

REMUNERATION POLICY

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1 Introduction

1.1 Purpose

The joint-stock company with the name "WATER SUPPLY AND SEWERAGE COMPANY S.A." and the distinctive title "EYDAP S.A." or "EYDAP" (hereinafter, the "**Company**"), the shares of which are traded on the Main Market of the Athens Stock Exchange, in the context of its compliance with the provisions of the current legislation on joint-stock companies (Law 4548/2018), the imperatives of corporate governance (Law . 3016/2002), as well as in accordance with the provisions of Law 4706/2020, established this Remuneration Policy (hereinafter "Policy"), in order to establish and implement the basic principles and rules regarding the remuneration of members (executive and non-executive) of the Board of Directors (BoD) , in a transparent, clear and understandable manner.

The purpose of this Policy includes the following:

- Ensuring the Company's compliance with the applicable institutional and supervisory framework.
- Promoting the interests and sustainable development of the Company as well as serving its strategic goals.
- Ensuring a sense of fair reward, commitment and reward.
- Ensuring the correspondence of the amount of remuneration with the qualifications and the contribution of the above persons to the Company.
- Ensuring the competitiveness of salaries, ensuring the creation of value for the Company, employees and shareholders.
- The monitoring of good market practices regarding the remuneration of members of the Board of Directors and the harmonization of the Company with them, taking into account the fact that it is listed and that it operates based on the rules of the private economy, as a public interest entity
- Ensuring that the salaries governed by the Policy will be determined taking into account the salary and working conditions of the Company's employees.
- The alignment of remuneration with the profitability, capital adequacy and liquidity of the Company.
- The attraction, retention and motivation of competent executives who add value to the Company with their skills, knowledge and experience and possess the appropriate qualifications for the exercise of their strategic and control duties, as well as the appropriate specialization and professional experience for the development and implementation of the Company's strategic and business plan.

When drawing up this policy, all of the above was taken into account and the principle of paying fees based on a reasonable and fair measure to the persons selected as the most suitable and with the best performance, taking into account the needs and the nature of each position or functional role, was observed as well as the well-being of the company, the long-term enhancement of its value and its sustainable development.

The Policy is available on the Company's website www.eydap.gr

1.2 Current institutional and supervisory framework

- **Law 4548/2018** "*Reformation of the law of joint-stock companies*".
- **Law 4706/2020** "*Corporate governance of joint-stock companies*"
- **Law 4512/2018** "*Arrangements for the implementation of the Structural Reforms of the Economic Adjustment Program and other provisions*" - "*Article 380 Amendments of Law 4389/2016 (A'94) on the EESPIP*".
- **Law 4389/2016** "*Urgent provisions for the implementation of the agreement on fiscal goals and structural reforms and other provisions*" - "*PART FOUR ESTABLISHMENT OF HOLDINGS AND PROPERTY COMPANY SA - SANCTION OF CONCESSION CONTRACTS AND OTHER PROVISIONS*".
- **Law 4387/2016** "*Unified Social Security System - Reform of the insurance - pension system - Income and gambling tax arrangements and other provisions*".
- **Law 4354/2015** "*Management of non-performing loans, wage adjustments and other urgent provisions of the implementation of the agreement on fiscal objectives and structural reforms*".
- **Law 3429/2005** "*Public Enterprises and Organizations (D.E.K.O.)*".
- **Law 3016/2002** "*On corporate governance, payroll issues and other provisions*".
- **Law 2744/1999** "*Regulations of issues of the Capital Water and Sewerage Company (E.YD.A.P.) and other provisions*".
- **Law 1068/1980** "*On the establishment of a unified primary water and sewerage agency*".

At the same time, the provisions of the Articles of Association, the Operating Regulations of the Company, the Greek Code of Corporate Governance, as well as the terms of the relevant Collective Labor Agreements are taken into account and apply.

2 Field of application

The Policy is applied at the parent Company level.

