



Remuneration Report for the year 2025 in
accordance with the provisions of article
112 of Law 4548/2018

Fiscal year 2025

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1. Introduction

- **Applicable legislative and regulatory framework**

In accordance with 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 the encouragement of 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, inter alia, 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 elected 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.

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 26/06/2020 and was subsequently revised with the decisions of the General Meeting of Shareholders of 25/06/2021, 06/09/2023 and 11/07/2024 . 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 16.7.2025 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.

It is noted that the revised Remuneration Policy (version 5.0) approved by the GMS of 16.7.2025 introduced, among others, the following main changes compared to the previous version 4.0: (a) increase in the maximum limit of regular variable remuneration (bonus) per executive member of the Board of Directors from 15% to 20% of fixed remuneration (Annex I §2), (b) addition of a new section (§9) regulating the conditions for temporary deviation from the Remuneration Policy in exceptional circumstances, (c) provision of the possibility for the Board of Directors to postpone, in full or in part, the payment of planned variable remuneration if this would endanger the viability of the Company or would be burdensome due to a material change in circumstances (§4.2.2), and (d) more detailed regulation the terms of termination of executive member contracts (§4.2.5). As Policy version 5.0 is in effect from 16.7.2025, the fees paid within 2025 are regulated partly by the previous version 4.0 (January-July period) and partly by version 5.0 (August-December period).

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:

2. 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 overview of the remuneration of the Board Members, to evaluate the remuneration levels of the Board Members and the manner in which the Company applies its Remuneration Policy for the Board Members, as revised by the AGM of Shareholders of ^{16.7.2025}.

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 with analysis of their individual components
- 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

3. For the governance of Exhibition

- **Competent body**

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 also cooperates with other Committees of the Board of Directors, when 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.

This Report was prepared by the Remuneration and Nominations Committee based on the information provided by the competent Remuneration and Labor Relations Division of the General Directorate of Human Resources in collaboration with the Company's Financial Services.

4. Total Remuneration of Board Members

Board composition during the 2025 financial year

According to the Company's Articles of Association (article 11 par.1) the Board of Directors of EYDAP consists of 13 members.

The following table shows the composition of the Board of Directors for the fiscal year **2025** as well as the status of each member as executive, non-executive or independent, as determined by the General Meeting or the Board of Directors:

Composition of the BoD	Position	Beginning of term and possible re-election	End of term
* George Stergiou	Chairman of the Board, independent non-executive member	12.9.2023	2027
Charalambos Sachinis	CEO , executive member	First election 2019 Re- election 12.9.2023	2027
* Antonios Giannikouris	Independent non executive member	12.9.2023	2027
* Christos Karaplis	Independent non executive member	First election 2020 Re- election 12.9.2023	2027
* Eleni Maria Kaymenaki	Independent 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 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
Emmanouil 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

**In the context of enhancing the effectiveness of the Board of Directors, the existing non-executive members, Messrs. Georgios Stergiou, Eleni-Maria Kaymenaki, Antonios Giannikouris and Christos Karaplis were designated as independent by the 43rd Ordinary General Meeting of Shareholders of 16.07.2025. Therefore, the number of independent non-executive members on the Board of Directors of EYDAP now amounts to 8, i.e. more than the minimum mandatory number set by the provision of article 5 par. 2 of Law 4706/2020.*

