

APPENDIX A

BOARD OF DIRECTORS' REMUNERATION REPORT
(article 112 of Law 4548/2018)



2022 Remunerations Report
according to article 112 I. 4548/2018

Fiscal Year 2022

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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 prepare 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 2021 Remuneration Report, which was submitted for discussion at the AGM (date of the 2022 Ordinary General Meeting of shareholders) received the approval of 99.89% 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 September 6, 2023.

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 06/26/2020. 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 Meeting of 25/06/2021, and taking into account the legislative and regulatory framework to which the Company is subject, 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 which are 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 Important Achievements and Main Developments of the year 2022

- EYDAP financial results
- INCOME STATEMENT FOR THE YEAR ENDED DECEMBER 31, 2022 & 2021

<i>Amounts in thousands of Euros</i>	NOTE	GROUP		COMPANY	
		31.12.2022 2	31.12.2021	31.12.2022 2	31.12.2021
Operations' Circle	5	343,493	360,764	343,477	360,753
Cost of goods sold	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
Administrative expenses	6	(78,325)	(73,130)	(78,281)	(73,089)
Disposition operating 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	2 3	3,703	(3,733)	3,703	(3,733)
Operating Profits		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)
Profits / (Loss) before Taxes		10,610	59,382	10,638	59,411
Income tax	12	(5,594)	(28,734)	(5,594)	(28,734)
Profit / (Loss) after Taxes		5,016	30,648	5,044	30,677
Profit/(Loss) per share (in Euros)	13	0.05	0.29		
Proposed dividend (in Euros)				0.02	0.28

Source "Pg. 155 of the Annual Financial Report 2022"

2.1 2022 USE Highlights

EYDAP-Greek Government Agreement

On December 24, 2021, the Extraordinary General Meeting of the Shareholders of EYDAP was held which, with a percentage of positive votes of 99.96%, ratified the decision of the Board of Directors for the signing of the contract with the Greek State in which the conditions for the renewal of the exclusive right are determined provision of water supply and sewerage services granted to E.Y.D.A.P. S.A. until 31.12.2040 and for the signing of the contract for the operation and maintenance of the External Water Supply System (EPS) 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.

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 KYA352462, 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 definitively 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 operating 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 overall a positive future path for EYDAP.

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

Council of State decisions

On February 4, 2022, the nos. 190-1/2022 decisions of the Plenary Session of the Council of Ministers by which the transfer of the majority of the Share Capital of EYDAP SA and EYATH SA to the Hellenic Holdings and Property Company by law 4389/2016 was deemed unconstitutional. The Hellenic Holdings and Property Company 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 EESYP with increased public supervision.

On December 28, 2022, the 4th Department of the Council of Ministers, with its decision 2519/2022, unanimously annulled, in its entirety, decision No. 135275/19.05.2017 of the interministerial National Water Commission, on water pricing rules, as contrary to Directive 2000/60 and the relevant national legislation (law 3199/2003 et seq. 51/2007).

On March 20, 2023, the 7 & 8/2023 decisions of the Tripartite Compliance Council of the Council of State were published, with which the CoE ruled that the executive and legislative power, with articles 114 and 115 of Law 4964/2022, they 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 Superfund was ruled unconstitutional. Subsequently, the CoE 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 the main information systems, such as the BCC customer system , the document handling system, the GIS Geographical Information systems , 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 Psittaleia KEL 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.
- A new Revenue and Receivables Management Policy was implemented
- Completely upgraded corporate website www.eydap.gr by incorporating modern technologies such as AI Chatbot and other electronic services for the convenience of customers.
- A Systematic Methodology of Public Contracts Award Procedures was established.
- A particularly large volume of procurement and project contracts was processed, unique for 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.
- The volume of executed projects/investments doubled from 15 million euros to 30 million euros.

- A memorandum of cooperation was signed with Elliniko S.A. for the water supply and integrated drainage of the Metropolitan Pole of Hellinikon.
- A memorandum of cooperation was signed with the water supply and sewerage agencies and the Ministry of Environment of Cyprus.
- EYDAP's extroversion in innovation was strengthened: Within 2022 the European Programs (Horizon , Research-Innovate, UIA) in which EYDAP participates increased to 10 from 7 in 2021, the largest number in recent years.
- The company's networking with innovation bodies in Greece and internationally has increased.

