



# ANNUAL REPORT 2021



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## Message from the Chairman of EYATH S.A., Prof. Agis M. Papadopoulos

The year 2021 is expected to be another year of dealing with the pandemic, to which the impacts of the climate crisis unfortunately have been added. The Covid-19 mutations, destructive forest fires and extreme weather conditions have endangered and continue to expose the life and health of the population to risk, compromising the resilience of ecosystems and ultimately holding us to account.

These uncertainties are being further exacerbated by the intensifying energy crisis we have been experiencing since the 1970s, placing all of Europe's secure energy supply at risk, directly harming economic competitiveness and impacting social cohesion.

EYATH S.A., a company that manages water and infrastructure critical to the well-being of its areas of remit, continued this year to implement its investment and business plan, amounting to €174 million for the period 2022-2026, and focusing on these key development pillars: modernisation of the network, replacement of old water meters, improving infrastructure and upgrading its electromechanical equipment, improving building infrastructure and digital transformation.

No company could remain unaffected by the impacts of the climate crisis and the developments in the energy sector. Nevertheless, we believe that by preparing methodically and acting proactively, we will be able to mitigate the effects.

Three years ago, EYATH had set a goal to continually reduce its environmental footprint throughout its activities. It further reduced its energy consumption and overall CO<sub>2</sub> emissions, it proceeded to design and obtain permits for three solar photovoltaic stations at its facilities and to prepare a study on saving energy at its production infrastructures. It has also taken steps to drastically reduce the consumption of energy at its administrative building currently undergoing renovation and has scheduled the purchase of environmentally friendly vehicles. Lastly, it commenced operation of a biogas treatment unit to supply an electricity and heat generating unit with a capacity of 3.5 MW.

In the area of sustainable water management, our Company once again improved its performance, resolving more than 80% of reported potential leaks within the same day or no later than the next day and significantly reducing non-revenue water loss.

Meanwhile, in 2021 it competed an innovation and entrepreneurship competition, in cooperation with Hellenic Corporation of Assets and Participations (HCAP) and MITEF Greece, for research organisations and start-ups on the topic of removal of pollution load from wastewater coming into the biological treatment plant and its use as part of the circular economy.

And finally, 2021 was another year of social solidarity and corporate responsibility. Cooperation with Aristotle University of Thessaloniki continued in efforts to trace the coronavirus in wastewater and the foundations were laid to expand the partnership to other aspects of the public health map. Providing healthcare equipment to organisations, bolstering vulnerable social groups, and supporting research and cultural actions during this period of limited opportunity may well be our most important "investment" in human capital and Thessaloniki's local community, allowing us to hope for a better tomorrow.

March 2022

## Message from the CEO of EYATH S.A., Anthimos A. Amanatidis

By the end of 2021, the landscape for international markets and the global community remained shrouded in fog, the only certainty being a sense of marked uncertainty about what was to come in the following year. And how else could it be, when this year the pandemic forced governments around the world once again to adopt restrictive measures of greater or lesser severity, with obvious impact on the investment climate, while inflationary pressure rose and the irregularities in the supply chain together with the energy crisis were already apparent by late 2021.

Within this generalised economic and social climate, our Company is able to present significant results for 2021 at all levels, an increase in its turnover, and high cash flows and cash equivalents. It had already taken steps in 2020 to protect itself against the pandemic-related uncertainty and in 2021 experienced only contained economic fluctuations, with a steady dynamic in its activities and a sustainable outlook.

With regard to the latter in particular, which due to the pandemic and the environmental crisis is the strongest imperative of the times, it is able to present a significant "first": in 2021, it prepared, with the assistance of all Company officers, the first EYATH Sustainability Report for 2019-2020! It represents the Company's "credentials" for its performance in non-financial areas, but rather in relation to social, environmental and corporate governance areas. And not on a theoretical level, but with indicators and measurable amounts, based on international and domestic standards for preparing such reports. This first sustainable development report for the years 2019-2020 reaffirms what we have highlighted in our announcements: that EYATH has adopted current terms of sustainability in every aspect of its activity, while the incorporation of Environmental, Social, Governance (ESG) criteria into both its business and its investment planning constitutes a strategic choice. It also reaffirms its critical reflexes in addressing the challenges of the recent years and the powerful brand as a modern public benefit company that fully comprehends its social role and its mission.

To that end, EYATH, amongst other things:

Undertook the energy and operational upgrade of the Thessaloniki Wastewater Treatment Plan, while the process for commencing works to extend the Water Treatment Plant, which will allow the Company to extend its zone of responsibility, is in its final stages.

It continued with the works of upgrading water supply and sewerage networks, expanded the SCADA system for the water supply network and successfully completed the first stage of repairs to the Aravissos aqueduct.

It completed sewerage works to connect low-lying areas of Thessaloniki with the Thessaloniki Wastewater Treatment Plant (near the K16 interchange), which will have a significant environmental impact.

It embarked on the energy efficiency improvement of the Company's historical administration building at 127 Egnatia Str., to be delivered as a model "green" building in the iconic area of Kamara.

It completed a novel innovation and entrepreneurship competition for the inflow of cleaner wastewater into the Thessaloniki Wastewater Treatment Plant and recovery of valuable materials from the pollution load as part of the circular economy.

It began training personnel in a new, paperless document management system and embarked on designing a customer web portal for better digital service.

It approved a Code of Ethics and Professional Conduct, while also revising its anti-corruption and bribery policy.

Although the Company did not deviate from its course in 2021, EYATH management remains vigilant and monitors developments, particularly in the energy sector, to successfully respond to the challenges brought on by the unfavourable global environment and to offset any new risks.

Our solid economic position, our people and the deep understanding of our role in society, as we manage such a sensitive common good as water, comprise the most powerful "weapons" in our arsenal.

March 2022

# Information on preparation of the annual report

This Annual Report contains all the financial and other information necessary for investors to properly evaluate the assets, financial position, results and prospects of EYATH S.A. (hereinafter the “Company”).

This report was prepared in accordance with the provisions of the applicable legislation and in particular the provisions of Article 8 of Decision No. 5/204/14-11-2000 of the Hellenic Capital Market Commission (HCMC), as amended by decision No. 7/372/15-2-2006 of the Board of Directors of the HCMC. The information it contains is true, accurate, complete, correct and clear.

All information required by Article 10 of Law 3401/2005 relating to the Company, its shares and the transferable securities market on which its shares are traded, which information the company published and made available to the public during the 2021 financial year in implementation of the applicable legislation, can be found on the company’s website: [www.eyath.gr](http://www.eyath.gr) in the 'Investor relations' section. Moreover, the annual financial statements, audit certificates from the certified public accountants and reports from the Board of Directors which are incorporated into the consolidated financial statements have also been posted there. Lastly, the Company declares that all transactions of persons obliged under Article 13(1) of Law 3340/2005 to disclose information, have been disclosed in accordance with the relevant law.

All Company Divisions provided the information needed within its own remit, to fully present the Company's key functions and operations.

The Board of Directors declares that all its members were apprised of this report and along with its authors declare that all information and data contained herein is complete and true.

There is no other data and no other events have occurred, concealment or omission of which could make all or part of the information or data contained herein misleading.

There is no litigation or arbitration pending against EYATH S.A. which could have major impacts on the Company's financial status, other than those cited in the Annual Report as at 31/12/2021.

Mr Dimitrios Alexandris, EYATH S.A.'s Chief Financial Officer, is responsible for the preparation and accuracy of the information in this Report.



