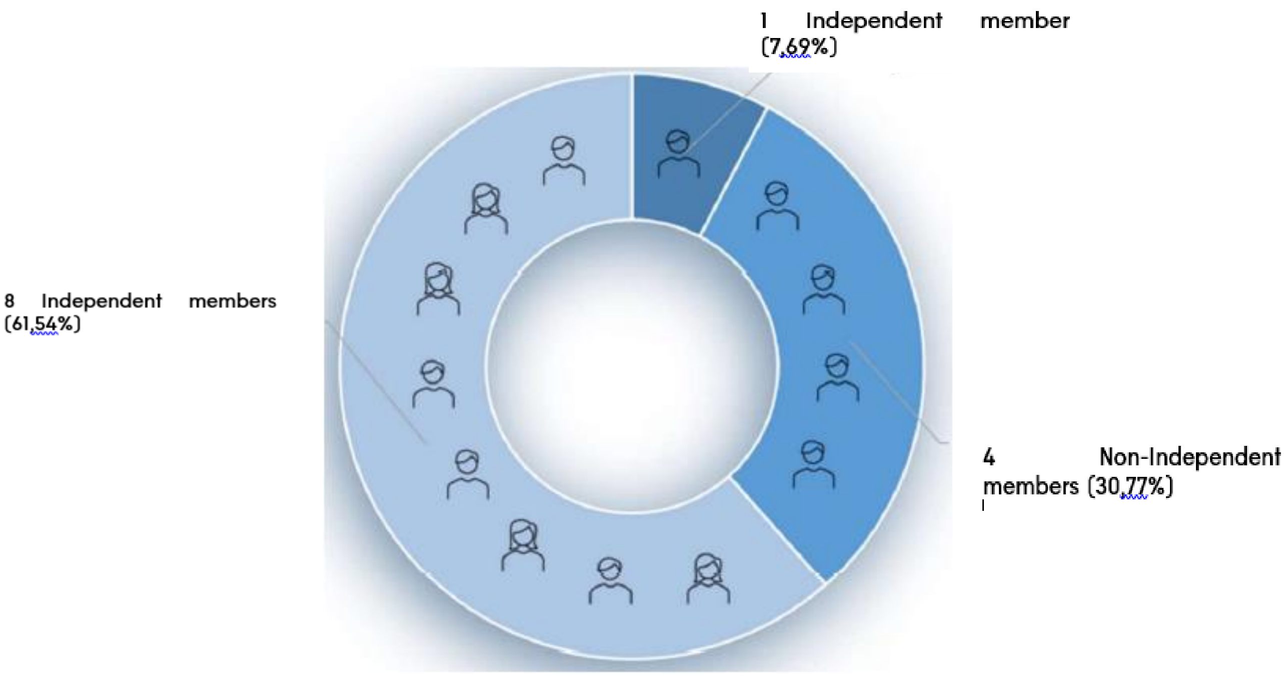
Graph 1

* Pursuant to Article 3A(3) of Law 4706/2020, which was introduced by Law 5178/2025 and takes effect on June 30, 2026, the representation of the underrepresented gender on the Board of Directors of EYDAP S.A., due to the company's size, must not be less than thirty-three percent (33%) of the total number of Board members, while, according to paragraph 5 of the same article, in the event of a fraction, the above percentage is rounded to the nearest whole number.

Currently, on the Company's 13-member Board of Directors, the 33% quota corresponds to 4.29 members of the underrepresented gender, namely women. As a result, the Company already complies with the quantitative representation target set by Article 3A(3) of Law 4706/2020 due to rounding to the nearest whole number (4.29 4). Furthermore, the composition of the current Board of Directors meets the requirement of Article 5(2) of Law 4706/2020 regarding the adequate representation of independent non-executive members at a percentage not less than one-third of the total number of Board members.

At the same time, the Company's Board of Directors possesses the necessary diversity in terms of education, skills, and experience, as evidenced by the information presented in the published Corporate Governance Statement of the Annual Management Report of the Board of Directors of EYDAP S.A. for the fiscal year 2024.

Lastly, it should be noted that since the Board of Directors of EYDAP S.A. has only one (1) executive member, the requirement of paragraph 4 of Article 3A of Law 4706/2020 does not apply.



