



Remuneration Report for the year 2024 in accordance with the provisions of article 112 of Law 4548/2018

Fiscal year 2024

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1. Introduction

- Applicable legislative and regulatory framework

According 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 as regards encouraging long-term active shareholder engagement, as incorporated into Greek law by 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 "BoD"), including newly recruited and former members of the BoD for the last financial year, in accordance with the remuneration policy pursuant to Article 110 of Law 4548/2018.

The Remuneration Report is submitted for discussion at the Annual General Meeting of Shareholders (hereinafter "AGM") as an agenda item and shareholders have an advisory vote on it.

It is noted that the Remuneration Report for fiscal year 2023, which was submitted for discussion at the AGM of July 11, 2024, received the approval of 99.08% of the votes represented. This fact of almost universal acceptance was taken into account by the Board of Directors in preparing the present report in terms of form and content.

In this context, the Board of Directors of EYDAP SA, following a proposal from the Remuneration and Nominations Committee, submitted this Remuneration Report to the Shareholders' General Meeting which will take place on 10 June 2025.

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 held on 26/06/2020 and was subsequently revised by the decision of the General Meeting of Shareholders of 25/06/2021 and the decision of the General Meeting of Shareholders of 06/09/2023. 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 General Meeting of Shareholders of 11/07/2024, 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 public limited 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 Corporate Collective Labor Agreements.

Information on the remuneration of each member of the Board of Directors over the last five (5) years is presented in the respective annual Reports of the Board of Directors which are included in the Company's Annual Financial Statements 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. Significant Achievements and Main Developments of the year 2024

- EYDAP financial results
- INCOME STATEMENT FOR THE YEARS ENDED DECEMBER 31, 2024 & 2023

		GROUP		COMPANY	
Amounts in thousand Euros	NOTE.	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Turnover	5	373,747	351,602	373,703	351,574
Cost of goods sold	6	(221,081)	(217,752)	(221,081)	(217,738)
Gross profit		152,665	133,850	152,622	133,836
Other operating income	5	10,290	3,159	10,290	3,155
Administrative expenses	6	(92,403)	(76,602)	(92,359)	(76,578)
Disposal operating expenses	6	(38,311)	(35,960)	(38,311)	(35,960)
Other expenses	9	(10,666)	(3,413)	(10,666)	(3,413)
Impairment of financial assets	23	(6,501)	477	(6,501)	477
Operating Profit		15,074	21,511	15,074	21,517
Financial income	10	20,036	17,816	20,022	17,806
Financial expenses	11	(10,041)	(11,335)	(10,041)	(11,335)
Profit / (Loss) before Taxes		25,069	27,991	25,056	27,988
Income tax	12	(10,417)	(7,716)	(10,417)	(7,716)

Profit / (Loss) after Taxes		14,652	20,275	14,639	20,272
Earnings/(Loss) per share (in Euros)	13	0.14	0.19	0.14	0.19
Proposed dividend (in Euros)				0.07	0.10

Source "Page 471 of the Annual Financial Report 2024"

2.1 Important Events of FY 2024

Implementation of the regulatory framework

On September 27, 2024, Joint Ministerial Decision ΥΠΕΝ/ΓρΓΓΓΠΥ/103755/2994/2024 (Government Gazette 5438/B/27-09-2024) "Determination of general rules for costing and pricing of water services, measures to improve them. Procedures and method for recovering the cost of water services in its various uses" was published, which replaced the decision of the inter-ministerial National Water Committee, no. 135275/19.05.2017, annulled by the Council of Ministers, on water pricing rules.

In February 2025, the appeal of trade unions, employees of water supply and sewage companies and natural persons, users of the services offered by these companies, against the new Joint Ministerial Decree was discussed in the plenary session of the Council of State and a decision is expected.

On October 11, 2024, the declaratory act regarding the staffing and exercise of the new responsibilities of the RAEY for water and urban waste by the Minister of Environment and Energy was published in the Government Gazette (Government Gazette B' 5657/11.10.2024).

The Company, in relation to the implementation of the regulatory framework based on the Joint Ministerial Decree, is in constant contact with the regulatory authority. The process is at the stage of examining the data from the RAAEY in order to calculate the allowed revenue of EYDAP S.A. from which the new tariffs will result.