## 1. THE COMPANY IN 2021

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## 1.1 At a glance

### TURNOVER

2021	73,626 thousand	+2.38%
2020	71,911 thousand	

### COST OF SALES

2021	50,549 thousand	+14.13%
2020	44,289 thousand	

### CASH

2021	91,305 thousand	+11.46%
2020	81,916 thousand	

### EQUITY

2021	189,253 thousand	+1.75%
2020	185,991 thousand	

### GROSS PROFITS

2021	23,077 thousand	-16.46%
2020	27,622 thousand	

### EARNINGS BEFORE TAX

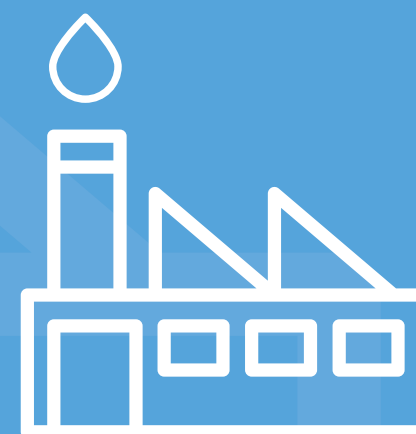
2021	15,753 thousand	-5.81%
2020	16,725 thousand	

### EARNINGS AFTER TAX

2021	11,335 thousand	-4.59%
2020	11,881 thousand	

### RATIOS

	01/01/2021-31/12/2021	01/01/2020-31/12/2020	Deviation
PERFORMANCE AND PROFITABILITY RATIOS			
Gross Profit Margin	31.34%	38.41%	-7.07%
EBITDA Margin	28.48%	31.44%	-2.95%
EBIT	20.87%	22.75%	-1.89%
EBT Margin	21.40%	23.26%	-1.86%
EAT Margin	15.40%	16.52%	-1.13%
INVESTMENT RATIOS			
Earnings per share after tax	0.3123	0.3273	-4.59%
LIQUIDITY RATIOS			
	31/12/2021	31/12/2020	Deviation
General liquidity (Current assets / short-term liabilities)	8.30	11.13	-25.43%
CAPITAL STRUCTURE & VIABILITY RATIOS			
Equity / Debt	482.40%	526.05%	-43.65%



## 2. THE COMPANY

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2.1 Background

The Company with the corporate name “Thessaloniki Water Supply & Sewerage Co. S.A.”, trading as EYATH (hereafter the “Company” or “EYATH S.A.”) was founded in 1998 under Law 2651/2-11-1998 (Government Gazette A/248/3-11-1998) and came about from the merger of the former companies “Thessaloniki Water Supply Organisation S.A.” (OYTH S.A.) and the “Thessaloniki Wastewater Treatment Organisation S.A.” (OATH S.A.). which had been converted from bodies governed by public law into societies anonyme on 25.6.1997. It is listed on the Athens Exchange and is governed by the provisions of Codified Law 2190/1920 on societies anonyme, as that law applies, and also additionally by the provisions of Law 2937/2001, Chapter II (Government Gazette 169/A) and Law 3016/2002, as amended by Article 26 of Law 3091/2002. It is also subject to Chapter II of Law 3429/2009 on public corporations. The company’s effective term is ninety-nine (99) years from 3/11/1998, and expires on 3/11/2097. The original Articles of Association were approved by decision no. EGA/606/26-7-2001 (Government Gazette 989/30-7-2001) and the company is entered in the Companies Register (Reg. No. 41913/06/B/98/32) and the General Electronic Commercial Registry (GCR No. 58240404000). The Company’s registered offices are in a privately owned building at 127 Egnatias St., Thessaloniki, GR-54635, Tel. 2310209231.

The Interministerial Privatisation Committee (IPC) issued decisions No. 563/17.10.2000 and 605/27.7.2001 and resolved to list EYATH S.A. on the Athens Exchange, and this was done by selling shares that came about from the share capital increase and selling existing shares owned by the Greek State, which until that point had been the sole shareholder.

On 27.7.2001, EYATH S.A.’s Extraordinary General Meeting of Shareholders unanimously decided to increase the share capital and list the shares on the Main Market of the Athens Stock Exchange. The following were decided in this regard:

- a) To increase the Company’s share capital by GRD 511,125,000 (€1,500,000) by issuing 1,500,000 new ordinary registered shares (the new shares offered) with a nominal value of GRD 340.75 (€1) each, which accounted for 10% of the Company’s share capital.
- b) the existing shareholder (the Greek State) would waive its right of pre-emption in the share capital increase.
- c) The new shares would be able to draw a dividend from the profits for 2001.

The new shares offered were sold via a public offering to investors (individuals and institutional investors) in line with the provisions of Presidential Decree 350/1985, as in force. At the same time, the Greek State which was the sole shareholder prior to the offer, decided for the purpose of achieving the necessary diversification, to sell 2,700,000 existing ordinary shares with a nominal value of GRD 340.75 (€ 1) each, which accounted for 16.36% of the Company’s share capital as it stood after

the share capital increase.

Of those 2,700,000 shares owned by the Greek State, 2,500,000 were sold to investors (individuals and institutional investors) via a public offering and the other 200,000 shares were sold via private placement to staff with open-ended contracts and members of the Company’s Board at a price 20% below the sale price of shares in the public offering, which was set using the book building method.

The new and existing shares sold via the public offering and via private placement (4,200,000 shares) accounted for 25.45% of the total number of shares in the Company after the share capital increase, in accordance with Article 3 of Presidential Decree 350/1985, as in force.

Pursuant to Article 22 of Law 2937/26-7-2001, upon its listing the principal ownership of EYATH S.A.’s assets was transferred to the newly established legal entity governed by public law, “EYATH Fixed Assets”, free of consideration. Under a 30-year agreement signed 27-7-2001 between the Greek State, EYATH Fixed Assets and EYATH S.A., EYATH S.A. was awarded exclusive rights to provide water supply and sewerage services to the geographical area within its remit. By the same agreement, EYATH Fixed Assets is required to provide EYATH S.A. the necessary amount of water, for consideration, to serve its customers (consumers); EYATH S.A. assumes responsibility for the rational use of the water sold and for making every effort to reduce leaks and losses as far as possible by implementing a programme to improve and rebuild the water supply network.

Following the decision of the Extraordinary General Meeting of Shareholders of 30-12-2002, the share capital was increased by one million six hundred fifty thousand euros (€1,650,000) by issuing one million six hundred fifty thousand (1,650,000) new ordinary registered shares with a nominal value of one euro (€1) (GRD 340.75) each by:

- a) capitalising €1,580,015 (one million five hundred eighty thousand fifteen) from the premium on capital stock and
- b) capitalising € 69,985 (sixty-nine thousand nine hundred eighty-five) from the goodwill from adjustment in the value of real estate as at 31/12/2000.

The Extraordinary General Meeting of Shareholders decided on 29/12/2006 to increase the share capital by two million one hundred seventy-eight thousand euros (€ 2,178,000) taken from the retained earnings account and by also increasing the value of existing shares from one euro (€ 1) to one euro and twelve cents (€ 1.12) (or GRD 381.64) each.

The Extraordinary General Meeting of Shareholders decided on 07-11-2007 to increase the share capital by twenty million three hundred twenty-eight thousand euros (€20,328,000) by capitalising part of the retained earnings account, as shown in the approved financial statements as at 31/12/2006, prepared in accordance with IFRS, by issuing 18,150,000 new ordinary registered

shares with a nominal value of €1.12 each, and gratis distribution to existing shareholders at a ratio of 1 new share for each existing share.

The Company’s Share Capital stands at € forty million six hundred fifty-six thousand euros (40,656,000) divided into thirty-six million three hundred thousand (36,300,000) shares with a nominal value of one euro twelve cents (€ 1.12) each.

On 26.04.2016 the Board of Directors of the Helleni Republic Asset Development Fund (HRADF) approved the updated Asset Development Plan (ADP), which on 25.05.2016 was approved by the Government Economic Policy Council (Government Gazette 1472/B). According to the above plan, 23% of the Company’s shares will be sold.

At its meeting on 21-02-2018, the Interministerial Committee for Restructuring and Privatisation decided to:

- 1. Revoke Interministerial Committee for Restructuring and Privatisation Decision No. 195/27-10-2011 (GovGaz B/754) to the extent that it transferred 14,520,000 shares in EYATH to the company registered as Hellenic Republic Asset Development Fund S.A.” (HRADF), effective from 1-1-2018.

- 2. Revoke Interministerial Committee for Restructuring and Privatisation decision No. 206/25-4-2012

(Government Gazette 1363/B/26-4-2012), to the extent that it transferred 3,630,001 shares in EYATH owned by the Greek State to the company Hellenic Republic Asset Development Fund S.A. That decision is effective from 1-1-2018.

This decision was published in Government Gazette 614/B/22-2-2018.

According to the notice submitted by the Ministry of Finance, which the Company received by e-mail on 21-3-2018, on 20-3-2018, following an OTC trade on that date, the Hellenic Republic transferred free of consideration 18,150,001 shares in EYATH S.A. to HCAP S.A., in accordance with Article 380(20) of Law 4512/2018, amending Article 197(1) of Law 4389/2016, effective 1-1-2018. HCAP directly holds 50% + 1 share in EYATH and holds 24.02% indirectly via HRADF, which directly holds 24.02%. HCAP’s voting rights account for 74.02% of the capital.

The total voting rights controlled by the Greek State in EYATH S.A. remain at 74.02%. The Greek State owns

all voting rights in HCAP, which in turn holds all voting rights in HRADF.

The Greek State’s total direct and indirect holding in those companies has not changed.