Graph 2

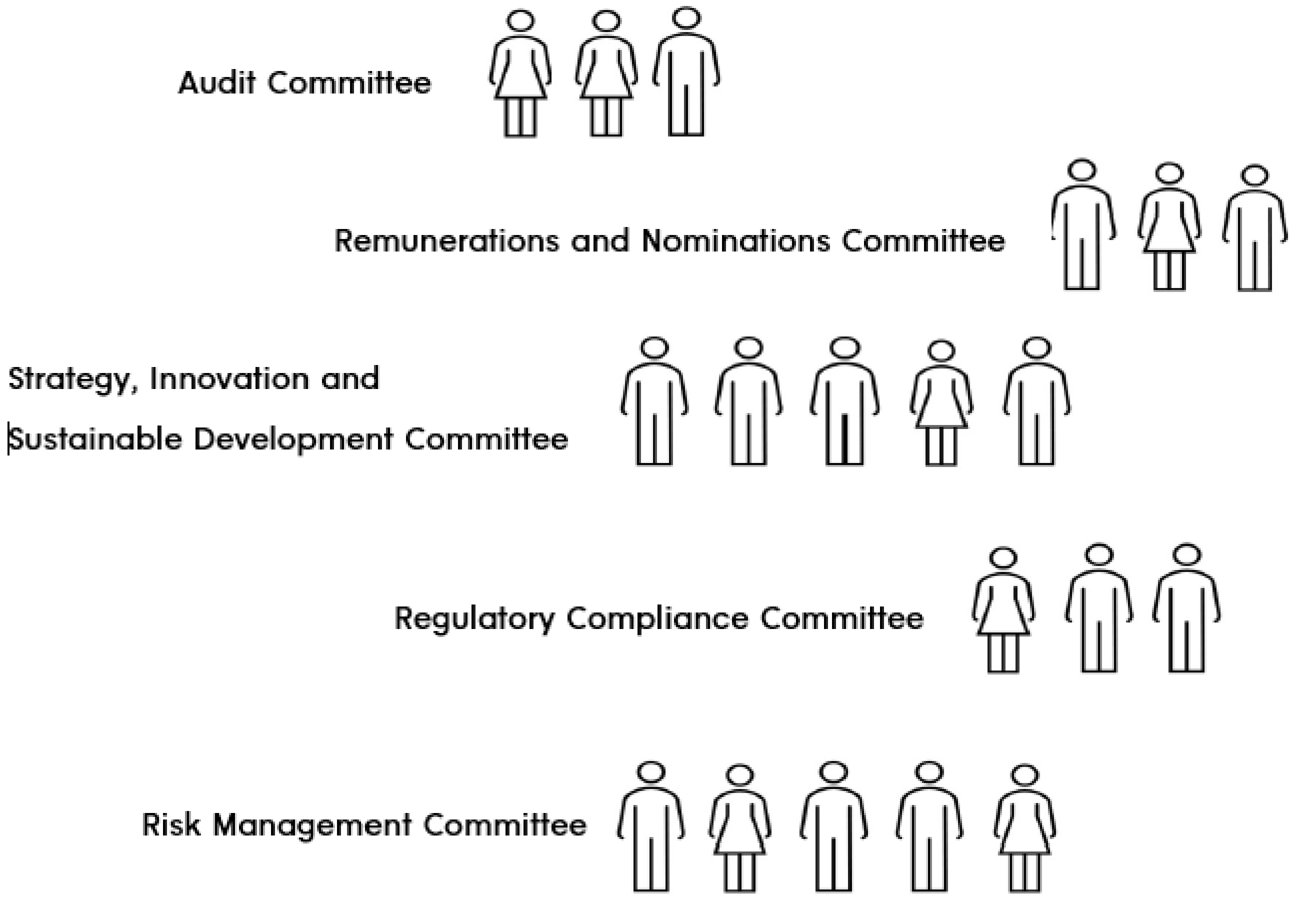
	Total members	Male members	Female members	Percentage of members of the underrepresented gender
Board of Directors members	13	9	4	30.77% *
Executive members	1	1	0	0%
Non-executive	4	4	0	0%
members Independent non-executive members	8	4	4	50%

Table 1

*As mentioned above, on the 13-member Board of Directors of EYDAP S.A., the 33% quota required by law corresponds to 4.29 members of the underrepresented gender, or 4 individuals due to rounding to the nearest whole number. Consequently, the current representation of 4 members of the underrepresented gender on the Board of Directors of EYDAP S.A. (i.e., a percentage of 30.77%) meets the minimum requirement of Law 4706/2020.