Bill of the Ministry of Environment and Energy about climate change.

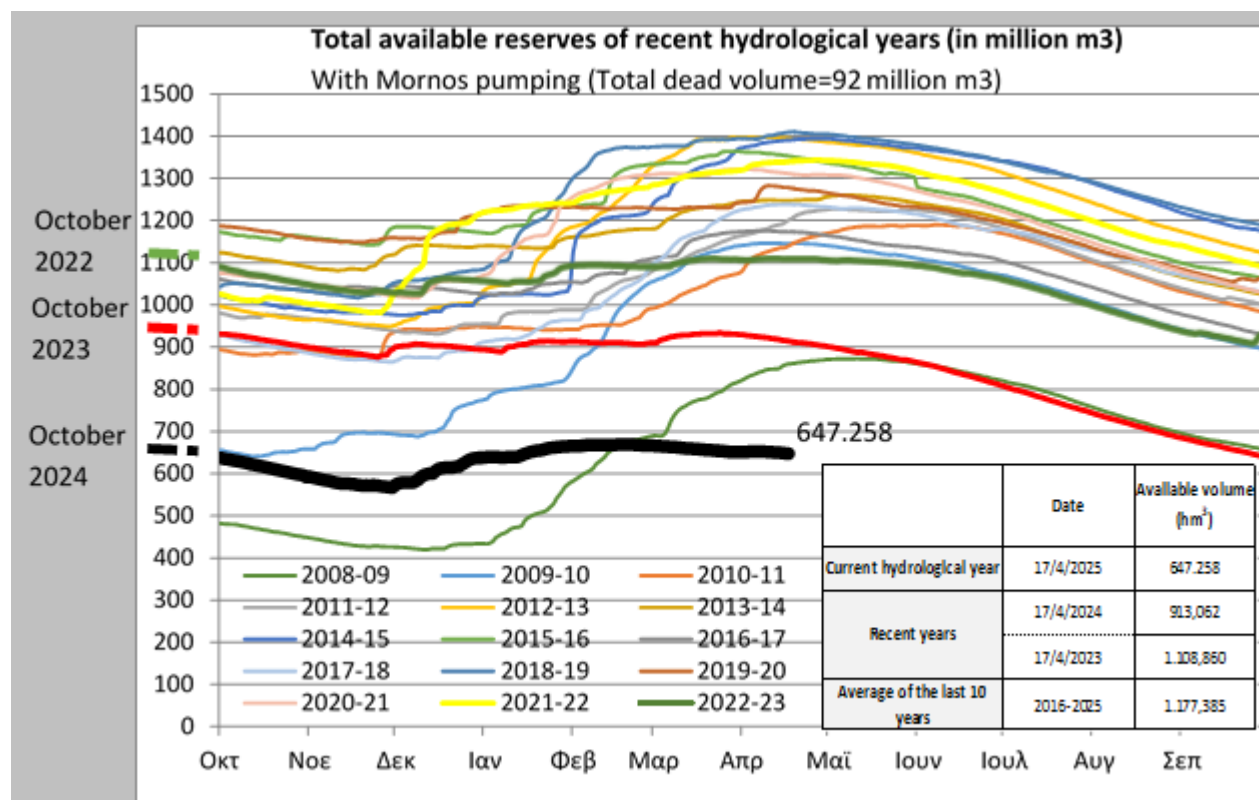
In May 2024, Law No. 5106/2024 was passed (Government Gazette A 63 - 01.05.2024) "Regulations for addressing the multi-level impacts of climate change in the areas of: a) water management, b) forest management and protection, c) urban resilience and policy, d) combating unauthorized construction, e) energy security and other urgent provisions."

Law 5106/2024 contains favorable regulations regarding the operational flexibilities and expansion possibilities of EYDAP. Furthermore, according to announcements by the Ministry of Energy and Environment, a new legislative framework is expected regarding the possibilities, among others, of geographical expansion of EYDAP. The above development initiatives require the immediate reinforcement of human resources both in number and in skills.