The Policy is established and implemented for:

- Members of the Board of Directors (Board) (executive and not including the Chairman of the Board)
- The Managing Director and the Deputy Managing Director (who are currently also executive members of the Board) .

By express statutory provision, it is possible to provide for the extension of the Policy to administrative officers, as defined in International Accounting Standard 24 - paragraph 9.

3 Components of Remuneration

The remunerations that may be granted to the members of the Board of Directors are divided into the following categories:

- Fixed salaries : These aim to reward the persons subject to the Salary Policy according to:
 - i. the job position (responsibilities and responsibilities) and the relative weight it has for the Company
 - ii. the experience and expertise required to perform the duties of the position
 - iii. the salaries given for similar positions by similar companies, as they result from Salary Surveys of the Greek market.
- Variable remuneration (Bonus) : These remunerations depend on the performance evaluation data of the persons subject to the Remuneration Policy, but also on the results of the Company. Variable remuneration aims to reward their effort and enhance the efficiency of executives.
- Benefits : (e.g. group insurance policies, company car, cell phone, free distribution of products, travel expenses, etc.). The benefits strengthen the Company's competitiveness in terms of attracting and retaining executives, enhancing the standard of living of executives.

4 Remuneration and Benefits of Board Members

4.1 Remuneration and Benefits of Non-Executive Board Members

The non-executive members of the Board of Directors receive the following:

- Chairman of the Board of Directors : The Chairman of the Board of Directors receives:
 - fixed annual salary (monthly payment)
 - additional annual fee (flat rate) for his/her performances on the Board
 - monthly compensation for performance and movement expenses

- Other Non-executive members of the Board of Directors : The non-executive members of the Board of Directors receive:
 - annual fee (flat rate) for their performances on the Board
 - monthly compensation for performance and movement expenses

The non-executive members of the Board of Directors, including the Chairman of the Board of Directors, are allowed to receive additional remuneration for their participation or their Chairmanship in the following Committees:

- Control Committee
- Remuneration and Nomination Committee
- Strategy, Innovation and Sustainable Development Committee
- Risk Management Committee
- Regulatory Compliance Committee

These salaries include:

- fee per session. The remuneration of the members of the Committees is lower than the remuneration of the Presidents and depends on the degree of specialization, the time of employment and the responsibility of the members. For the role of Chair of Board Committees, a higher fee per meeting is provided to cover the time required to coordinate and organize the work of the Committee, as well as the preparation of the meetings. A maximum remuneration limit is set for the members and the Chairman of the Committees, based on the number of meetings.
- monthly compensation for performance and travel expenses related to meetings of the various Committees.

In addition, the non-executive members may be invited to participate in other Committees of the Company outside the Board of Directors provided for by the Staff Regulations (e.g. Disciplinary and the Service Council), with the possibility of providing additional fixed fees, the amount of which will be determined by separate decisions of the Board of Directors.

Violation of the attendance requirements of the non-executive members at the meetings of the Board of Directors or its Committees, initially result in the establishment by the Chairman of the Board of Directors and the respective Committees and depending on the nature of the problem faced by the member may be decided and the possible its replacement.

In addition to the above salaries and the benefits mentioned in chapter 4.2.4, no other remuneration and/or benefits are paid to the non-executive members of the Board of Directors. In particular, non-executive members are not entitled to variable remuneration, supplementary pension, nor participation in early retirement programs, nor payments linked to the end of their term in the Board of Directors and its Committees.

All the remuneration and any compensation of the non-executive members of the Board of Directors are reported in a separate category in the appendix of the annual financial statements.

The remuneration of the non-executive members is paid on a monthly basis and is subject to the prescribed deductions in accordance with the approved Policy as well as the applicable tax and insurance legislation. Remuneration is subject to annual review to ensure that it remains at a satisfactory level in order to attract high caliber individuals with appropriate qualifications and experience who will provide and devote the required contribution, commitment and time to the Board. For this purpose, annual market surveys of remuneration and benefits, as well as individual surveys, are taken into account.