In light of those transfers and notices on the date this Board of Directors’ Report was prepared, the Company’s shareholder line-up since 1.1.2018 is as follows:

SHAREHOLDER	Number of shares held	Holding on 31/12/2021
HCAP	18,150,001	50.00% +1
HRADF	8,717,999	24.02%
Other shareholders	9,432,000	25.98%
Total	36,300,000	100.00%



## 2.2 Objects

The Company's mission is to provide water supply and sewerage services.

More specifically, its mission is:

- the design, construction, installation, operation, running, management, maintenance, extension and renewal of water supply and sewerage services. Those activities and works include pumping, desalination, treatment, storage, transport, distribution and management of all types of water handed over to it for those purposes, and works and activities to collect, transport, treat, store and manage all manner of wastewater (other than toxic waste water) and to treat, distribute, dispose of and manage the products of the sewerage network.
- utilisation of the products generated by treating wastewater.
- providing all manner of telecommunications services, especially via water supply and sewerage networks.
- producing electricity especially by exploiting water from springs, dams, aqueducts and pipelines, and selling electricity it generates itself.
- making investments to expand or modify the water supply and sewerage system (networks and facilities) to improve the quantity and/or quality of the services provided to citizens/consumers.

Moreover, the Company seeks to rationally manage water resources and collect and process urban waste and industrial wastewater, other than toxic waste water. Other key functions of the Company which are cited in its Articles of Association are:

- the provision of water supply services to consumers via the water supply network.
- the provision of sewerage services via the sewerage network.
- financial exploitation of those two services and networks.
- the provisions of water supply services includes providing drinking water of suitable quality for consumption to households, municipalities, and for public use (to water public spaces, for example), and providing water for industrial uses and also providing adequate quantities of water to fight fires. This is done via a whole set of hydraulic and other works and operations which fall into three distinct sectors:
- outdoor aqueducts and E/M facilities for transporting untreated water.
- water treatment plants.
- drinking water distribution network facilities.

The provision of sewerage services includes collecting liquid urban waste and industrial waste from the wider Thessaloniki area via the network of drains, trans-

porting, cleaning it at waste treatment plans and then disposing of it in the natural environment.

The Company collects all quantities of untreated water required from underground springs located to the W and N of the city. The most important underground springs are at Kalohori, Sindos, Narres, Halkidona, Axios and Aravissos, which along with the Aliakmon River provide the largest quantities of water. Using pumping stations at Dendropotamos, Diavata, Sindos and Ionia, water is then stored in around 50 tanks and directed on to consumers via a network of pipes measuring around 2,340 km long.

Company activities are listed under code number 410 in the statistical classification of sectors of economic activity prepared by the National Statistical Authority of Greece.

According to Article 26 of Law 2937/2001, the Company's territorial remit, within which it may provide its services and conduct its business, is the following:

**WITH REGARD TO WATER SUPPLY:** the Municipalities of Thessaloniki, Ampelokipoi, Kalamaria, Neapoli, Sykies, Agios Pavlos, Menemeni, Polichni, Efkarpia, Triandria, Eleftherio Kordelio, Evosmos, Stavroupoli, Panorama, Pylea, Oreokastro, Pefka, as well as the industrial area of Thessaloniki.

**WITH REGARD TO SEWERAGE:** the territorial remit of EYATH S.A. is divided into five areas:

**"Region A"** includes the Municipalities of Thessaloniki, Ampelokipoi-Menemeni, Kalamaria, Neapoli-Sykies, Pavlos Melas, Delta, Evosmos-Kordelio, Pylea-Hortiatis, Oreokastro.

**"Region B"** includes the area surrounded by the rivers Gallikos and Axios, up to the sea, including the industrial zone of the major Thessaloniki area, the district of Sindos of the Municipality of Echedoros, the districts of Agios Athanasios, Anchialos, Gefyra of the Municipality of Ag. Athanasios and the districts of Halastra and Anatoliko of the Municipality of Halastra.

**"Region C"** includes the hill zone of the Thessaloniki urban area and includes the community of Pefka and the Districts of Asvestochori, Exochi, Filyro of the Municipality of Hortiatis.

**"Region D"** extends from the Municipalities of Kalamaria and Panorama to the Sedes public baths and the airport of Mikra, and includes the industrial area and the Districts of Thermi, N. Raideostos, N. Rysio and Tagarades of the Municipality of Thermi and the District of Agia Paraskevi of the Municipality of Vassilika.

**"Region E"** extends from the airport of Mikra and the districts of Neo Rysio and Tagarades of Agia Paraskevi to the sea and includes the districts of Agia Triada, Perea, Neoi Epivates of the Municipality of Thermaikos and the districts of Nea Michaniona, Emvolo and Ange-lochori of the Municipality of Michaniona.

The Company, under a contract signed with the corresponding Municipality and EYATH Fixed Assets can undertake the existing network of local government authorities in one of the above regions and the obligation to provide water supply or sewerage services to the corresponding Municipality.

## 2.3 Vision - Objective - Implementation

### WITH A VISION OF SUSTAINABILITY, RESILIENCE AND SOCIAL COHESION

EYATH provides water supply and sewerage services daily to more than 1.2 million citizens, businesses and industries in the urban area of Thessaloniki. Listed on the Athens Exchange since 2001, it ensures the supply of high-quality drinking water for all Thessaloniki citizens and operates wastewater treatment networks and plants 24 hours a day to effectively serve the broader area.

As a global community, as a country and as a society, in recent years, we find ourselves facing three major challenges: sustainable development, resilience and social cohesion – three goals that complement one another as one presupposes the other. The pandemic of the last two years and the climate crisis dictate that our development plan should be based on a long-term timeline so that today's financial well-being is not achieved at the expense of future generations, but aimed at safeguarding them instead. In this sense, sustainability is at the core of our planning. The increased frequency and intensity of extreme weather events, which are gradually becoming the new normal, makes it imperative to improve the resilience of our infrastructure and our society as a whole. Closely related are imported crises, such as the global increase in energy costs, which underscore our responsibility for securing access to clean water and reliable sewerage services for all.

The development plan Management has approved for 2022-2026 serves this philosophy. It provides for development projects that exploit innovations and new technologies in the water supply-sewerage sectors, as well as operational projects aimed at upgrading and automating our infrastructure for better daily service to consumers.

Further, it provides for interventions that are expected to improve the Company's performance in the area of rational management of water resources, and others that will help to drastically reduce greenhouse gas emissions by transitioning to clean forms of energy and improving energy efficiency to meet the standards of the European Green Deal. In conjunction with the UN's 17 Sustainable Development Goals (SDGs), by 2030 we aim as a company to reduce our energy-carbon footprint by 50% and our water footprint by 20%.

Naturally, we envision all of that as development where all participants will be equal – employees, business and society itself – focused on people, protecting public health and safeguarding our ecosystem for generations to come.

2.3 Vision - Objective - Implementation

Vision

A robust organisation that develops and operates modern, resilient infrastructure, provides top quality services to consumers and ensures the sustainability of the water ecosystem in the wider Thessaloniki area.