Water scarcity

In order to address the climate crisis and the prolonged drought, the Greek State, in collaboration with EYDAP, has developed a comprehensive plan to ensure the water supply of Attica. The plan includes immediate interventions, such as the interconnection of rivers with the Evinos reservoir and the reopening of pumping stations and boreholes, as well as long-term solutions, such as the exploitation of groundwater, the use of brackish and seawater through desalination, and the possible transfer of water from Acheloos. At the same time, citizens are being informed about water conservation, with the aim of protecting reserves and their sustainable use in the future.

If the same climatic and hydrological conditions continue and the State, in cooperation with EYDAP, does not proceed with the necessary actions and activities, it is assumed that the reserves in the reservoirs that supply water to Attica will last until the end of the hydrological period 2026-2027. The diagram below shows, over time and by hydrological year, the total reserves in the reservoirs of EYDAP FIXED EQUIPMENT, which supplies water to EYDAP.



The actions and plans to address water scarcity are detailed in the "Risks and Uncertainties" section of this report.

Investment program

In 2024, the absorption of the investment program of projects amounted to 60.7 million euros, increased by 37% compared to the absorption of 2023. 24% of the 2024 absorptions were paid by the EU. Investments in 2024 in absolute numbers have quadrupled compared to the four-year period 2017-2020 as from 15.6 million euros per year, the Company in 2024 made investments of €60.7 million. In the 4th quarter of 2024, an increase in quarterly absorption was observed to 99% compared to the absorption of the third quarter of 2024 (78%), the second quarter of 2024 (59%) and the first quarter of 2024 (57%).

The approved investment program 2025-2034 of €2.16 billion concerns:

- major projects in Eastern Attica (968.8 million €)
- water supply network projects (€715.8 million)
- sewerage projects (370.3 million €)
- building, digital governance and transformation projects (€108.6 million)

50% of the project budget is financed by the EU

Signing of a new CPA

In May 2024, the new three-year Collective Labor Agreement was signed with a series of positive interventions for the benefit of employees. Among other things, an average annual wage increase of 5.5% is foreseen for the next three years, in order to cover the inflation of the three years since the previous CBA.

Also, according to the Collective Labor Agreement, the Company has the right to terminate the employment contracts of its regular employees who reach the age of 67 and are entitled to a full main pension. The Company is committed to proceed, to the extent permitted by its institutional framework, with the recruitment of new employees.

Actions to reduce the carbon footprint

Within the framework of its environmental strategy and with the aim of transitioning to a low-carbon economy, EYDAP S.A. is implementing a comprehensive action plan to achieve a zero carbon footprint, which focuses on recording, reducing and offsetting greenhouse gas emissions.

1. Emissions Monitoring and Transparency

- The annual carbon footprint report was submitted to the official platform of the Ministry of Economic Affairs and Energy, with certification by an independent evaluator.
- An energy audit is planned for 2025, as provided for by current legislation, for all EYDAP facilities.

2. Energy Transformation & Renewable Energy Sources

- EYDAP collaborates with a specialized consultant for the financial evaluation and promotion of actions of the NET ZERO strategic program, which includes:
 - Production and supply of energy from RES
 - Implementation of a sustainable energy plan
- As of August 1, 2024, a new electricity supply contract came into force, with a minimum percentage of 50% from Renewable Energy Sources, with guarantees of origin.

3. Installation of Photovoltaics and Hydroelectric Power Plants

- The final connection conditions for net metering photovoltaic stations, with a total capacity of 11.72 MW, at EYDAP facilities were approved by HEDNO. An open tender for their construction is planned for 2025.
- At the same time, applications for capacity increases and new Small Hydroelectric Projects (SHPs) were approved by RAEYS, with a total capacity of 2.06 MW, for which a tender process is being prepared.
- Photovoltaic plants with a total capacity of 2 MW are under construction in Acharnes and Polydendri, Attica, which are expected to be completed within 2025.

4. Electromobility and Sustainable Mobility

- The receipt of electric vehicles for the renewal of the fleet is underway.
- The installation of charging infrastructure (chargers) is being promoted in selected facilities of EYDAP.

EYDAP, in line with the principles of sustainable development, strategically invests in energy transformation and in reducing its environmental footprint, ensuring the resilience of its infrastructure and compliance with national and European climate goals.

Cooperation with the EIB.

On July 5, 2024, a Technical Assistance Agreement was signed between the European Investment Bank (EIB) and EYDAP to support the implementation of its investment program. The cooperation between the two parties is ongoing.