4.1.1 Importance of remuneration for independent non-executive members of the Board of Directors

In accordance with the provisions of paragraph 2, item a, of article 9 of Law 4706/2020 on corporate governance, in order to designate a non-executive member of the Board of Directors. as an independent should, both during his appointment and during his term of office, not hold directly or indirectly a percentage of voting rights greater than zero point five percent (0.5%) of the Company's share capital and at the same time, he is free from financial , business, family or other dependent relationships, including not receiving any significant remuneration or benefit from the Company or from an affiliated company.

To this end, the Company has put in place a framework to ensure that the remuneration and benefits received by independent non-executive members are consistent with their independence. Therefore, the criteria that the Company takes into account in order to evaluate the importance of the remuneration or benefit received by each independent non-executive member of the Board of Directors are summarized below:

- The size, the internal structure, the organization, the complexity of the activities, the special characteristics and the branches of activity of the Company.
- The member's skills, abilities, diversity, knowledge and experience.
- The important international experience in business as well as in the wider social field that the member of the Board of Directors possesses
- Ensuring and effectively exploiting the diversity of each member of the Board of Directors.
- The requirements of the role of the board member.
- The place of residence of the board member.
- The financial situation of the board member and any other fees he receives from related companies
- The remuneration levels of independent non-executive members in similar companies in the Greek market (following annual reports)

4.2 Remuneration and Benefits of Executive Board Members

The executive members of the Board of Directors concern:

- The CEO of the Company
- The Deputy Managing Director of the Company

When determining the remuneration of its executive members, the Board takes into account:

- the responsibilities and functional requirements of their position ,
- the degree of complexity of the activities, the criticality and scope of responsibility of their position
- the required academic background, the required professional experience,
- their performance in relation to predetermined quantitative and qualitative objectives,
- the amount of salaries of the employees in the Company
- the financial situation, performance and prospects of the Company,
- the degree of difficulty in finding people with the appropriate skills required for each position,
- the fees in listed companies of a similar size to EYDAP and
- the salaries of the corresponding bodies of the EESYP.

The Company's goal is for the level of total remuneration to be close to the market average of a comparable sample, as reflected by remuneration surveys of companies of similar size. However, the Remuneration and Nominations Committee may recommend to the Board whether it will finally adopt the average or justify why it considers that the specific executives should receive something different from the average (above or below and as a rule within the limits of the salary range approved).

4.2.1 Steady earnings

The executive members of the Board of Directors receive:

- fixed salaries which are paid monthly.
- additional annual fee (flat rate) for their participation in the Board of Directors or in Board Committees.

The fixed remuneration of the executive members is paid on a monthly basis and is subject to the prescribed deductions in accordance with the approved Policy as well as the applicable tax and insurance legislation. In addition, the fixed salaries of the executive members are determined through contracts that these executives sign with the Company, which specify the responsibilities and duties of these executives as well as the amount of their salaries. The components of the fixed salaries of the executive members include their fees for their participation in the Board of Directors or for their participation in Board Committees.

As the contracts of the executive members are for an indefinite period, remuneration will be reviewed on an annual basis by the Remuneration and Nomination Committee and will be adjusted when necessary, depending on the market trends for the specific roles.

4.2.2 Variable earnings

Since the immediate requirement for the Company is to improve its performance and results, the Company grants the positions of the Managing Director and Deputy Managing Director additional incentives in the form of variable remuneration linked to short-term and/or medium-term corporate goals.

The Remuneration and Nominations Committee annually recommends to the Board of Directors the establishment and revision (when required) of Performance Measurement Indicators (KPIs), the objectives that should be achieved and the percentage of the amount of variable remuneration in the event of their achievement (the amount of variable remuneration granted does not should exceed 15% of the fixed remuneration of the executive members – see Appendix I). The objectives must be consistent with the Company's investment and strategic plan. In addition to the annual goals, it is possible to establish additional long-term goals, the evaluation of which will be done over time, for example 3 years. The above are approved by the Board of Directors and receive final ratification by the General Meeting of Shareholders.