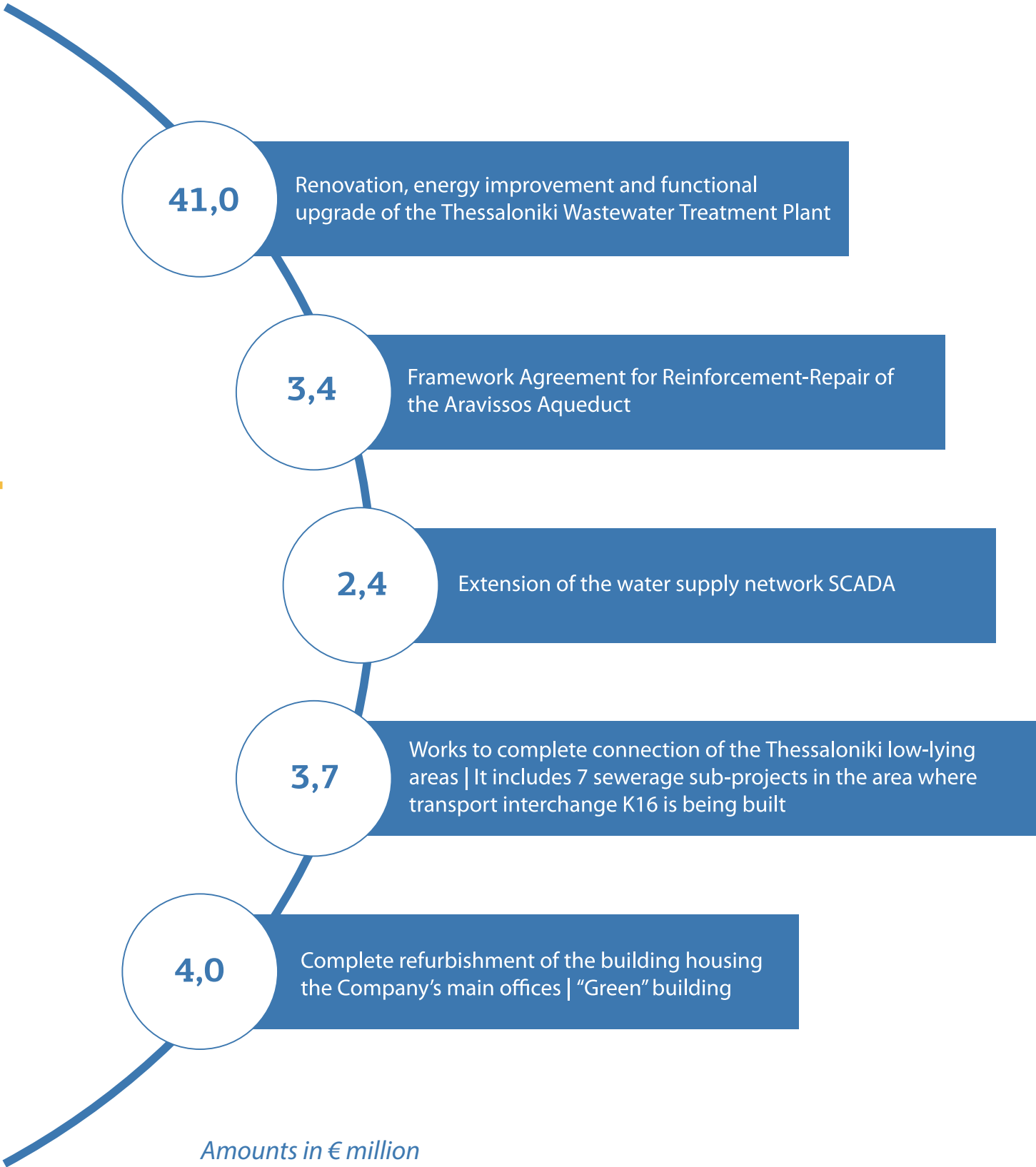
Objective

The company’s mission is to offer quality, comprehensive water supply and sewerage services by utilising, improving and extending its infrastructure, through sustainable environmental management practices.

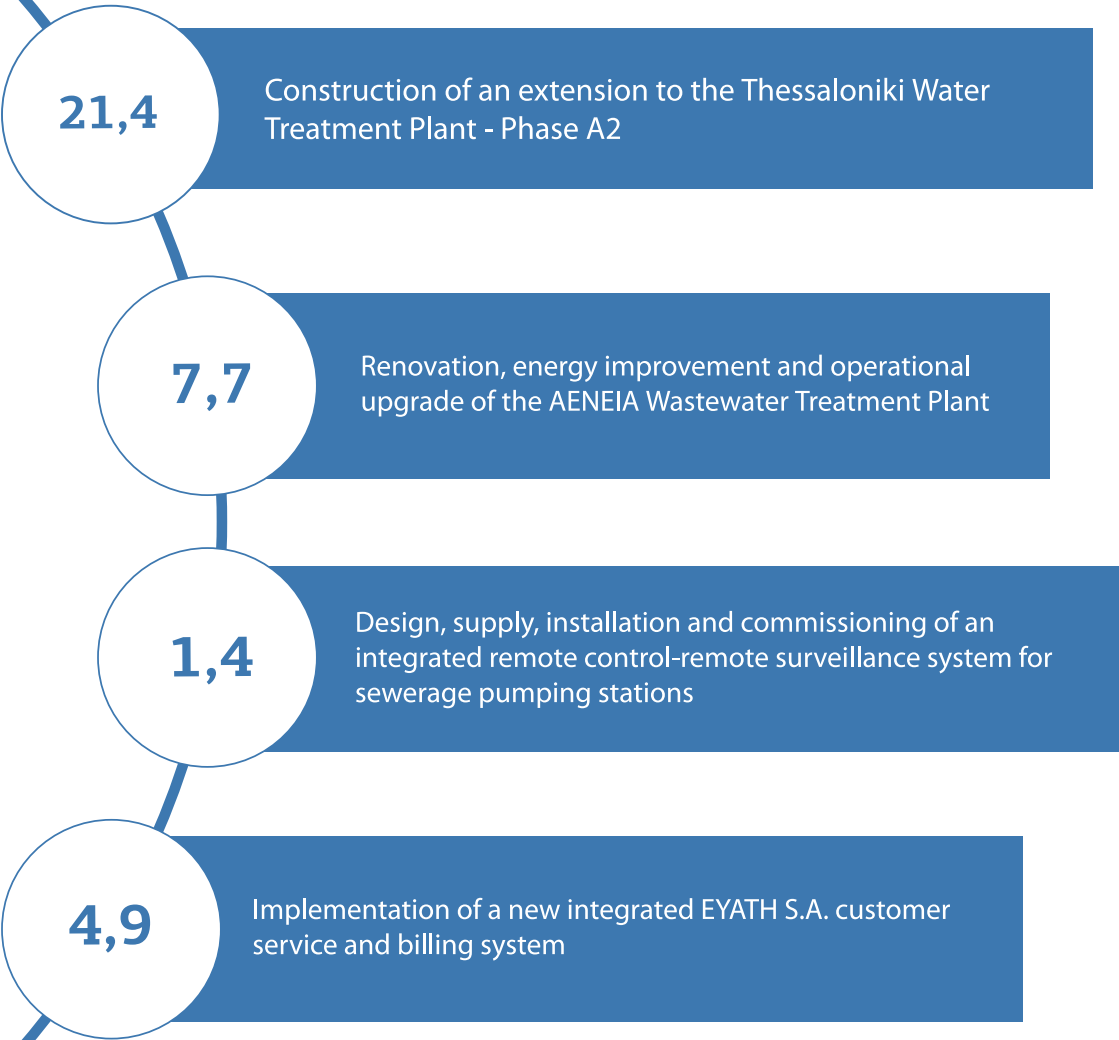
Implementation

Through a comprehensive strategy and effective planning, collaboration and utilisation of the company's staff, and through partnership with all the city's stakeholders.

2.4 Major investment projects under way



2.5 Major investment projects awaiting contract signing



Amounts in € million

2.6 Major events in 2021

INVESTMENT PROJECTS

In 2021, EYATH S.A. held an open tender process to award the following projects and studies:

- In 2021, a service agreement was signed to repair, waterproof and upgrade the water supply tank in the Evangelistria area, for a total of €192,600.
- Contract for “First group of urgent sewerage works in 2021”, with a budget of €3.5 million (excl. VAT).
- Contract for “First group of urgent water supply works in 2021”, with a budget of €3 million (excl. VAT).
- Contract for “Maintenance of EYATH S.A. facilities for 2021”, with a budget of €900,000 (excl. VAT).
- Contract for “Repair to water supply network in Ryzia area of the Thessaloniki Industrial Area”, with a budget of €287.500 (excl. VAT).
- Study titled “Final study on Tanks D2a and D3a and New Sedimentation and Lime Saturation Tank at the Thessaloniki Water Treatment Plant”, with a budget of €1.4 million (excl. VAT).

Also in 2021, the tender process to award the following contracts moved forward:

- Contract for “Repair and maintenance of the Water Supply Network in Western Thessaloniki in 2020”, with a budget of €2.0 million (excl. VAT). The contract has been signed (23/03/2021).
- Contract for “Cancellation-Reconnection of water abstraction sites and replacement of water meters within EYATH S.A.’s territorial remit in 2020”, with a budget of €500,000 (excl. VAT). The contract has been signed (14/05/2021).
- Contract for “Sewage treatment of wastewater in the Neokastro area, south-east of the village of Galini in the Municipality of Oreokastro”, with a budget of €1.2 million. (excl. VAT). The contract has been signed (01/06/2021).
- Contract for “Upgrade of the EYATH S.A. Administration building at 127 Egnatia Str.”, with a budget of €5.0 million. (excl. VAT). The contract has been signed (15/06/2021).
- Contract for “Installation of Main Control Centre for the New Water Supply SCADA”, with a budget of €185,000 (excl. VAT). The contract has been signed (14/7/2021).

Contract for the “Construction of an Expansion to the Thessaloniki Water Treatment Plant - Phase A2”, with a budget of €21.7 million (excl. VAT). The tender is currently before the Council of State for adjudication of the petitions to annul brought by the candidate constructors.