The support is provided through the INVEST EU ADVISORY HUB program and the Agreement No AA-011391, which was signed with the aim of exploring cooperation possibilities and integrating EYDAP projects into an EIB program.

Within the framework of the project, the EYDAP Investment Program was assessed in terms of its financial viability, in relation to the company's financial and operational assessment and in terms of its feasibility, in relation to the strategic axes and strategic priorities of EYDAP. In addition, it was examined in terms of its alignment with the EU's political priorities (EU strategic agenda 2024-2029) and the investment priorities of the Structural Funds/NSRF 2021-2027.

Through cooperation with the EIB, support is expected for actions related to the strengthening of existing water supply and sanitation infrastructure in adverse climate crisis conditions in the context of strengthening resilience and adaptation to climate change.

The agreement will overcome investment barriers and ensure project financing in order to address market failures and mitigate investment gaps.

SIGNIFICANT EVENTS AFTER THE END OF THE 2024 FINANCIAL YEAR

Determination of EYDAP's management adequacy by RAEYS

In March 2025, RAAEY, within the framework of its responsibilities as defined in the provisions of articles 12A and 12B of Law 4001/2011 (A' 179), and No. YPEN/DSDYY/53924/460/2023 (B' 3309), determined the management adequacy of E.YDAP. S.A. for the provision of water services.

Extension of the operating contract of the EYS

For the period after 30.6.2024, a new service assignment contract was drawn up operation and maintenance of the External Water Supply System (EWS) between EYDAP Fixed Assets Company (EPEYDAP), EYDAP SA and the Greek State. This contract extends, under the same terms, the duration of the assignment for a period of eighteen (18) months, from July 1, 2024 until December 31, 2025.

3. Purpose and Scope

This Report includes information required in accordance with Article 112 of Law 4548/2018 and the Greek Corporate Governance Code, specifically aiming at the following:

- to provide increased corporate transparency and facilitate better oversight by shareholders over the remuneration of Board Members.
- to provide the opportunity, through the comprehensive review of the remuneration of the Board Members, to evaluate the remuneration levels of the Board Members and the manner in which the Company implements its Remuneration Policy for the Board Members, as revised by the AGM of Shareholders of ^{11.7.2024}.

In particular, this Report examines the following issues, in accordance with the requirements of the applicable legislative framework and provides information on the arrangements implemented by the Company:

- Total Remuneration of Board Members
- Share-based remuneration of Board Members
- Compliance with the EYDAP Board of Directors Remuneration Policy
- Use of the right to recover variable remuneration

- Deviation from the application of the Remuneration Policy for EYDAP Board Members
- Comparative information on changes in remuneration and performance of EYDAP
- Information regarding shareholder voting

4. Exhibition Governance

- Competent bodies

This Report is submitted for discussion and advisory vote to the General Meeting of Shareholders of the Company, upon proposal of the Board of Directors of the Company, following a recommendation from the Remuneration and Nomination Committee. In fulfilling its duties, the Remuneration and Nomination Committee may cooperate with other Committees of the Board of Directors, if deemed necessary. Before its submission to the General Meeting, the Remuneration Report of the Board of Directors Members is subject to an “Assurance Report” by the Company’s statutory auditor, in accordance with Article 112 par. 4 of Law 4548/2018.

EYDAP's Legal Services Department assists the Board of Directors and the Remuneration and Nomination Committee in the preparation of the Report. For this purpose, EYDAP's Legal Services Department collaborates with other functions of the Company, such as those responsible for payroll and financial services.

5. Total Remuneration of Board Members

- Composition of the Board of Directors in 2024

The Board of Directors consists of:

- a) by two (2) representatives of the employees of the Company 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 specified in article 36 of the Articles of Association.
- c) by representatives of the shareholders, elected by the General Meeting in accordance with article 11 of the Articles of Association and the provisions of Law 4548/2018.

According to the decision of the General Meeting of Shareholders dated 12.9.2023, the Board of Directors of EYDAP consists of 13 members with a four-year term of office, automatically extended until the expiration of the deadline within which the next General Meeting must convene and until the relevant decision is made. The extension cannot exceed one (1) year and the maximum term of office of the members cannot exceed five (5) years.