4.1. Remuneration of the Board of Directors Members in the year 2025

The table below includes the total remuneration of each individual Member of the Board of Directors in 2025, 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			Variable Remuneration	Employer contributions	Total earnings	Ratio of fixed and variable remuneration
		Annual Basic Salary	Fees for participation in Committees	Amenities				
Panagiotis Skoularikis	2025	0,00 €	24.549,00 €	0,00 €	0,00 €	5.003,08 €	29.552,08 €	100%/0%
Non-executive member	2024	0,00 €	24.729,00 €	0,00 €	0,00 €	5.163,46 €	29.892,46 €	100%/0%
Annual change	Annual change	-	-0,73%	-	-	-3,11%	-0,011386818	0.00%
Theodora Varvarigou	2025	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	100%/0%
Chairman of the Board, Non-Executive Member	2024	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	100%/0%
Annual change	Annual change	-	-	-	-	0,00%	0	0.00%
George Stergiou	2025	63.000,00 €	34.694,00 €	2.351,00 €	0,00 €	15.304,85 €	115.349,85 €	100%/0%
Chairman of the Board, Non-Executive Member	2024	63.000,00 €	28.829,00 €	2.351,00 €	0,00 €	16.318,68 €	110.498,68 €	100%/0%
Annual change	Annual change	0,00%	20,34%	0,00%	-	-6,21%	0,043902515	0.00%
Charalambos Sachinis	2025	140.000,00 €	20.400,00 €	5.352,98 €	7.000,00 €	13.785,96 €	186.538,94 €	96%/4%
CEO, Executive Member	2024	140.000,00 €	16.800,00 €	5.679,99 €	0,00 €	13.423,56 €	175.903,55 €	100%/0%
Annual change	Annual change	0,00%	21,43%	-5,76%	news	2,70%	0,060461486	0.00%
Anastasios Tosios	2025	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	100%/0%
Deputy CEO, Executive Member	2024	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	100%/0%
Annual change	Annual change	-	-	-	-	0,00%	0	0.00%
Ekaterini Beritsi	2025	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	100%/0%
Independent Non-Executive Member	2024	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	100%/0%
Annual change	Annual change	-	-	-	-	0,00%	0	0.00%
Alexander Nasoufis	2025	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	100%/0%
Independent Non-Executive Member	2024	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	100%/0%
Annual change	Annual change	-	-	-	-	0,00%	0	0.00%
Michael Stavroulakis	2025	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	100%/0%
Independent Non-Executive Member	2024	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	100%/0%
Annual change	Annual change	-	-	-	-	0,00%	0	0.00%
Christos Mistriotis	2025	0,00 €	24.204,00 €	0,00 €	0,00 €	4.932,78 €	29.136,78 €	100%/0%
Non-executive member	2024	0,00 €	20.404,00 €	0,00 €	0,00 €	4.260,38 €	24.664,38 €	100%/0%
Annual change	Annual change	-	18,62%	-	-	15,78%	0,181330323	0.00%