Variable remuneration is paid once a year after the publication of the Annual Financial Results subject to the achievement of the targets set for the Key Performance Indicators (KPIs). In principle, a time limit of 2 months after the approval by the Board of Directors of the Company's budget is set for the target location. In the event that, after the publication of the financial results of the previous year, there is a significant change in the above amounts, the targets can be adjusted within 2 months after the date of publication of the Financial Statements of the previous year.

In addition, by decision of the Board of Directors, additional extraordinary variable remuneration may be paid to the executive members linked to the achievement / completion of a strategic objective, the amount of which will not exceed the gross

basic remuneration of two monthly salaries. The target linked to the additional extraordinary variable remuneration is a recommendation of the Remuneration and Nomination Committee and is approved by the Board of Directors. The additional extraordinary variable remunerations and their payment time are proposed by the Remuneration and Nominations Committee , approved by the Board of Directors and receive final approval by the General Meeting of Shareholders.

4.2.3 Malus & Clawback provisions

In case of violation of regulations or procedures, non-compliance with the standards of suitability and reliability or other equally serious cause, for behavior that led to significant losses (e.g. falsification of financial statements or generally incorrect financial data used to calculate the bonus), the Company is entitled to use all legal means to claim the return of the relevant amounts (all or part of them) that have been paid.

4.2.4 Allowances

The other benefits only concern the Chairman and the executive members of the Board of Directors (with the exception of the liability insurance coverage of Management Executives which also concerns the non-executive members of the Board of Directors) and are not included in the definition of variable remuneration of the Remuneration Policy. The benefits granted to the Chairman and the executive members of the Board of Directors, taking into account market practices and the benefits granted to the company's staff, concern:

- Provision of company car and related coverages.
- Provision of laptop computer, telecommunication equipment and mobile phone plan.
- Coverage of the cost of participation in an individual insurance program for outpatient and hospital care in a private insurance company, as also applies to the Company's staff.
- Liability insurance coverage for management executives.
- Expenses for performance, travel, accommodation and feeding expenses, in relation to the fulfillment of the duties of the members of the Board of Directors and with the submission of the corresponding documents ¹.

¹ In fact, it is not about benefits but a way of covering a corporate expense, it is however mentioned for the sake of completeness.

The executive members of the Board of Directors are entitled to the benefits received by the regular staff of the Company and provided for in the Collective Labor Agreements and the Decisions of the Company's Board of Directors.

The granting of the above benefits is governed by the Company's current procedures and policies.

The Remuneration and Nominations Committee has the possibility, during the annual review of fixed and variable remuneration, to redefine the granting of any benefits and to recommend other forms of benefits - apart from those mentioned above - for the executive members and the Chairman of the Board of Directors (in light of the articles 109 - 112 of Law 4548/2018) in order to support the operation of the Company and to ensure competitiveness with organizations of similar size in the Greek market.

4.2.5 Contracts

The executive members of the Board of Directors are connected to the Company with a salaried mandate. The contracts are of indefinite duration and include, among others, the following elements: remuneration, duration, terms of termination of the contract, performance of duties assigned by the Board of Directors, avoidance of conflict of interest situations, confidentiality, payments linked to the termination of the contracts, notice period.

4.3 Measures to avoid and manage conflicts of interest

The members of the Board of Directors must avoid situations in which their interests may conflict with the interests of the company and with their duties to it. They must report cases of conflict of interest and refrain from voting on decisions in which they have a conflict of interest.

5 Remuneration Framework Governance

5.1 Remuneration Policy Governance

The Remuneration and Nomination Committee provides guidelines, ensures the development and reviews / pre-approves the draft of the Remuneration Policy, with the possible support of a specialist consultant.