The composition of the Board of Directors on 31.12.2024 as well as the status of each member as executive, non-executive or independent are reflected as follows:

Board Composition Position		Start of term and any re-election	End of term
George Stergiou	Chairman of the Board, non-executive Member	12.9.2023	2027
Charalambos Sachinis	CEO, Executive Member	2019 Re-election 12.9.2023	2027
Antonios Giannikouris	Non-executive Member	12.9.2023	2027
Christos Karaplis	Non-executive Member	2020 Re-election 12.9.2023	2027
Eleni-Maria Kaymenaki	Non-executive Member	12.9.2023 2027	
Marika Lambrou	Independent non-executive member	12.9.2023	2027
Anastasia Martseki	Independent non-executive member	12.9.2023	2027
Marina Mavrommati	Independent non-executive member	12.9.2023	2027
Efthimios Sfikas	Independent non-executive member	12.9.2023	2027
Christos Mistriotis	Non-executive Member	First election 2008 E Re-election 9.6.2023 (the most recent)	2027
Panagiotis Skoularikis	Non-executive Member	First election 2010 Re-election 9.6.2023 (the most recent)	2027
Emmanuel Angelakis	Non-executive Member	First election 2009 Re-election 24.6.2022 (the most recent)	2026

George Alexandrakis	Non-executive Member	First election 2017 Re-election 24.6.2022 (the most recent)	2026
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5. 1. Remuneration of the Board of Directors Members in the year 2024

The table below includes the total remuneration of each individual Member of the Board of Directors in 2024, 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 to them (where applicable) in 2024. Also included separately are the additional remuneration of the members of the Board of Directors who participate in committees in accordance with the Greek Corporate Governance Code.

Furthermore, the Members of the Board of Directors did not receive remuneration under Article 109, paragraph 2 of Law 4548/2018, namely remuneration consisting of participation in the profits of the financial year.