Efthimos Sfikas	2025	0,00 €	34.874,00 €	0,00 €	0,00 €	7.107,33 €	41.981,33 €	100%/0%
Independent Non-executive member	2024	0,00 €	34.554,00 €	0,00 €	0,00 €	7.214,86 €	41.768,86 €	100%/0%
Annual change	Annual change	-	0,93%	-	-	-1,49%	0,005086804	0.00%
Dimitrios Constantakopoulos	2025	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	100%/0%
Non-executive member	2024	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	100%/0%
Annual change	Annual change	-	-	-	-	0,00%	0	0.00%
Angelos Amditis	2025	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	0,00 €	100%/0%
Non-executive member	2024	0,00 €	-456,74 €	0,00 €	0,00 €	-95,37 €	-552,11 €	100%/0%
Annual change	Annual change	-	-	-	-	-100,00%	-1	0.00%
Christos Karaplis	2025	0,00 €	27.049,00 €	0,00 €	0,00 €	5.512,63 €	32.561,63 €	100%/0%
Non-executive member	2024	0,00 €	27.159,00 €	0,00 €	0,00 €	5.670,84 €	32.829,84 €	100%/0%
Annual change	Annual change	-	-0,41%	-	-	-2,79%	-0,008169702	0.00%
Anastasia Martseki	2025	0,00 €	37.929,00 €	0,00 €	0,00 €	7.729,94 €	45.658,94 €	100%/0%
Independent Non-executive member	2024	0,00 €	34.689,00 €	0,00 €	0,00 €	7.243,09 €	41.932,09 €	100%/0%
Annual change	Annual change	-	9,34%	-	-	6,72%	0,088878231	0.00%
Marina Mavrommati	2025	0,00 €	34.139,00 €	0,00 €	0,00 €	6.957,52 €	41.096,52 €	100%/0%
Independent Non-executive member	2024	0,00 €	30.682,26 €	0,00 €	0,00 €	6.406,45 €	37.088,71 €	100%/0%
Annual change	Annual change	-	11,27%	-	-	8,60%	0,108060108	0.00%
Marika Lambrou	2025	0,00 €	32.514,00 €	0,00 €	0,00 €	6.626,37 €	39.140,37 €	100%/0%
Independent Non-executive member	2024	0,00 €	31.654,00 €	0,00 €	0,00 €	6.609,36 €	38.263,36 €	100%/0%
Annual change	Annual change	-	2,72%	-	-	0,26%	0,02292036	0.00%
Eleni Maria Kavmenaki	2025	0,00 €	27.664,00 €	0,00 €	0,00 €	5.637,95 €	33.301,95 €	100%/0%
Non-executive member	2024	0,00 €	26.164,00 €	0,00 €	0,00 €	5.463,07 €	31.627,07 €	100%/0%
Annual change	Annual change	-	5,73%	-	-	3,20%	0,052957166	0.00%
Antonios Giannikouris	2025	0,00 €	31.359,00 €	0,00 €	0,00 €	6.390,98 €	37.749,98 €	100%/0%
Non-executive member	2024	0,00 €	29.664,00 €	0,00 €	0,00 €	6.193,85 €	35.857,85 €	100%/0%
Annual change	Annual change	-	5,71%	-	-	3,18%	0,052767525	0.00%
Emmanuel Angelakis	2025	0,00 €	24.729,00 €	0,00 €	0,00 €	4.038,23 €	28.767,23 €	100%/0%
Non-executive member	2024	0,00 €	23.604,00 €	0,00 €	0,00 €	3.854,52 €	27.458,52 €	100%/0%
Annual change	Annual change	-	4,77%	-	-	4,77%	0,047661345	0.00%
George Alexandrakis	2025	0,00 €	24.369,00 €	0,00 €	0,00 €	3.979,44 €	28.348,44 €	100%/0%
Non-executive member	2024	0,00 €	23.154,00 €	0,00 €	0,00 €	3.781,03 €	26.935,03 €	100%/0%
Annual change	Annual change	-	5,25%	-	-	5,25%	0,052474788	0.00%

