



**TRAINING POLICY OF MEMBERS OF EYDAP BOARD OF
DIRECTORS**

Responsible Unit
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A. INTRODUCTION

(1) The present Training Policy of the members of the Board of Directors (hereinafter "**the Policy**") of the society anonyme with the name "ATHENS WATER SUPPLY AND SEWERAGE CO S.A." and the distinctive title "EYDAP S.A" or "EYDAP" (hereinafter referred to as the "**Company**") concerns all members of the Board of Directors regardless of their capacity as executive, non-executive or independent non-executive members.

(2) The Policy has been prepared in line with the legal framework governing companies that have listed their shares on a regulated market, in particular:

a) Law 4548/2018

b) Law 4706/2020, in particular Article 14 Law 4706/2020 and

c) the relevant decisions and circulars of the Hellenic Capital Market Commission.

(3) In case of a conflict between the provisions of this Policy and the laws or regulations (compulsory law), the latter shall always apply.

(4) The Policy is part of the Company's Bylaws, and is interpreted and applied in accordance with the letter and the spirit of the provisions of the above laws and regulations.

(5) The purpose of training is the following:

a) Understanding of the Company's framework of operation, including the obligations arising from the company law and capital market law at national and European level,

b) Understanding the corporate structures, the specific legislation that governs the operation of the Company and the risks to which the Company is exposed,

c) Understanding the individual obligations of the members of the Board of Directors,

d) Understanding and realizing the need to comply with corporate governance rules,

e) Improving the skills and knowledge of the members of the Board of Directors of the Company for the benefit of the latter.

B. TRAINING OF MEMBERS OF BOARD OF DIRECTORS

(1) The training of the members of the Board of Directors is distinguished into:

(a) introductory education or training, which takes place before or after taking up the position, and

b) further training, which takes place during the term of the member.

(2) The new members of the Board of Directors of the Company are subject to introductory training that takes place no later than one month from taking up the position.

(3) The purpose of the introductory training is to provide the new member of the Board of Directors with the information he/she needs for the effective performance of his/her duties as soon as possible. To this end, the Company prepares an introductory training program, which has three main pillars:

a) understanding the nature of the Company and the sectors and markets in which it operates;

b) the mission and the duties, the roles and the responsibilities of the members of the Board of Directors according to their capacity as executive, non-executive and independent non-executive members;

c) understanding the purpose and the method of operation of the Company, as well as the stakeholder ecosystem.

(4) The introductory training program also includes a special section on the committees of the Board of Directors and, in particular, the Audit Committee and the Remuneration and Nominations Committee with emphasis on their role and responsibilities.

(5) During the introductory training, the new member of the Board of Directors is informed of all the relevant documentation (indicatively Company Articles of Association, Company Bylaws, Bylaws of the Committees of the Board of Directors, Policies, Codes and Procedures of the Board of Directors).

(6) In addition to the introductory training program, the members of the Board of Directors during their term attend training programs that relate to topics concerning their responsibilities, in order to be able to perform their duties in the best way possible.

(7) The further training program for the members of the Board of Directors is decided on an annual or two-year basis, depending on the needs of the Company, the needs of the Board of Directors as a whole or of individual members, and developments in markets and the legal framework, but also the findings of the evaluation reports of the Board of Directors. Responsible for the preparation of this training program is the Remuneration and Nominations Committee of the Company.

(8) The subject of the further training can indicatively cover the following:

a) Structure of the Company, legal environment of its operation,

b) Principles and Code of Corporate Governance,

c) Risk management, internal audit and regulatory compliance,

d) Financial and non-financial reporting,

e) Information technology and security,

g) The public utilities sector, water supply and management of water resources, sewerage and

wastewater management sector.

g) Strategic planning and innovation,

h) Market abuse (abuse of privileged information, market manipulation),

i) Transactions with related parties,

j) auditing, accounting and financial management;

k) Issues of sustainable development, environment, society and governance (sustainable finance, ESG) and their connection with the purpose and business strategy of the Company,

l) Institutional investors, proxy advisors and Stewardship codes,

m) Business strategy Business models and Human Resources strategy,

n) Coaching/ mentoring,

o) the impact of digital technology and IT systems on the

activities and sustainable strategy of the Company,

p) Best practices of Board of Directors operation,

q) Confidentiality and secrecy obligation.

(9) The subject of the training can be differentiated and/or shaped to meet the needs of the trainees, taking into account, inter alia, the results of the evaluation of the Board of Directors.

C. FORMS OF TRAINING - RESOURCES

(1) The training may be provided by any appropriate means and, in particular, take place in person or remotely, with modern or asynchronous teaching methods, individually or in groups, during working hours or beyond them, at the Company's headquarters or elsewhere.

(2) The decision on the organization of the training is taken by the General Directorate of Human Resources of the Company, in collaboration with the Remuneration and Nominations Committee.

(3) The persons providing the training must meet particularly high academic standards. In addition, the Company may outsource the training to recognized bodies, especially domestic or foreign Universities.

(4) The Company recognizes the importance of education and has the necessary means and resources for the implementation of this Policy.

D. IMPLEMENTATION, MONITORING AND AMENDMENT OF POLICY

(1) The Remuneration and Nominations Committee, the Internal Audit department, as well as organisational departments with a relevant function (e.g. Human Resources and/or Regulatory Compliance and/or Legal Service) must contribute effectively to the preparation of the Policy and the monitoring of its implementation.

(2) The Board of Directors, assisted by the Remuneration and Nominations Committee, monitors the implementation and effectiveness of the Policy and periodically evaluates it at regular intervals or when major events or changes take place. In order to monitor implementation of the Policy, any findings of the

Internal Audit Division and other competent Company Divisions are taken into consideration. Also, once a year or whenever it deems appropriate, the Remuneration and Nominations Committee is informed of the training program of the Company's executives.

(3) The Company amends the Policy and re-examines its design and implementation where appropriate, taking into account, among other things, the recommendations of the Remuneration and Nominations Committee and the Internal Audit Unit and any other external bodies.

(4) The policy is approved by the Board of Directors.