Board Member Name, Position	Use	Fixed Salary			Variables Earnings	Employer contributi ons	Total earnings	Ratio of fixed and variable remuneration
		Annual Basic Salary	Fees for participati on in Committe es	Amenities				
Panagiotis Skoularikis	2024	0,00	24.729,00	0,00		5.163,46	29.892,46	100%/0%
Non-executive member	2023	0,00	23.692,24	0,00		4.946,94	28.639,18	100%/0%
Theodora Varvarigou	2024	0,00	0,00	0,00		0,00	0,00	100%/0%
Chairman of the Board, Non-Executive Member	2023	39.584,60	21.296,50	2.821,30		9.905,85	73.608,25	100%/0%
George Stergiou	2024	63.000,00	28.829,00	2.351,00		16.318,68	110.498,68	100%/0%
Chairman of the Board, Non-Executive Member	2023	17.417,30	6.079,44	2.062,50		4.751,99	30.311,23	100%/0%
Charalambos Sachinis	2024	140.000,00	16.800,00	5.679,99		13.423,56	175.903,55	100%/0%
CEO, Executive Member	2023	128.000,00	19.280,88	10.282,14		12.974,52	170.537,54	100%/0%
Anastasios Tosios	2024	0,00	0,00	0,00		0,00	0,00	100%/0%
Deputy CEO, Executive Member	2023	87.500,00	11.483,70	10.219,34		12.661,01	121.864,05	100%/0%
Ekaterini Beritsi	2024	0,00	0,00	0,00		0,00	0,00	100%/0%
Independent Non-Executive Member	2023	0,00	19.769,54	0,00		4.127,89	23.897,43	100%/0%
Alexander Nasoufis	2024	0,00	0,00	0,00		0,00	0,00	100%/0%
Independent Non-Executive Member	2023	0,00	16.612,80	0,00		3.468,76	20.081,56	100%/0%
Michael Stavroulakis	2024	0,00	0,00	0,00		0,00	0,00	100%/0%
Independent Non-Executive Member	2023	0,00	17.819,54	0,00		3.720,73	21.540,27	100%/0%
Christos Mistriotis	2024	0,00	20.404,00	0,00		4.260,38	24.664,38	100%/0%
Non-executive member	2023	0,00	18.695,06	0,00		3.903,51	22.598,57	100%/0%
Efthimios Sfikas	2024	0,00	34.554,00	0,00		7.214,86	41.768,86	100%/0%
Independent Non-executive member	2023	0,00	7.036,18	0,00		1.469,15	8.505,33	100%/0%
Dimitrios Constantakopoulos	2024	0,00	0,00	0,00		0,00	0,00	100%/0%
Non-executive member	2023	0,00	9.931,92	0,00		2.073,76	12.005,68	100%/0%
Angelos Amditis	2024	0,00	-456,74	0,00		-95,37	-552,11	100%/0%
Non-executive member	2023	0,00	18.606,06	0,00		3.884,95	22.491,01	100%/0%
Christos Karaplis	2024	0,00	27.159,00	0,00		5.670,84	32.829,84	100%/0%
Non-executive member	2023	0,00	20.965,28	0,00		4.377,54	25.342,82	100%/0%
Anastasia Martseki	2024	0,00	34.689,00	0,00		7.243,09	41.932,09	100%/0%
Independent Non-executive member	2023	0,00	7.692,92	0,00		1.606,28	9.299,20	100%/0%
Marina Mavrommati	2024	0,00	30.682,26	0,00		6.406,45	37.088,71	100%/0%
Independent Non-executive member	2023	0,00	7.242,92	0,00		1.512,32	8.755,24	100%/0%
Marika Lambrou	2024	0,00	31.654,00	0,00		6.609,36	38.263,36	100%/0%
Independent Non-executive member	2023	0,00	7.092,92	0,00		1.481,00	8.573,92	100%/0%
Eleni Maria Kavmenaki	2024	0,00	26.164,00	0,00		5.463,07	31.627,07	100%/0%
Non-executive member	2023	0,00	4.965,96	0,00		1.036,88	6.002,84	100%/0%
Antonios Giannikouris	2024	0,00	29.664,00	0,00		6.193,85	35.857,85	100%/0%
Non-executive member	2023	0,00	5.879,44	0,00		1.227,62	7.107,06	100%/0%
Emmanuel Angelakis	2024	0,00	23.604,00	0,00		3.854,52	27.458,52	100%/0%
Non-executive member	2023	0,00	14.897,88	0,00		2.432,88	17.330,76	100%/0%
George Alexandrakis	2024	0,00	23.154,00	0,00		3.781,03	26.935,03	100%/0%
Non-executive member	2023	0,00	15.054,62	0,00		2.458,47	17.513,09	100%/0%

5.2 Remuneration of Board Members from EYDAP Group companies in 2024

During 2024, no Member of the Company's Board of Directors received remuneration from companies of the EYDAP Group.

6. Share-based remuneration of Board Members

No share-based compensation was paid to the Members of the Board of Directors of EYDAP during 2024. There were no active share allocation programs in the form of stock options, therefore no relevant rights were exercised by the Members of the Board of Directors of the Company.

7. Compliance with the EYDAP Board of Directors Remuneration Policy

The total remuneration received by the Members of the Board of Directors of EYDAP during 2024, as described above, is in compliance with the revised Remuneration Policy of the Members of the Board of Directors of EYDAP approved by the General Meeting of Shareholders of 11.7.2024 as well as with the previous Remuneration Policy approved by decision of the General Meeting of Shareholders of 6.9.2023 .

The remuneration paid to the Members of the Board of Directors of EYDAP during 2024 is in accordance with the remuneration determined by the Company's General Meetings, upon proposal of the Board of Directors. The Chairman of the Board of Directors and the Executive Members did not attend or participate in the meetings of the Board Committees during which their remuneration was discussed and decided.

The salary proposal took into account:

- the factors referred to in the EYDAP Board of Directors Remuneration Policy, including, among others, the general terms of employment and remuneration applicable 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. The remuneration arrangements were assessed based on comparative data from similar companies.
- 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 any upper limits of the remuneration of the Chairman and the executive members of the Board of Directors.

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

According to the above, during 2024 the Members of the Board of Directors of EYDAP received **fixed remuneration** , structured as follows:

For Non-Executive Members:

- **Basic Board Member Remuneration:** an annual fixed amount of money for their participation as Board members, which varied depending on the specific role of each Member, namely as Board Chairman or Board Member.