The negative amount of Mr. Admitis concerns a refund of a fee paid in error for participation in a meeting and representation expenses for the Strategy and Innovation Committee.

4.2 Remuneration of Board Members from EYDAP Group companies in 2025

During 2025, no Member of the Company's Board of Directors received remuneration from companies of the EYDAP Group.

5. Share-based remuneration of Board Members

No share-based compensation was paid to the Members of the Board of Directors of EYDAP during 2025. 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.

6. Compliance with the EYDAP Board of Directors Remuneration Policy

The total remuneration received by the Members of the Board of Directors of EYDAP during 2025, 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 16.7.2025 as well as with the previous Remuneration Policy approved by decision of the General Meeting of Shareholders of 11.7.2024 .

The remuneration paid to the Members of the Board of Directors of EYDAP in 2025 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 Member 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 2025 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 Committee meetings.

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.

Why? Executive Member:

- **an annual fixed amount of money, provided on a monthly basis, for the exercise of his executive duties**, which reflected his role, experience and responsibilities. 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 Member of the Board received additional remuneration** for his 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.

7. Variable Remuneration - Using the variable remuneration recovery option

Context and legal basis. In 2025, and for the 2024 financial year, the CEO was paid variable remuneration of €7,000.00, in accordance with the provisions of paragraph 4.2.2 of the Remuneration Policy, as it was in force at the time of the proposal (version 4.0, approved by decision of the General Meeting of Shareholders of 11.7.2024). This paragraph allows, by decision of the Board of Directors and following a recommendation of the Remuneration and Nomination Committee, the payment of variable remuneration subject to the achievement of the targets set for the Performance Measurement Indicators (KPIs). The same decision also defines the percentage of each target, which in total must not exceed 20% of the CEO's fixed remuneration. As follows from the review of both the 12.05.2025 Recommendation of the Remuneration Committee to the BoD and the latter's Decision itself No. 22021/18-6-2025, the payment to the CEO of (regular) variable remuneration (bonus) of €7,000 (5% of his fixed remuneration) was approved for the achievement, based on the KPIs that had been defined, of one of the four (4) equally weighted targets that had been set and not "extraordinary additional variable remuneration", as incorrectly and inadvertently stated in the above BoD Decision, since the conditions and amount of the latter are completely different from those defined.

Achievement assessment. The assessment of the achievement of one of the four equally weighted objectives, specifically the objective of reducing overdue claims against individuals, older than 6 months 2024/Total claims against individuals by the end of 2024 by 64%, was carried out by the Remuneration and Nomination Committee based on the data provided to it by the Strategy and Innovation Department in accordance with the KPIs that had been defined.

Compliance with the Policy ceilings. The amount of €7,000.00, which corresponds to 5% of the CEO's annual base salary, is within the limits of the Remuneration Policy, as provided for in paragraph 4.2.2.

Triggering condition and KPIs of regular bonus. The above variable remuneration is subject to the four regular Performance Measurement Indicators (KPIs: overdue receivables, operating expenses, implementation of investment plan, untaxed water) provided for in Annex I of the Policy for regular annual variable remuneration. For their payment, condition 5 of the Annex additionally requires the achievement of two indicators, which are defined as an activation condition and are: a) the company's pre-tax profits during the current fiscal year, as determined by the Remuneration Committee and b) the overall evaluation of the executive members, which must be greater than the average of the scale on which they are rated, conditions that were cumulatively achieved during fiscal year 2024. During fiscal year 2024, according to the data provided to the Remuneration Committee by the competent, according

to the Policy, Strategy and Innovation Department, Financial Services Department and General Human Resources Department, it was determined that the specific objective was achieved in accordance with the KPIs that had been defined, namely the reduction of the specific requirements to a percentage of less than 65%, which is why it was decided to pay the bonus at a percentage of 5%, i.e. €7,000.

Approval process. The recommendation of the Remuneration and Nomination Committee and the subsequent decision of the Board of Directors took place without the participation of the CEO in the relevant discussion and vote. The payment of the above variable remuneration received final ratification by a decision of the General Meeting of Shareholders of 16.7.2025, in accordance with the provisions of paragraph 4.2.2 of the Remuneration Policy version 4.0.

Use of the clawback option in 2025. In accordance with the provisions of paragraph 4.2.3 of the Remuneration Policy (Malus & Clawback) and the relevant term of the CEO's employment contract, the Company reserves the right to demand the return of all or part of the variable remuneration paid, in cases of violation of regulations or procedures, non-compliance with the standards of suitability and reliability, or use of inaccurate financial data for the calculation of variable remuneration. During 2025, no incidents occurred that triggered the conditions for the application of the Malus & Clawback provisions and, therefore, the Company did not use the clawback option for variable remuneration.

Board Member Contracts

During 2025, the Company maintained a salaried mandate 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. This agreement explicitly includes a term regarding the possibility of the Board of Directors to demand the return of part or all of the variable remuneration (regardless of the payment method) due to a breach of contractual terms or inaccurate financial statements of previous years or generally based on incorrect financial data used to calculate such variable remuneration.

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

During 2025, there was no deviation from the application of the current Remuneration Policy for EYDAP Board Members.