The Policy is drawn up / reviewed by the relevant Human Resources Department, with the appropriate advisory support of the Legal Services Department and the Internal Audit Department (as reflected in the Annex Table).

The Remuneration and Nominations Committee recommends the draft Policy to the Board.

The Board of Directors approves the Policy, in order to submit it for final approval (validation) to the General Assembly.

During the General Assembly meeting, the shareholders' vote on the Policy is binding. The members of the Board of Directors who have the status of shareholder at the same time do not participate in the relevant voting, which are not counted for the formation of the quorum and the majority.

The Internal Audit Department is responsible for checking the legality of remuneration and all kinds of benefits at least annually. The findings are reflected in a report which is communicated to the Remuneration and Nominations Committee.

After a relevant assignment by the Board of Directors, the Remuneration and Nominations Committee is responsible for: a) monitoring the compliance of the Policy with the applicable institutional and supervisory framework, with the appropriate support from the relevant Departments of the Company (e.g. Human Resources, Legal Services, Internal Audit). b) for the supervision of the correct implementation of the Policy, through the relevant findings and reports of the Internal Audit Department, of which it is the recipient.

The need to update the Remuneration Policy is assessed annually by the Remuneration and Nominations Committee, based on proposals submitted by the Company's relevant Departments (e.g. Human Resources, Legal Services, Internal Audit).

If its amendment is required, the relevant proposals of the Remuneration and Nominations Committee are evaluated by the Board of Directors.

The custodian of the Policy is the Organization Service, which takes care of keeping an updated file.

5.2 Compensation Governance

The remuneration of each executive and non-executive member of the Board of Directors is approved by the Board of Directors following a relevant recommendation of the Remuneration and Nominations Committee. The approval of the salaries of the executive members takes place without the presence of these members at the relevant meeting of the Board of Directors. The Board of Directors, following the above procedure, formulates and submits a relevant proposal addressed to the General Meeting of the Company's Shareholders, for their ratification.

5.3 Annual Remuneration Report Governance

The Company is obliged to draw up a clear and comprehensible report, which contains a comprehensive overview of all remuneration regulated in the Policy for the last financial year.

The Annual Remuneration Report is prepared by the General Directorate of Human Resources, with the possible support of a specialized consultant.

The Annual Remuneration Report includes all benefits granted or owed to the persons whose remuneration has been included in the Policy during the last financial year, regardless of whether they are newly elected or former members of the Board of Directors.

Specifically, the Annual Remuneration Report contains, at a minimum, the following information regarding the remuneration of each individual member of the Board of Directors:

(a) the total remuneration granted or paid, with a breakdown of its individual components, the relative percentages of fixed and variable remuneration and an explanation of how the performance criteria are applied and how the total remuneration complies with the approved Policy,

(b) the annual change in the remuneration of the members of the Board of Directors, the annual change in the performance of the Company and the annual change in the average remuneration of the full-time employees of the Company (not including the members of the Board), during the last 5 financial years at least, with common presentation of the data in question, in order to facilitate the comparison of the data by the shareholders,

(c) any remuneration of any kind from subsidiaries of the Group,

The Annual Remuneration Report is reviewed by the Remuneration and Nominations Committee and the non-executive members of the Board regarding the integration of the required information in accordance with the institutional and supervisory framework.

The Annual Remuneration Report of the last financial year is submitted for discussion at the regular General Meeting, as an item on the agenda. The shareholder vote on the remuneration report is advisory.

The Board of Directors must explain in the next remuneration report, the way in which the above voting result during the regular General Assembly was taken into account.

The Company's Sworn Auditors check whether and to what extent the information regarding the publication of the Annual Remuneration Report has been provided, as well as the posting of the relevant information on the Company's website.