Lastly, in 2021 (Nov. 2021), EYATH S.A. awarded the contract for the “Construction of infrastructure to install a

security system for the new EYATH S.A. water supply SCADA”, with a budget for €150,000. (excl. VAT).

As regards contracts for preparing studies and providing technical services:

- Within 2021 (January 2021), the 3rd Individual Contract for €315,216.64 (excl. VAT) was signed as part of the: · “Framework Agreement for the provision of Technical Advisor support services for the designs and projects under the EYATH S.A. Strategic & Business Plan”, with a budget of €1.32 million.
- In 2021, EYATH embarked on the process of restoring the operation of water supply tank D5 in the Municipality of Evosmos, above the ring road. As part of this effort, it awarded contracts to prepare the following studies:
  - “Geotechnical investigation and study to reinforce the foundation of Tank D5”, with a budget of €27,500 (excl. VAT). The contract has been signed (24/5/2021).
  - “Provision of Technical Advisor Services to Repair the Load-bearing Structure and Reinforce the Foundation of Water supply Tank D5”, with a budget of €10,500 (excl. VAT). The contract has been signed (24/5/2021).

Also in 2021, EYATH signed an MoU with HEDNO S.A. to collect and transmit high density data (in real time) generated by the smart water meters EYATH will install on the water supply network over HEDNO’s new electricity meters. EYATH S.A. has already signed a contract to procure eighty (80) smart water meters.

Lastly, during 2021, cases of extending the sewerage network with third parties assuming part of the cost were examined. These related to pipelines around 1.0 km long in various areas, repairs/replacements of sewerage pipelines of around 6 km and relocation and construction of new water supply pipelines for a total length of 12 km.

**HARMONISATION OF THE ARTICLES OF ASSOCIATION WITH LAW 4548/2018 AND APPROVAL OF THE BOARD OF DIRECTORS’ REMUNERATION POLICY**

At the Extraordinary General Meeting held on 20-12-2019, the shareholders decided to amend the Company’s Articles of Association (excl. articles 12, 41, 53, 54) as part of harmonising them with Law 4548/2018 “Reform of the law regarding sociétés anonymes” and approved the remuneration policy for the Board of Directors and Management.

**SIGNING OF NEW COLLECTIVE LABOUR AGREEMENT**

After the provisions of Article 31(5) and (6) of Law 4024/2011 expired on 1-1-2019, as specified in the pro-

visions of Article 33(a) of Law 4354/2015, the Company and the SEEYATH Labour Union signed a new collective labour agreement effective 1-9-2019.

ADOPTION OF NEW ORGANISATIONAL CHART

In implementation of the provisions of paragraph 4.1.3.1 of the Athens Exchange Rulebook, EYATH S.A.’s management team announced that the new corporate structure was approved by Decision No. 576/2019 of the Board of Directors which took effect in early January 2020. Decision nos. 588/11-9-2020, 636/24-9-2020 and 620/18-11-2021 approved partial changes to that corporate structure as presented in paragraph 3.1

APPOINTMENT OF SENIOR MANAGEMENT EXECUTIVES

Effective 1-1-2020, Board of Directors Decision No. 578/2019 appointed the division heads and Decision No. 287/2021 appointed a new director of the Water Supply Network Division to replace the previously appointed director who retired.

RECRUITMENT OF NEW STAFF

In implementing Board of Directors Decision No. 794/2021 as part of announcement ΣΟΧ1/2021, 10 finalists with secondary school qualifications were hired as drivers with an 8-month employment contract under private law. Announcement 10K/2021 by the Supreme Council for Civil Personnel Selection (ASEP) (GovGaz 60/asep/27-11-2021) initiated the process for filling forty-eight (48) positions in order of priority for staff with indefinite-term employment contracts under private law with university, technical and secondary education qualifications, as specified by Article 28 of Law 4765/2021. .

DRAFTING OF FIRST SUSTAINABILITY REPORT 2019-2020

The application of the principles of sustainability, corporate governance and sound management practices to protecting the environment is a key pillar of EYATH’s evolution into a forward-looking, public benefit enterprise that responds to consumer needs, supports the growth potential of the country’s economy and meets the expectations of employees and shareholders. EYATH’s Sustainability Report 2019-2020 represents the Company’s documentation, assessment and commitment to these principles, as a way of ensuring the sustainability and the protection of our ecosystems against the climate crisis.

2.7 Pricing policy

EYATH S.A. combines its business operations with social responsibility, providing a high level of water supply and sewerage services at the lowest possible cost. At the same time, serving as the manager and provider of a public commodity, such as water, it makes sure that it is accessible to sensitive (vulnerable or special) groups of citizens, ensuring that they can cover their basic needs, having established a social water supply tariff.

Decision No. 416/2011 of the Board of Directors set the company’s pricing policy for the 2012-2013 period, which was ratified with Joint Ministerial Decision No. 4799/19-12-2012 (Government Gazette 3450/B/27-12-2012) of the Ministers of Finance and Macedonia-Thrace.

In National Water Committee Decision No. 135275/22-5-2017 (GovGaz 1751/B) on “General rules for costing and billing water services, methods and procedures for recovering costs of water services for various water uses”, the Committee laid down the general costing and billing rules for water services. The purpose of the decision is to approve the general costing and billing rules as well as measures to improve water services for various uses of water, and to lay down procedures and methods for recovering the cost of such services, including environmental costs and water resource costs. The decision lays down the framework which EYATH is required to implement when billing its services starting in 2019.

During 2018, the Company prepared and approved a pricing policy for the period 1-1-2019 to 31-12-2023 in accordance with that decision, which was submitted to the Special Secretariat for Water for approval. That pricing policy has now been approved (GovGaz 1105/B/3-4-2019) and went into effect 1-5-2019.

New tariffs for 2019/20:	SCALE m³	PRICE (€/m³)	SEWERAGE IN REL. TO PRICE OF WATER
Residential Tariff	0-10	0.42	80%
	11-40	0.60	80%
	41-60	0.70	80%
	61-120	1.20	80%
	121-160	3.60	80%
	161 - over	4.40	80%
Social Residential Tariff (SRT A)	0-30	Free	80%
	31-80	-70% of the res. tariff	80%
	81-120	-35% of the res. tariff	80%
	121 - over	No discount	80%
Social Residential Tariff (SRT B)	0-30	Free	80%
	31-80	-50% of the res. tariff	80%
	81-120	-25% of the res. tariff	80%
	121 - over	No discount	80%
State - Municipal - Loc. Govt. Auth.	0 - over	0.65	80%
Aid for Loc. Govt. Auth.	0 - over	0.35	0%
Charities	0 - over	0.65	80%
Business tariff	0-200	0.70	80%
	200 - over	0.95	80%
Industrial tariff	0-2,000	0.52	80% outside of the T.I.A.
	2,001 - over	0.87	80% outside of the T.I.A.
Irrigation – Cleaning of private green areas	0-10	2.00	0%
	11-100	2.50	0%
	101 - over	3.60	0%
Boreholes	0 - over	0.30	80%
Fire hydrants	0 - over	5.00	0%
Tanker trucks	0 - over	1.00	0%
Ship provisioning	0 - over	2.00	0%



## 2.8 Research & Development

The Research & Development (R&D) Department of the Strategic Planning, Works and Development Division includes the company's R&D and its involvement in networking in national and international actions and working groups, and is engaged in constant collaboration with the various company divisions.

Over the course of 2021, the R&D Department was involved in various working groups along with other players from the city and abroad, as part of EYATH's participation in research projects, co-financed research, technology and innovation programmes, run by either the European Commission (Horizon 2020) or the Greek General Secretariat for Research and Innovation (GSRI-NSRF).

Specifically, in January 2021, it embarked on the Horizon 2020 research project: "Copernicus Assisted Lake Water Quality Emergency Monitoring Service" (WQeMS) will have the general objective of providing an operational Water Quality Emergency Monitoring Service to the water utilities industry in relation with the quality of the 'water we drink'.

Therefore, it will focus its activities on monitoring the surface waters of lakes/reservoirs valorized by the water utilities for the delivery of drinking water. In this context, Sentinel data (from the Sentinel-2 and Sentinel-1 space stations) will be used to monitor the quality of surface water with fine spatial resolution, following validated processes with in situ data. It should be noted that the WQeMS project will rely on the Copernicus Data and Information Access Services (DIAS ONDA).

Thanks to modern satellite monitoring equipment at lakes, it is possible to give early warnings about the risk of surface water contamination, which can help mitigate the impacts both on the production of drinking water and on the environment.

The project is to last three years, and EYATH's role will be to study the proposed new satellite technologies and methods to

be developed on the project to address pollution phenomena at the Polyfytos Reservoir on the Aliakmon River. Moreover, the possible algal bloom will be examined to address the production of cyanotoxins in good time, as these endanger the safety of drinking water.