- **Additional – to the basic – remuneration per Board Committee (Chairman/Member):** annual fixed amount of money, which varied depending on their participation in Board Committees, either as Chairmen or Members, as well as the number of their participations in Committees. It is noted that Committee Chairmen did not receive remuneration as Committee members.

Specifically, their remuneration structure included the basic Board member remuneration, a remuneration amount for participation in each Board Committee. The annual remuneration of each Board member was determined based on the basic Board member remuneration, plus any further annual remuneration for their participation as a member or Chairman in 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 Board Members and in accordance with standard market practice.

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

8. Variable Remuneration - Use of the variable remuneration recovery option

During 2024, i.e. for the 2023 financial year, no variable remuneration was paid to the executive members of the Board of Directors.

Board Member Contracts

During 2024, the Company maintained an independent services agreement with the only Executive Member of the Board, which has a duration corresponding to his term of office, with the possibility of extension provided that the term of office of the Board of Directors is similarly extended.

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

During 2024, there was no deviation from the implementation of the current Remuneration Policy for EYDAP Board Members.

10. Comparative information on changes in remuneration and performance of EYDAP.

In accordance with the applicable framework, the Report must include information regarding 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 company's full-time employees, other than the Members of the Board of Directors, during the last five (5) financial years, with a joint presentation of these data, in order to facilitate the comparison of the data by shareholders.

The table below lists the aforementioned comparative data.

FULL NAME		Total Annual Remuneration and Benefits 2024	Annual Difference	Annual Difference %	Total Annual Remuneration and Benefits 2023	Annual Difference	Annual Difference %	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
Theodora Varvarigou	Chairman of the Board, Non-Executive Member	0.00	-73,608.25	-100%	73,608.25	-27,147.51	-27%	100,755.76	2,099.12	2%	98,656.64	2,041.16	2%	96,615.48	54,831.85
George Siangliou	Chairman of the Board, Non-Executive Member	110,498.89	80,187.45	285%	30,311.23	30,311.23	-	-	-	-	-	-	-	-	-
Charalambos Sachinis	CEO, Executive Member	175,903.55	5,366.01	3%	170,537.54	-20,115.00	-11%	190,652.54	-7,130.23	-4%	197,782.77	27,262.25	16%	170,520.52	127,698.09
Anastasios Tosios	Deputy CEO, Executive Member	0.00	-121,864.05	-100%	121,864.05	-20,672.97	-15%	142,537.02	-4,435.44	-3%	146,972.46	20,520.12	16%	126,452.34	84,022.92
Ekaterini Bentsi	Independent Non-Executive Member	0.00	-23,897.43	-100%	23,897.43	-11,385.33	-32%	35,282.76	148.08	0%	35,134.68	1,514.13	5%	33,620.55	23,088.65
Christos Karaplis	Non-executive Member	32,829.84	7,487.02	30%	25,342.82	-921.17	-4%	26,263.99	-221.43	-1%	26,485.42	9,310.28	54%	17,175.14	17,175.14
Alexander Nasoufis	Independent Non-Executive Member	0.00	-20,081.56	-100%	20,081.56	-2,217.73	-24%	26,299.29	3,117.00	13%	23,182.29	1,461.73	7%	21,720.56	14,700.16
Michael Stavroulakis	Independent Non-Executive Member	0.00	-21,540.27	-100%	21,540.27	-10,233.83	-32%	31,774.10	152.23	0%	31,621.87	304.69	1%	31,317.18	-709.46
Christos Misirotis	Non-executive member	24,664.38	2,065.81	9%	22,598.57	1,013.88	5%	21,584.69	3,538.85	20%	18,045.84	-242.26	-1%	18,288.10	-747.82
Efthimios Sfikas	Independent Non-Executive Member	41,768.86	33,263.53	391%	8,505.33	8,505.33	-	-	-	-	-	-	-	-	-
Anastasia Martakli	Independent Non-Executive Member	41,932.09	32,632.89	351%	9,299.20	9,299.20	-	-	-	-	-	-	-	-	-
Marina Mavrommati	Independent Non-Executive Member	37,088.71	28,333.47	324%	8,755.24	8,755.24	-	-	-	-	-	-	-	-	-
Marika Lambrou	Independent Non-Executive Member	38,263.36	29,689.44	346%	8,573.92	8,573.92	-	-	-	-	-	-	-	-	-
Eleni Maria Kavmeniaki	Non-executive member	31,627.07	25,624.23	427%	6,002.84	6,002.84	-	-	-	-	-	-	-	-	-
Antonis Giannikouris	Non-executive member	35,857.85	28,750.79	405%	7,107.06	7,107.06	-	-	-	-	-	-	-	-	-
Alexandros Poulasias	Non-executive member	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-
Dimitrios Konstantakopoulos	Non-executive member	0.00	-12,005.68	-100%	12,005.68	-4,517.68	-27%	16,523.36	13,013.12	371%	3,510.24	0.00	0%	3,510.24	1,755.12
Angelos Andritis	Non-executive member	552.11	-23,043.12	-102%	22,491.01	-5,091.40	-18%	27,582.41	4,973.38	22%	22,609.03	815.81	4%	21,793.22	15,357.85
Emmanuel Angelakis	Non-executive member	27,458.52	10,127.76	56%	17,330.76	-15.50	0%	17,346.26	-21.70	0%	17,367.96	0.00	0%	17,367.96	-931.43
George Alexandrakis	Non-executive member	26,935.03	9,421.04	54%	17,513.09	166.83	1%	17,346.26	-21.70	0%	17,367.96	0.00	0%	17,367.96	-931.43
Konstantinos Papadopoulos	Chairman of the Board, Non-Executive Member	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-
Ioannis Dervisis	CEO, Executive Member	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-
Konstantinos Vafeiadis	Executive member	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-
Panagiotis Skoularikis	Non-executive member	29,892.46	1,253.28	4%	28,639.18	1,616.14	6%	27,023.04	-395.39	-1%	27,418.43	2,931.62	12%	24,486.81	5,450.89
Ioannis Kardaras	Non-executive member	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-
George Makrynos	Non-executive member	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-
Nikolaos Sarantis	Non-executive member	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-
George Chalambalakis	Non-executive member	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-
Other members	-	0.00	-	0	-	-	-	-	-	-	-	-	-	-	-
Total		654,168.29	-1,836.74	-0.28%	656,005.03	-24,966.45	-3.67%	680,971.48	14,815.89	2.22%	666,155.59	54,915.58	9%	611,240.01	156,695.07
Average Annual Employee Earnings (excluding Executives)		63,300.36	11,933.30	23%	51,367.06	1,139.47	2%	50,227.59	1,942.29	4%	48,285.30	724.39	2%	47,560.91	1,851.78
Annual Company Performance (EBITDA)		57,963,448	-3,780,552	-6%	60,824,000	21,826,000	56%	38,998,000	-46,486,000	-54%	85,484,000	142,599,700	-250%	-67,115,700	-164,732,863
Adjusted EBITDA		61,196,349	-2,412,651	-4%	63,609,000	21,987,000	53%	41,622,000	-	-	-	-	-	100,385,000	-7,232,163