5.4 Publicity Obligations

5.4.1 Remuneration Policy Disclosure Obligations

This Policy, together with the date and results of the vote, has been submitted to the legally prescribed publicity formalities and remains available on the Company's website eydap.gr.

5.4.2 Annual Remuneration Report Disclosure Obligations

After the General Meeting, the Company makes the Annual Remuneration Report available to the public on its website, free of charge, for a period of ten (10) years.

Retention beyond the above period is permitted provided that it is ensured that it no longer contains personal data for the members of the Board of Directors.

The Annual Remuneration Report must be included in the Company's corporate governance statement.

6 Remuneration Policy Limitations

This policy takes into account the currently applicable legislative restrictions, as well as the relevant circulars of the Ministry of Finance or other competent supervisory authorities as well as operational entities, regarding the possible upper limits of the salaries of the President and the executive members of the Board of Directors.

7 Effect of Remuneration Policy

This Policy is approved by the decision of the Annual General Meeting of the Company's shareholders on 26.06.2020 and is valid for four [4] years from that date, unless it is revised and/or amended earlier by virtue of another decision of the General Meeting. Every time there is a significant change in the conditions under which the approved Policy was drawn up, it is resubmitted for approval to the General Meeting of Shareholders and in any case every 4 years from its approval.

Exceptionally, deviating from the Policy is allowed, but only temporarily, if this is deemed necessary by the Board of Directors, in order to serve the long-term interests of the Company and to ensure its sustainability, and under the condition that it is approved by the General Meeting of Shareholders .

Appendix I

The appendix specifies the method of payment of variable remuneration to the executive members of the Board of Directors and specifically to the CEO and the Deputy CEO.

The aim of the system of paying variable remuneration to the executive members is to align the executive members with the strategic priorities of the company, to enhance the achievement of the expected result and to reward this by the company.

1. Performance Measurement Indicators (KPIs)

As mentioned in Section 4.2.2, the variable remuneration of the executive members of the Board of Directors depends on the achievement of objectives which are measured with the help of Performance Measurement Indicators.

For the definition of the Performance Measurement Indicators, the Company's strategic axes have been taken into account: i) Safety ii) Efficiency and iii) Development, as well as its long-term interests and sustainable development.

Listed below are four (4) indicators that are directly linked to the above strategic priorities and among them is the reduction of the volume of free water, an important indicator for the sustainable development of the Organization. The Performance Measurement Indicators are linked to the amount of variable remuneration that the specific executives will receive.

The Board of Directors, upon recommendation of the Remuneration and Nominations Committee, may change the Performance Measurement Indicators. (Indicators listed below will be valid for the next two (2 years.)

Strategic priority	Index	Calculating method
Efficiency	Overdue receivables	Total overdue private customers receivables > 6 months of the current financial year / total personal receivables of the current financial year
	Operating costs	Operating expenses of the current financial year (excluding proprietary constructions) - depreciation - usage provisions - raw material costs / turnover of the current financial year
Development	Investment plan	Realized amount of investments of the current financial year / budgeted amount of investments of the current financial year
Safety (including environmental management)	Free water	Water Losses EWSS according to I.W.A + leakages within WTP (cubic meters) of the current financial year / Amount of water flowing

Strategic priority	Index	Calculating method
		into the connection points of the WTP (cubic meters) of the current financial year

The above indicators and their level of achievement are approved every year by the Board of Directors, ratified by the General Assembly and concern the 2 executive members of the Board of Directors.

For the target level of the above indicators as well as for the result of their achievement, the financial figures as reflected in the budget of the Company approved by the Board of Directors and in the annual financial report of the Company and other reports of the Financial Directorate to the Board of Directors are used. In principle, a time limit of 2 months after the approval by the Board of Directors of the Company's budget is set for the target setting. In case, after the publication of the financial results of the previous year, there is a significant change in the above figures, the targets can be adjusted within 2 months after the date of publication of the financial results of the previous year.