3. Composition of Board Committees

In addition to serving on the Board of Directors, EYDAP S.A. encourages women who are Board members to assume key management positions through their participation in the five (5) committees that support the operations of the Board of Directors. It is noteworthy that the Chairs of the Audit and Regulatory Compliance Committees are women, and that the members of the Audit Committee are predominantly women.



PART C

4. Measures to improve gender balance on the Board of Directors.

EYDAP S.A. is committed to ensuring that the process of searching for members of the Board of Directors and senior management is carried out with merit-based and objective criteria based on value, skills, ethics and experience, while ensuring that genders have equal opportunities and that there is no wage inequality.
However, the aim for the Company is not the formal representation of women as an underrepresented gender, but the substantial presence of suitable women who, thanks to their personality, abilities and ideas, have the ability to influence decision-making in a world that requires flexibility and adaptability.
To this end, the Board of Directors of EYDAP S.A., following a relevant proposal by the Compensation and Nominating Committee, recommended to the 43rd Ordinary General Meeting of Shareholders, which took place on July 16, 2025, the revision of the Nomination Policy for members of the Board of Directors of EYDAP S.A. in order to bring it into line with the amendments made to Law 4706/2020 following the enactment of Law 5178/2025. Despite the entry into force of the relevant provisions (Articles 3A(3), (4), and (5) and 3B of Law 4706/2020) on June 30, 2026, the above harmonization, effective as of this point in time, was assessed as best practice. For this reason, it was explicitly stipulated that the criteria and procedure for selecting board members, including the quota for balanced gender representation, must be established prior to the start of the selection process selection process and apply to all stages thereof, so that, in the event that the required quota is not met, it is ensured that among candidates who possess the same qualifications in terms of competence, skills, and professional performance, priority is given to the candidate of the underrepresented gender, unless exceptional and specifically justified reasons require the selection of the candidate of the other gender.

Given the unique nature and complexity of the system governing the election of the Board of Directors of EYDAP S.A., the Company intends to take steps to encourage and support the candidacy of underrepresented gender in each of the three procedures through which the members of the Board of Directors of EYDAP S.A. are elected (election by the majority shareholder, employee elections, and the Special Meeting of minority shareholders). In every case, the Remuneration and Nominations Committee, both in the context of submitting proposals for Board candidates and in the context of evaluating the suitability of all candidates for the Board of Directors, will place particular emphasis on the representation of the minority gender in order to ensure full compliance with Articles 3A and 3B of Law 4706/2020.

In the same vein, the Company has adopted and implemented a Diversity Policy which, among other things, reflects its commitment to ensuring balanced gender representation on the Board of Directors, as well as to ensuring equal treatment and equal opportunities between the sexes, including, for example, the training provided to members of the Board of Directors.

5. Presence of women at EYDAP S.A.

EYDAP S.A. is committed to remaining dedicated to its principles of not tolerating any form of discrimination or offensive behavior, nor any form of exclusion or unfair treatment based on gender.
Believing in the leadership capabilities of women, the Company recognizes that strengthening their participation at the senior and top levels of organization and management contributes decisively to the adoption of new approaches to the challenges it faces today and, by extension, to better decision-making.

Indicatively, at the end of the 2024 fiscal year:

- Of the 13 members of the Board of Directors, 4 are women,
- Of the 10 members of the Executive Committee, 7 are women,
- Of the Company's 8 General Directorates, 6 are headed by women,
- Of the 282 employees holding positions of responsibility, 159 are
- women (56.38%) and 123 are men (43.62%),
- Of the 148 employees in managerial positions, 83 are
- women (56.09%) and 65 (43.91%) are men.

The Chair of the Board of Directors of EYDAP