3. Scope and implementation

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

in providing increased corporate transparency and in facilitating 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 approved by the General Meeting of Shareholders Shareholders of 25/06/2021.

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 bodies

This Report is submitted for discussion and advisory vote to the Company's Shareholders' General Meeting, following a proposal by the Company's Board of Directors, following a recommendation by 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 Meeting of Shareholders, 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 Legal Services Department 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 2022

The Board of Directors consists of:

- a) by two (2) representatives of the Company's employees who are elected (with their alternates) by direct and universal suffrage.
- b) by two (2) members representing the minority shareholders and elected in the manner defined in article 36 of the Articles of Association.
- c) by 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.

In accordance with article 197A of Law 4389/2016, as amended by Law 4964/2022 and in force, the members of the Company's Board of Directors who are elected in accordance with the above paragraph c, are proposed by the EESYP after prior approval by the General Meeting of the sole shareholder of the Hellenic State. Following their election, they act within the framework set by par. 5 of article 5 and par. 3 of article 21 of the Constitution for the continuous provision of high-level water supply and sewerage services to society as a whole.

According to the decision of the General Meeting of Shareholders of 26.6.2019, the Board of Directors 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 members of the Board of Directors is four years and is automatically extended until the end of the term within of which the next AGM 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 Board of Directors has emerged from the Special Meeting of the minority shareholders (11/6/2018), the employee elections of June 2022, the 37th ^{Ordinary} General Meeting (26/6/2019) and the Extraordinary General Meeting of 15.5. 2020. Particularly:

Messrs. Theodora Varvarigou, Charalambos Sahinis, Anastasios Tosios, Aikaterini Beritsi, Alexandros Nasoufis, Angelos Amditis, Michael Stavroulakis and Dimitris Konstantakopoulos were elected by the Ordinary General Assembly of June 26, 2019, by the majority Shareholders of "HELENIC HOLDINGS AND PROPERTY COMPANY" S.A." and "PUBLIC PROPERTY UTILIZATION FUND SA".

Messrs. Christos Mistriotis and Panagiotis Skoularikis have been elected by the Special Meeting of the Minority Shareholders of EYDAP SA. (June 11, 2018) with a term of office until June 11 · 2023, while

Messrs. Emmanuel Angelakis 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 "Hellenic Holdings and Property Company S.A." 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, President of the Board of Directors - Non-Executive Member Start of term: 26.06.2019 End of term: 28.06.2023

Charalambos Sahinis, CEO - Executive Member Start of term: 26.06.2019 End of term: 28.06.2023

Anastasios Tosios Deputy CEO-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

Michael 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

Dimitris 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 Skularikis Non-Executive Member, Start of term: 28.06.2018 End of term: 11.06.2023

Emmanuel Angelakis Non-Executive Member Start of term: June 2022 End of term: 24.06.2026

Georgios Alexandrakis Non-Executive Member Start of term: June 2022 End of term: 24.06.2026

5.1. Remuneration of the Board Members in the year 2022

The table below includes the total remuneration of each individual Member of the Board of Directors in 2022, 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 in these (where applicable) in 2021. The additional remunerations of the members of the Board of Directors who participate in committees in accordance with the Greek Corporate Governance Code are 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.

Remuneration Report of the Members of the Board of Directors of EYDAP SA 2022

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

**Applies only to Executive Members of the Board in their capacity. VAT is not included.*

5.2 Remuneration of the Board Members from EYDAP Group companies in 2022

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

6. Board Members' remuneration based on shares

During 2022, 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 2022, as described above, is in compliance with the Remuneration Policy of the Members of the Board of Directors of EYDAP approved by the General Meeting of Shareholders of 06/25/2021.

The remunerations paid to the Members of the Board of Directors of EYDAP during 2022 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 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 referred to in the Remuneration Policy of the Board Members of EYDAP such as, among others, the general conditions of employment and payroll that apply to all EYDAP staff, seeking to ensure consistency, while also taking into account the differences in terms of responsibilities and the ability to influence each position on the Board. Remuneration arrangements were assessed against peer business benchmarks.
- the applicable legislative restrictions, as well as the relevant circulars of the Ministry of Finance or other competent supervisory authorities as well as business entities, regarding the possible upper limits of the salaries of the President and the executive members of the Board of Directors.
- the result of the shareholder vote on the 2021 financial year Remuneration Report.