2. Maximum amounts of variable remuneration

The maximum variable remuneration (bonus) per executive is set at 15% of the fixed remuneration of the executive members. Each of the above targets participates with the same weight in the calculation of the total variable remuneration to be allocated.

If any of the aforementioned goals are achieved for 2 consecutive financial years, then the amount of variable remuneration to be allocated for the specific goal(s) is increased by 2/3 and paid retroactively.

3. Time of payment of variable remuneration

The variable remuneration is paid to the executive members in the year following the reference year and within three (3) months after the approval of the company's financial results for the reference year. Regarding the achievement/completion of a strategic goal, the provisions set out in the last paragraph of article 4.2.2 apply.

4. Calculation of amount to be disposed

The total percentage of achievement of the objectives, per executive member, is calculated as the sum of the products of the contribution percentages of each objective to the variable remuneration by the total percentage of achievement of each objective. The above is shown schematically as follows:

Total % of goals achieved = [25% x (% of goal 1 achieved ²)] + [25% x (% of goal 2 achieved)] + [25% x (% of goal 3 achieved)] + [25% x (% of goal 4 achieved)] .

Variable remuneration is granted for each target that has been achieved at a percentage of 100% and once the activation condition of the variable remuneration payment system has been met.

The total percentage of achievement of objectives obtained from the above formula is multiplied by the maximum percentage of variable remuneration (bonus) per executive (15%) and the final amount to be distributed is obtained.

5. Condition for activation of variable remuneration program

For the payment of variable remuneration to the executive members each year, it is necessary to achieve the required performance of a financial indicator of the company defined as a system activation condition and calculated on an annual basis.

Activation indicators are defined as:

- the company's pre-tax profits for the current fiscal year, less windfalls
- the overall rating of the CEO and Deputy CEO must be greater than the average of the scale on which they are rated

At the end of the financial year, the performance of the specific indicator is evaluated and once the result has been reached at 100%, approval will be given by the Board of Directors for the granting of variable remuneration to the executive members.

The amount of the activation index is determined each year with a recommendation of the Remuneration and Nominations Committee to the Board of Directors and final approval by the General Assembly.

Irrespective of the above, the Board of Directors may decide with justification not to pay variable remuneration to the executive members due to extraordinary conditions in the internal and/or external environment of the company with the aim of securing its medium-long-term results and its development.

² The percentage of achievement of each of the 4 objectives can be either 0% or 100% and consequently the overall % of objectives achievement can range from 0% to 100%.

Appendix II

Remuneration Framework Governance

Category	Energy	Competent Unit							
		General Assembly	Board of Directors	Remuneration and Nomination Committee	Internal Audit Department	Responsible Human Resources Directorate	Organization Service	Legal Services Directorate	Certified Auditors
Planning	Providing guidelines			✓					
	Imprint / review of the Policy					✓			
	Advisory support in the development of the Policy				✓			✓	
	Carrying out an exercise regarding the need to update the Policy			✓					
	Contribute to the update of the Policy				✓	✓		✓	
	Evaluation and decision on the above proposals		✓	✓					
	Pre-Approval of the Policy			✓					
	Approval of the Policy		✓						
	Final Approval (Validation) of the Policy	✓							
	Policy Custodian						✓		
Implement, review, audit and ensure framework compliance	Monitoring compliance with the applicable institutional and supervisory framework							✓	
	Control of the implementation of the Policy				✓				
	Supervision of the implementation of the Policy			✓					
Annual	Support in the preparation of the annual					✓			

Category	Energy	Competent Unit							
		General Assembly	Board of Directors	Remuneration and Nomination Committee	Internal Audit Department	Responsible Human Resources Directorate	Organization Service	Legal Services Directorate	Certified Auditors
Remuneration Report	Overview of the annual remuneration report			✓					
	Review of annual remuneration report								✓
	Approval of the annual remuneration report and submission to the General Assembly		✓						