Finally, throughout 2021 EYATH's current research projects continued to be implemented:

### I) CO-FINANCING FOR THE

"COMPETITIVENESS, ENTREPRENEURIALISM & INNOVATION" PROGRAMME (RUN BY THE COMPETITIVENESS ENTREPRENEURSHIP AND INNOVATION OPERATIONAL PROGRAMME MANAGING AUTHORITY). COMPETITIVENESS, ENTREPRENEURIALISM & INNOVATION OPERATIONAL PROGRAMME - 2014-2020 NSRF:

a) The research project below (co-financed under the 2014-2020 NSRF programme) continued throughout 2021: "Smart Infrastructure for Remote Water Consumption and Water Demand Management System" (known as SMART-WATER), which is a research partnership with the telecom company Apifon and the Information and Communication Technologies Institute of the Centre for Research and Technology Hellas (CERTH). The project was primarily managed by members of the former Strategic Planning & Investment Programme Management Unit which took the necessary steps to prepare for an upcoming publication (talk at the 39th IAHR 2022 Congress in Granada). The physical and financial object of the project was successfully completed in December 2021.

### II) ACTION OF NATIONAL SCOPE: "BILATERAL AND MULTILATERAL R&T PARTNERSHIPS – BILATERAL AND MULTILATERAL R&T COOPERATION BETWEEN GREECE AND CHINA" (MANAGEMENT AND IMPLEMENTATION AUTHORITY FOR RESEARCH, TECHNOLOGICAL DEVELOPMENT AND INNOVATION ACTIONS-ETAK):

This action continued the implementation of the project "Monitoring and methodologies for removal of emerging pollutants in liquid waste" (MOREM).

The MOREM project examines the presence of emerging pollutants such as Pharmaceuticals and Personal Care Products (PPCPs) and micro-plastics (MPs) and looks at urban wastewater treatment techniques to remove those pollutants.

### III) EU HORIZON 2020 CO-FINANCING PROGRAMME:

1) The project titled "Enhancing Standardisation strategies to integrate innovative technologies for Safety and Security in existing water networks" (Aqua3S), which is in its second year of implementation, is expected to impact on the safety and protection of the water supply system in the greater Thessaloniki metropolitan area. Its objective is to develop a platform with the optimal combination of modern online instrumentation and monitoring technologies in the water supply network to identify a range of pollutants and prevent accidental and/or deliberate pollution of drinking water. In addition, it is expected to highlight the general rules and crisis management procedures so that they can be incorporated into a consistent, standardised methodology for responding to emergencies.

2) The project titled: "Pathogen Contamination Emergency Response Technologies" (Patho-CERT), mainly aimed at improving the coordination of all

First Responders to events involving water contamination by pathogens.

It will record the full range of activities required to manage pathogen contamination, from detection and situational awareness of contamination emergencies, to epidemiological risk assessment, and any criminal investigation needed to handle the phenomenon. More specifically,

PathoCERT will explore new technologies, tools and methods which will be field-validated by the first responders. Overall, the new solutions will be aimed at the entire chain of such bodies in the area (H&S companies, inspecting authorities, emergency response agencies and bodies, etc.).

### IV) PROGRAMME FUNDED BY EYATH S.A.

#### "USE OF SATELLITE SURVEYING METHODS TO MONITOR POLYFYTOS RESERVOIR"

The following research project was continued in 2021: "Development and installation of a system for valid and timely detection and information about the presence of hydrocarbons at Polyfytos Reservoir, using satellite surveying methods". The project is being implemented as part of a service agreement in cooperation with EYATH's R&D Department with Infalia Private Company. The scope of the research project is to explore the capability of identifying any presence of hydrocarbons at Polyfytos Reservoir using satellite images, AI tools and neural networks. The project deliverable is a digital tool which will provide automated, timely and valid updates to EYATH S.A. staff if surface formations are identified at Polyfytos Reservoir.

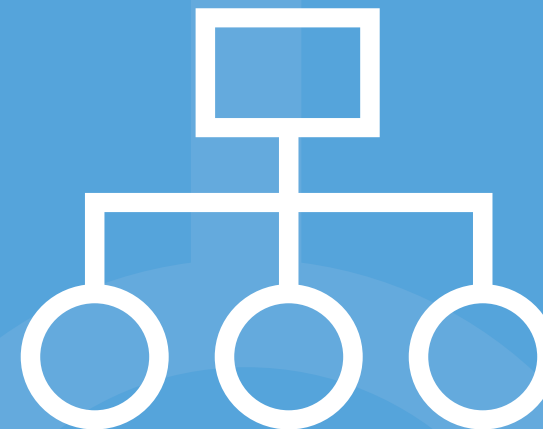
### PARTICIPATION IN OTHER RESEARCH ACTIONS AND PARTNERSHIPS

In early 2021, the R&D Department coordinated EYATH's participation in the programme "Digital Challenges in Innovation", run by the HCAP Innovation Network in cooperation with MITEF Greece.

As part of the programme, EYATH held its own innovation and entrepreneurship competition on the topic of: "Application of technologies for the binding and individual treatment of the pollution load in wastewater coming into the Thessaloniki Wastewater Treatment Plant. Recovery of 'valuable materials' from wastewater", which was announced in June 2021 and continued throughout the year.

During the year, the Company continued to take part in the work of the expert advisory group with organisations from all over Europe to submit a thematic proposal as part of the European Space Agency's R&D strategy aimed at developing pioneering know-how on the development of biofilms in water supply and sewerage systems.

EYATH continued to actively participate in working groups of the committees of the European Federation of National Associations of Water and Wastewater Services (EurEau).



### 3. COMPANY STRUCTURE

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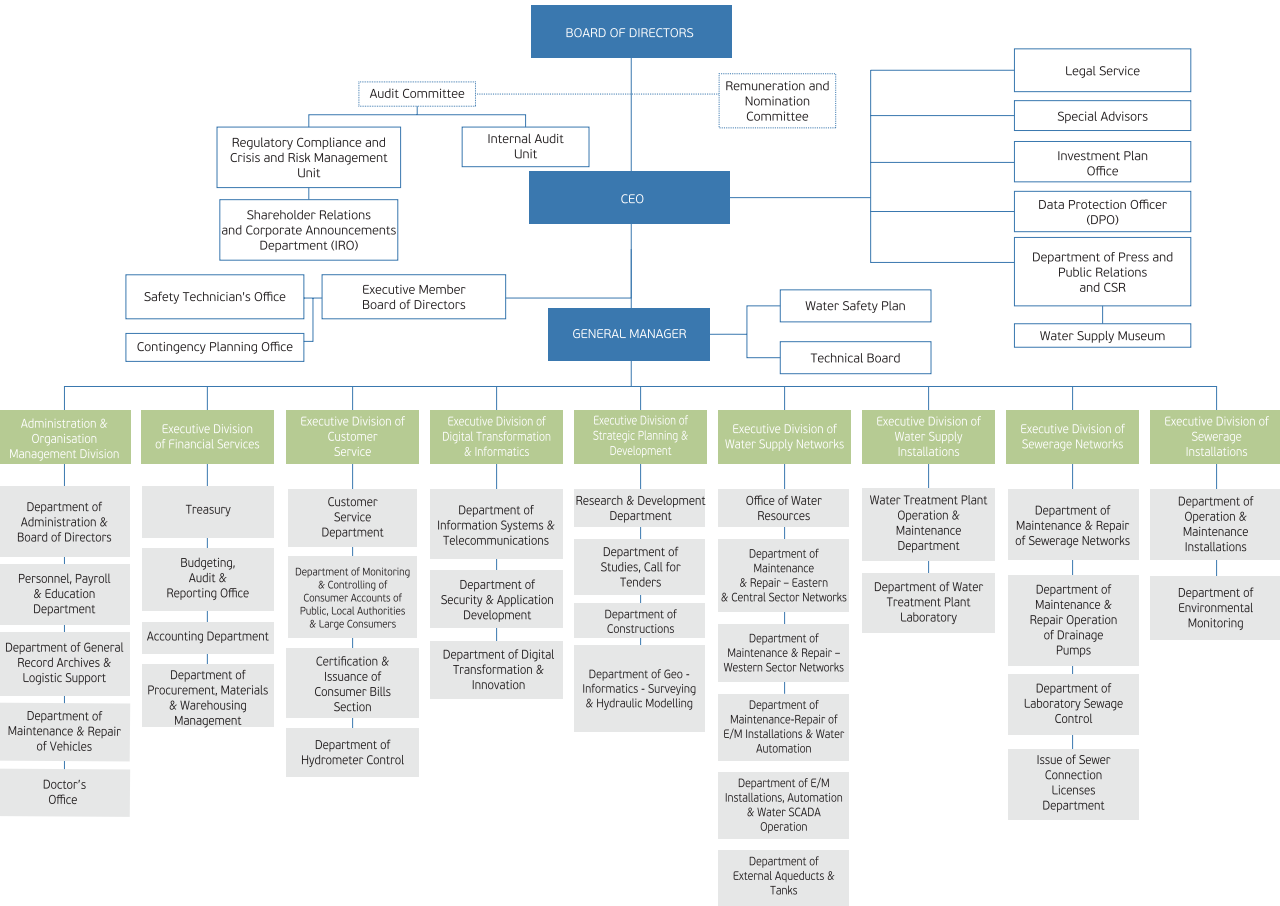
3.1 Organisational Chart

On 1.1.2020, the new organisational chart approved by the Board of Directors in December 2019 took effect. It reflects the emphasis the company places on planning, developing and running water supply and sewerage facilities.