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

According to the applicable framework, the Report must include information regarding the annual change in the remuneration of the members of the Board of Directors, the company's performance and the average remuneration of the company's full-time employees over 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	POSITION	Total Annual Remuneration and Benefits 2025			Total Annual Remuneration and Benefits 2024			Total Annual Remuneration and Benefits 2023			Total Annual Remuneration and Benefits 2022			Total Annual Remuneration and Benefits 2021			Total Annual Remuneration and Benefits 2020		
		Annual Difference	Annual Difference %	Annual Difference %	Annual Difference	Annual Difference %	Annual Difference %	Annual Difference	Annual Difference %	Annual Difference %	Annual Difference	Annual Difference %	Annual Difference %	Annual Difference	Annual Difference %	Annual Difference %	Annual Difference	Annual Difference %	Annual Difference %
Theodora Vavrigiou	Chairman of the Board, Non-Executive Member	-	-	0%	-	(73,808.25)	-100.00%	73,808.25	(27,147.51)	-37.00%	100,955.76	2,099.12	2.00%	98,856.64	2,241.16	2.00%	96,615.48	54,831.93	
George Stergiou	Member	115,349.85	4,851.17	4.00%	110,498.68	80,187.45	265.00%	30,311.23	30,311.23										
Charalambos Sachinis	CEO, Executive Member	186,538.94	10,635.39	6.00%	175,903.55	5,366.01	3.00%	170,537.54	(20,115.00)	-11.00%	190,652.54	(7,130.23)	-4.00%	197,782.77	27,262.25	16.00%	170,520.52	127,696.09	
Arastasio Tosiou	Deputy CEO, Executive Member	-	-	0%	-	(121,864.05)	-100.00%	121,864.05	(20,672.97)	-15.00%	142,537.02	(4,435.44)	-3.00%	146,972.46	20,202.12	16.00%	126,452.34	84,322.92	
Dimitris Bertis	Independent Non-Executive Member	-	-	0%	-	(25,897.43)	-100.00%	25,897.43	(1,1365.33)	-31.00%	37,262.76	1,999.88	6.00%	35,262.88	1,642.33	5.00%	33,020.55	23,086.63	
Christos Karagiannis	Independent Non-Executive Member	32,561.63	(268.21)	-1.00%	32,829.84	7,487.02	30.00%	25,342.82	(921.17)	-4.00%	26,263.99	(21,431)	-1.00%	26,485.42	9,310.28	54.00%	17,175.14	17,175.14	
Alexander Nasoulakis	Independent Non-Executive Member	-	-	0%	-	(20,081.56)	-100.00%	20,081.56	(6,212.73)	-34.00%	26,299.29	3,117.00	13.00%	23,182.29	1,461.73	7.00%	21,720.56	14,700.16	
Michael Stavroulakis	Independent Non-Executive Member	-	-	0%	-	(21,540.27)	-100.00%	21,540.27	(10,233.83)	-32.00%	31,774.10	152.23	0%	31,621.87	304.69	1.00%	31,317.18	(709.46)	
Christos Mistrionis	Independent Non-Executive Member	29,136.79	4,472.40	18.00%	24,664.39	2,085.81	9.00%	22,578.58	1,013.89	5.00%	21,564.69	3,538.85	20.00%	18,025.84	(242.26)	-1.00%	18,268.10	(747.82)	
Ethimios Sfikas	Independent Non-Executive Member	41,981.33	212.47	1.00%	41,768.86	33,243.53	391.00%	8,525.33	8,525.33										
Anastasia Marzaki	Independent Non-Executive Member	45,658.94	3,726.85	9.00%	41,932.09	32,632.89	351.00%	9,299.20	9,299.20										
Maria Maromati	Independent Non-Executive Member	41,096.52	4,007.81	11.00%	37,088.71	28,333.47	324.00%	8,755.24	8,755.24										
Maria Lambrou	Independent Non-Executive Member	39,140.37	877.01	2.00%	38,263.36	29,888.44	346.00%	8,375.92	8,375.92										