2020 adjusted EBITDA is calculated after deducting the extraordinary charge of the provision for unfiltered water in the context of the final settlement of the price for the period 2013-2020

* Total Annual Remuneration and Benefits includes employer contributions

- The remuneration of the Board members calculated in the total amounts does not include remuneration for dependent employment that does not relate to their capacity as Board members, any other benefits in kind, as well as extraordinary amounts that may have arisen during the total period presented.
- For the calculation of the annual change (%), the amounts have not been adjusted on an annualized basis. The figures reflected in the table refer to the Company on an individual basis.
- Remuneration includes regular salaries paid to full-time employees who worked in the years in question, excluding Board members. In the total number of employees, employees who did not work 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. in the Remuneration Report for the fiscal year 2025), the manner in which the result of the vote on this Report at the AGM of 16.7.2025 was taken into ^{account} .

12.Disclosures

After the GMS and subject to Article 112 par. 5 of Law 4548/2018, the approved Report shall be made available on the Company's website without delay, free of charge, for a period of ten (10) years, in accordance with Article 112 par. 4 of Law 4548/2018. Furthermore, in accordance with the applicable legislative framework, any retention of the Report for a period longer than ten years is permitted, provided that the Report no longer contains personal data of the members of the Board of Directors.

The Chairman of the Remuneration and Nominations Committee

The Members of the Committee