In light of changes in operating conditions, an evaluation of the new structure’s performance indicated a need to make some changes in the organisational chart so it could better respond to more recent requirements approved with Board of Directors Decision nos. 588/11-09-2020, 636/24-9-2020 and 620/18-11-2021, as presented in the diagram below.

The contribution of the Administrative Board, which meets unfailingly in accordance with its updated internal regulation, is essential to the sound operation and growth of the Company.

ORGANISATIONAL CHART 1/1/2021-31/12/2021



3.2 The Board of Directors

Pursuant to Article 13 of EYATH S.A.’s codified Articles of Association, approved by decision No. 516/06-12-2019 of the Board of Directors to bring them into line with Law 4548/2018, the Company is run by a Board of Directors

comprised of between seven (7) and eleven (11) members, elected by the Company’s General Meeting of Shareholders. Members of EYATH’s Board of Directors serve four-year terms.

Members are either executive or non-executive, and at least two are independent. Two members are also employee representatives.

Article 17 of the Articles of Association (Establishment of the Board) states that immediately after it is formed under Article 13 of the Articles of Association, the Board must meet and officially establish itself and elect a Chairman and one or more Vice Chairmen. A CEO can also be elected from among the members.

The position of Chairman may be held by the same person holding the position of CEO.

The Board selects Managers, and in the same decision sets out their competences.

LINE-UP OF THE BOARD OF DIRECTORS IN 2021

During 2021 the Board of Directors' line-up was as follows:

BOARD OF DIRECTORS' LINE-UP FROM 01/01/2021 TO 31/12/2021

No.	NAME – SURNAME	POSITION ON BOARD	START OF BOARD MEMBERSHIP	END OF BOARD MEMBERSHIP	ROLE
1	Anthimos Amanatidis	CEO	30/04/2020		Mechanical Engineer
2	Agis Papadopoulos	Chairman, Non-executive member	02/08/2019		University Professor
3	Grigorios Penelis	2nd Vice Chairman Non-executive member	21/12/2019		Civil Engineer
4	Theodoros Koulouris	Executive member	27/08/2019		Lieutenant General (retired), graduate of the Aristotle University of Thessaloniki Law School
5	Ekaterini Tsikaloudaki	Non-executive member	30/04/2020		Civil Engineer
6	Sofia Ammanatidou	Independent non-executive member	30/04/2020		Economist
7	Nikolaos Klitou	Independent non-executive member	21/02/2019		Economist
8	Maria Petala	Independent non-executive member	30/04/2020		Chemical Engineer
9	Georgios Satlas	Non-executive member	30/04/2020	30/09/2021	Mechanical Engineer
10	Dimitrios Konstantakopoulos	Non-executive member	16/12/2021		Economist
11	Georgios Archontopoulos	Non-executive member	11/05/2016		Employee representative
12	Ioannis Mitziias	Non-executive member	19/06/2020		Employee representative

The Board is the Company's supreme body and is primarily involved in devising the strategy and growth policy for the company and also oversees and controls how its assets are managed. Its competences are set out in Law 2190/1920 and Law 3016/2002, as currently in force following the adoption of Law 4706/2020.

The fees and remuneration of members of the Board of Directors paid in 2021 are shown in the table below.

FEES & REMUNERATION FOR BOARD MEMBERS FROM 1/1/2021 TO 31/12/2021

The amounts paid to the CEO were for fees, while other members received attendance expenses. They are specified in the remuneration policy for members of the Board of Directors of EYATH S.A. approved by the Extraordinary General Meeting on 20.12.2019.

The amount paid for reimbursement for attending meetings to the secretaries of the EYATH Board of Directors, EYATH SERVICES and the Audit Committee in 2021 was €13,128.79.

The pay plus employer contributions for the General Manager for the period 1-1-2021 to 31-12-2021 came to €81,117.28 and for Directors to €444,498.24.

The current line-up of the Board of Directors is set out in section 9, paragraph 33 “Events occurring after the balance sheet date”.

NAME – SURNAME	ROLE	FROM - TO	BOARD OF DIRECTORS	PARTICIPATION	ANNUAL REMUNERATION	EMPLOYER CONTRIBUTIONS	EYATH SERVICES	ADDITIONAL	TOTAL
ANTHIMOS AMANATIDIS	BOARD MEMBER - CEO	01/01/2021-31/12/2021	€0.00	€0.00	€77,000.04	€17,375.84	€0.00	€0.00	€94,375.88
AGIS PAPADOPOULOS	BOARD MEMBER - CHAIRMAN	01/01/2021-31/12/2021	€0.00	€0.00	€32,000.04	€6,761.64	€0.00	€0.00	€38,761.68
THEODOROS KOULOURIS	BOARD MEMBER	01/01/2021-31/12/2021	€0.00	€0.00	€30,000.00	€6,339.00	€0.00	€0.00	€36,339.00
NIKOS KLITOU	BOARD MEMBER - VICE CHAIRMAN	01/01/2021-31/12/2021	€7,999.92	€5,400.00	€0.00	€2,831.50	€0.00	€0.00	€16,231.42
GRIGORIOS PENELIS	BOARD MEMBER - EXECUTIVE	01/01/2021-31/12/2021	€0.00	€0.00	€0.00	€0.00	€0.00	€0.00	-
SOFIA AMMANATIDOU	BOARD MEMBER	01/01/2021-31/12/2021	€7,999.92	€3,600.00	€0.00	€2,581.48	€616.91	€0.00	€14,798.31
MARIA PETALA	BOARD MEMBER	01/01/2021-31/12/2021	€7,999.92	€3,600.00	€0.00	€2,451.12	€0.00	€0.00	€14,051.04
EKATERINI TSIKALOUDAKI	BOARD MEMBER	01/01/2021-31/12/2021	€7,999.92	€0.00	€0.00	€1,820.80	€616.91	€0.00	€10,437.63
GEORGIOS SATLAS	BOARD MEMBER	01/01/2021-30/09/2021	€0.00	€0.00	€0.00	€0.00	€0.00	€0.00	-
DIMITRIOS KONSTANTAKOPOULOS	BOARD MEMBER	14/12/2021-31/12/2021	€0.00	€0.00	€0.00	€0.00	€0.00	€0.00	-
GEORGIOS ARCHONTOPOULOS	BOARD MEMBER - EYATH EMPLOYEE	01/01/2021-31/12/2021	€7,999.92	€0.00	€0.00	€1,690.44	€0.00	€0.00	€9,690.36
IOANNIS MITZIAS	BOARD MEMBER - EYATH EMPLOYEE	01/01/2021-31/12/2021	€7,999.92	€0.00	€0.00	€1,690.44	€0.00	€0.00	€9,690.36
TOTAL			€47,999.52	€12,600.00	€139,000.08	€43,542.26	€1,233.82	€0.00	€244,375.68

3.3 The General Manager and Division Heads

GENERAL MANAGER'S PAY FROM 1/1/2021 TO 31/12/2021

No.	NAME – SURNAME	FROM	TO	GROSS PAY	EMPLOYER CONTRIBUTIONS	TOTAL
1	PARTHENA THEODORIDOU	01/01/2021	31/12/2021	€67,666.91	€13,450.37	€81,117.28