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 2022 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:

- **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' Meeting.
- **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 Pay - Using the variable pay recovery feature

During 2022, variable salaries were paid to the executive members of the Board of Directors following the decision of the Board of Directors No. 21548/05.07.2023. Variable remuneration is related to the achievement of the strategic objective of improving ESG scoring of the company by one level and were formed for the CEO in the amount of Euro 21,333.33 and for the Deputy CEO in the amount of Euro 15,000.00, for a total amount of €36,333.33.

The right to recover variable remuneration was not exercised for the variable remuneration paid in the year 2021 to the executive members of the Board of Directors.

Contracts of Board Members

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

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

During 2022, 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 2022

Full Name	Position	Total Annual Fees and Benefits 2021	Annual Difference	Annual Difference %	Total Annual Fees and Benefits 2020	Annual Difference	Annual Difference %	Total Annual Fees and Benefits 2019	Annual Difference	Annual Difference %	Total Annual Fees and Benefits 2018	Annual Difference	Annual Difference %	Total Annual Fees and Benefits 2017	Annual Difference	Annual Difference %
Theodora Varvarigou	Chairman of the Board of Directors, Non-Executive Member	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				
Harry Sachinis	Chief Executive Officer, 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				
Anastasios Tossios	Deputy CEO, 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				
Aikaterini K. 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	Non-Executive Member	26.263,99	-221,43	-1%	26.485,42	9.310,28	54%	17.175,14	17.175,14							
Alexandros Nasoufis	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	-5%	33.559,21	16.091,62	92%
Christos Mistriotis	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	-9%	20.811,53	8.793,61	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	-6%	29.891,81	12.804,72	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 Amditis	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 Angelakis	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	-9%	20.031,45	8.181,87	69%
George Alexandrakis	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	-9%	20.031,45	11.849,60	145%
Constantinos Papadopoulos	Chairman of the Board of Directors, Non-Executive Member	0,00	0,00	0%	0,00	0,00		0,00	-47.366,72	-100%	47.366,72	-41.647,24	-47%	89.013,96	11.859,23	15%
Ioannis Benisis	Chief Executive Officer, Executive Member	0,00	0,00	0%	0,00	0,00		0,00	-48.511,70	-100%	48.511,70	-38.719,54	-44%	87.231,24	10.076,51	13%
Constantinos Vafiadis	Executive Member	0,00	0,00	0%	0,00	0,00		0,00	-15.990,17	-100%	15.990,17	-8.824,87	-36%	24.815,04	12.504,00	102%
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	-9%	20.811,53	8.793,61	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	-40%	29.891,81	12.424,22	71%
Georgios 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	-31%	20.811,53	7.830,04	60%
Nikolaos Sarantis	Non-Executive Member	0,00	0,00	0%	0,00	0,00		0,00	-8.792,39	-100%	8.792,39	-11.432,90	-57%	20.225,29	7.533,75	59%
Georgios Charalampakis	Non-Executive Member	0,00	0,00	0%	0,00	0,00		0,00	-14.273,73	-100%	14.273,73	-6.296,31	-31%	20.570,04	6.775,99	49%
Other members			0,00	0%										-3.385,59	-	-
Total		680.971,48	14.815,89	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 Annual Remuneration of Employees (excluding Executives)		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%	42.039,10	891,22	2%
Annual Company 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	11.893.986	13%
Adjusted Company Performance (Adjusted EBITDA)								100.385.000	-7.232.163	-7%	107.617.163					

* The adjusted EBITDA for the year 2020 is calculated after deducting the extraordinary charge of the estimation of the unrefined water in the context of the final settlement of the price for the period 2013-2020

* The EBITDA from year 2017 until 2018 has been adjusted to be in line with the method of calculation for the year 2019. The difference is in the recognition of the financial cost of actuarial study from the operating results to the financial results of these years.

* The Total Annual Remuneration and Benefits include employer contributions.

* The annual difference from year 2020-2019 is a result of assumption of responsibilities from the BoD during the second semester of 2019.

- 1 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.
- 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 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 2023), the way in which the above result of the vote on this Report was taken into account at the AGM of 30/08/2022.

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 President of the Remuneration and Nominations Committee

The Members of the Committee