Eleni Maria Karamaki	Non-executive Member	33,301.96	1,674.89	5.00%	31,627.07	25,824.23	427.00%	6,002.84	6,002.84										
Antonios Giannikouris	Non-executive Member	37,749.90	1,892.10	5.00%	35,857.80	28,750.72	405.00%	7,107.08	7,107.08										
Alexandros Pavlakis	Non-executive Member	-	-	0%	-	-	0%	-	-										
Dimitrios Konstantakopoulos	Non-executive Member	-	-	0%	-	(12,005.65)	-100.00%	12,005.65	(4,517.61)	-27.00%	16,523.26	13,013.02	37.00%	3,510.24	-	0%	3,510.24	1,758.12	
Angelos Amditis	Non-executive Member	-	552.11	-100.00%	(552.11)	(23,043.32)	-100.00%	22,491.01	(5,091.40)	-18.00%	27,582.41	4,973.38	22.00%	22,609.03	8,158.1	4.00%	21,793.22	(15,357.65)	
Emmanuel Angelakis	Non-executive Member	28,767.23	1,308.71	5.00%	27,458.52	10,127.76	58.00%	17,330.76	(15.50)	0%	17,346.26	(21.70)	0%	17,367.96	-	0%	17,367.96	(931.43)	
George Alexandrakis	Non-executive Member	28,348.44	1,413.41	5.00%	26,935.03	9,421.94	54.00%	17,513.09	166.83	1.00%	17,346.26	(21.70)	0%	17,367.96	-	0%	17,367.96	(931.43)	
Konstantinos Papadopoulos	Chairman of the Board, Non-Executive Member	-	-	0%	-	-	0%	-	-										
Ioannis Benissis	CEO, Executive Member	-	-	0%	-	-	0%	-	-										
Konstantinos Vafeiadis	Executive Member	-	-	0%	-	-	0%	-	-										
Panagiotis Skouliaris	Non-executive Member	29,552.08	(340.38)	-1.00%	29,892.46	1,253.28	4.00%	28,639.18	1,616.14	6.00%	27,023.04	(395.39)	-1.00%	27,418.43	2,931.62	12.00%	24,486.81	5,450.69	
Ioannis Kardaras	Non-executive Member	-	-	0%	-	-	0%	-	-										
George Makrynos	Non-executive Member	-	-	0%	-	-	0%	-	-										
Nikolaos Sarantis	Non-executive Member	-	-	0%	-	-	0%	-	-										
George Chalambalakis	Non-executive Member	-	-	0%	-	-	0%	-	-										
Other members		-	-	0%	-	-	0%	-	-										
Total		609,184.04	35,015.75	6.19%	574,168.29	(1,836.74)	-0.38%	576,005.03	(24,866.45)	-4.33%	600,871.48	14,615.89	2.52%	586,055.59	54,915.58	9.00%	611,240.01	158,695.27	
Average Annual Employee Earnings (excluding executives)		63,640.07	239.71	0%	63,390.36	11,923.30	23.00%	51,467.06	1,133.47	2.00%	50,327.59	1,942.29	4.00%	48,385.30	724.39	2.00%	47,560.91	1,851.78	
Annual Company Performance (EBITDA)		32,131,219.00	(2,492,229.00)	-8.00%	37,033,448.00	(9,740,552.00)	-26.00%	60,824,000.00	21,924,000.00	36.00%	38,900,000.00	(6,584,000.00)	-17.00%	65,484,000.00	142,399,700.00	230.00%	(57,115,700.00)	(104,732,003.00)	

* Total Annual Remuneration and benefits include 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.

10. 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 2026), the manner in which the result of the vote on this Report at the AGM of 19 June 2026 was taken into account. It is noted that the Remuneration Report for fiscal year 2024, which was submitted for discussion at the AGM of 16 July 2025, received the approval of 98.88% of the votes represented. This fact of almost universal acceptance was taken into account by the Board of Directors in preparing the present one 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, submits this Remuneration Report to the Shareholders' General Meeting which will take place on 19^{June} 2026.

The Chairman of the Remuneration and Nominations Committee

The Members of the Commission