PAY FOR DIVISION HEADS FROM 1/1/2021 TO 31/12/2021

No.	NAME – SURNAME	FROM	TO	GROSS PAY	EMPLOYER CONTRIBUTIONS	TOTAL
1	GEORGIOS ANGELOU	01/01/2021	31/12/2021	€37,199.85	€7,823.06	€45,022.91
2	DIMITRIOS ALEXANDRIS	01/01/2021	31/12/2021	€42,706.78	€7,328.10	€50,034.88
3	NIKOLAOS ARAMBATZIS	01/01/2021	31/12/2021	€35,350.00	€7,340.37	€42,690.37
4	KONSTANTINOS KOTOULAS	01/01/2021	31/12/2021	€42,881.88	€9,042.68	€51,924.56
5	SPIRIDON LAZARIDIS	19/05/2021	31/12/2021	€26,036.03	€5,286.39	€31,322.42
6	PANTELIS LEGBELOS	01/01/2021	31/12/2021	€18,140.01	€3,181.46	€21,321.47
7	ALEXANDROS MENTES	01/01/2021	31/12/2021	€36,173.80	€7,334.84	€43,508.64
8	PANAGIOTIS PETRIDIS	01/01/2021	31/12/2021	€44,574.72	€7,899.12	€52,473.84
9	GEORGIA SERETOUDI	01/01/2021	31/12/2021	€40,027.36	€9,902.73	€49,930.09
10	CHRISTOS TRAGANOS	01/01/2021	31/12/2021	€50,091.22	€6,177.84	€56,269.06
TOTAL				€373,181.65	€71,316.59	€444,498.24

The Company's Network and Facilities Operations and Coordination General Manager overseeing all divisions from 01-01-2021 to 31-12-2021 was Parthena Theodoridou. Division Heads from 01-01-2021 to 31-12-2021 were:

- Georgios Angelou (university graduate in Electrical – Mechanical Engineering), Digital Transformation and IT Manager.
- Dimitrios Alexandris (university graduate in Admin.-Finance), Chief Financial Officer.
- Nikolaos Arambatzis (TEI graduate in Admin. and Accounting), Admin. and Operations Manager.
- Konstantinos Kotoulas (university graduate in Chemical Engineering – Health Sciences), Sewerage Installations Manager.
- Pantelis Legbelos (university graduate in Civil Engineering), Water Supply Network Manager, 1/1/2021 to 18/5/2021.
- Spiridon Lazaridis (university graduate in Civil Engineering), Water Supply Network Manager, 19/5/2021 to 31/12/2021.
- Alexandros Mentes (university graduate in Civil Engineering), Strategic Planning, Works and Development Manager.
- Panagiotis Petridis (university graduate in Civil Engineering) heading the Customer Service Division.
- Georgia Seretoudi (university graduate in Chemistry) heading the Water Supply Facilities Division.
- Christos Traganos (university graduate in Civil Engineering) heading the Sewerage Networks Division.

Note that none of the Company's Board Members or senior executives are related to each other. In addition, none of EYATH's Board members or management executives have been convicted of dishonourable offences or financial crimes or are involved in pending litigation pertaining to bankruptcy, criminal acts, nor have they been banned from engaging in business activities, stock exchange transactions, acting as investment advisors, Bank and Insurance Fund Executives, issuing underwriters, or executives with securities firms, among other things.

Note that in addition to the transactions listed in this report, no other business relationship or transaction existed over the last three years up until the current accounting period between the Company's administrative, management and supervision bodies or the main shareholder and the Company itself.

All members of the Company's Board of Directors and its management executives are Greek citizens. The postal address for Board members is the Company's head offices at 91 Tsimiski Ioannou Str., GR-54622 THESSALONIKI.

The Board's independent non-executive members meet the requirements laid down in Article 4 of Law 3016/2002, as in force following the adoption of Law 4706/2020.



### 3.4 Corporate Governance Statement

#### 1. Corporate Governance principles

In line with the requirements of Article 43a(3)(d) of Codified Law 2190/1920, the Company hereby gives notice that it implements the Corporate Governance Code for listed companies prepared by the Federation of Greek Industries (SEV) published in January 2011 which can be found on the Federation's website: [www.sev.org.gr](http://www.sev.org.gr).

The corporate governance principles it follows have been incorporated into the Company's Internal Regulation, which is available to the public in hard copy at the Company's head offices.

During financial year 2021, the Company began updating its Internal Audit Regulations and the Bylaws of the Board of Directors' Audit Committee to bring them into line with the provisions

of recent Law 4706/2020 on corporate governance and modern auditing standards.

#### 2. Main characteristics of the Internal Audit and Risk Management System in relation to the preparation of the financial statements

The Internal Audit Unit's mission is:

- To examine and evaluate the adequacy and effectiveness of the Company and Group's System of Internal Controls and to ascertain to what extent the system provides reasonable assurance about:
  - Compliance with Policies, procedures, guidelines and decisions of Company Management and the Legislation governing its operations.
  - Adequate evaluation of the data processing systems to ascertain to what extent such systems achieve their purposes and targets, and whether adequate control procedures have been incorporated into them.
  - Efficient and effective utilisation of the Company's available resources, and an overview of the means of safeguarding assets and the assurance itself of the existence of such assets (via inventories, counts, etc.).
- Reliability of the financial statements.
- Reliability and completeness of data, information and means used for decision-making.

- Management briefing by the Audit Committee about the results of scheduled and unscheduled audits.
  - Evaluation of steps taken to correct auditing issues which have been identified and notified in the past.
- Internal auditing, as a function, is performed in an independent, objective manner and consequently has no power over or other form of responsibility for the activities it oversees. The key principles guiding how internal audits are carried out are set out below:
- Each year an Audit Plan is drawn up, which includes areas to be audited during the year, the subject matter and timeline for carrying out all auditing work. The annual Audit Plan is prepared based on risk assessment and is approved by the Audit Committee.
  - In addition to scheduled audits, the Internal Audit Unit also undertakes to carry out special or unscheduled audits which may be assigned by Company Management.
  - Auditing work is carried out by auditors with the required degree of professional diligence, conduct, confidentiality, objectivity and integrity, in compliance with the International Standards for the Professional Practice of Internal Auditing and the Code of Ethics of the International Institute of Internal Auditors (IIA).
  - When carrying out audits, Company auditors collaborate as necessary with staff and executives who are directly or indirectly involved in the activity being audited.
  - The practices and detailed procedures implemented by the Internal Audit Unit, and the operating framework for internal audits in general are outlined in detail in the Internal Audit Manual.
  - The scope of audits and the findings which emerge from each auditing task are recorded in detail in Audit Reports issued by the Internal Audit Unit. These are prepared by the auditors who were involved in the auditing work and are reviewed by the head of the Internal Audit Unit.
  - Follow-up of agreed corrective measures is done by the Internal Audit Unit at regular intervals depending on their seriousness.
  - The Audit Committee periodically briefs Company Management on issues which come to the attention of auditors while carrying out audits, or from other sources which require further investigation by expert investigators.

### 3.5 Legislative Framework

EYATH S.A. implements the laws applying to sociétés anonymes, specifically Law 4548/2018 and Codified Law 2190/1920 as currently in force, as well as laws 4706/2020 and 3016/2002 on corporate governance of listed sociétés anonymes. Following the adoption of Law 4548/2018, the Company brought its Articles of Association into line with the law following the decision of its Extraordinary General Meeting of Shareholders of 20-12-2019. The decision of the Ordinary General Meeting of Shareholders on 01-06-2021 approved the amendment of articles 13, 14, 15, 17 and 19 of its Articles of Association.

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## CORPORATE SOCIAL RESPONSIBILITY

As part of its Corporate Governance strategy to ensure the long-term, balanced development of the Company for the benefit of employees, consumers and shareholders, EYATH implements a number of Corporate Social Responsibility (CSR) actions. CSR is intimately bound up, as a company activity, with the reputation and brand equity of every business; it can improve its economic, environmental and social performance, and has assumed greater importance in recent years due to the rise in social needs. The company's CSR programme primarily relates to employees, who benefit from a creative, rewarding work environment; consumers, who have shown increasing interest in the social and environmental credentials of the companies they do business with; and local communities that want to share the principles and values of local companies. However, the CSR programme also relates to shareholders, who reward responsible corporate behaviour and attitudes, just as they do with similar businesses in Europe which seek to operate and run under a common European and international framework of principles. Finally, it relates to future generations who seek to take possession of a world which respects man and the environment.

As the health crisis created by the pandemic continued into 2021, EYATH ensured the uninterrupted operation of the vital public health infrastructure it managed, the support of vulnerable social groups and the continued of a relative "normality" through various actions to benefit people and the environment.

As a business model and body implementing CSR, EYATH seeks to create a strong corporate culture and to foster environmental awareness in the local community of Thessaloniki (value creating business model).

The strong corporate culture and employee dedication to issues of concern to the local community, together with CSR "investments", can promote significant social messages or even inspire activist actions that ultimately have a positive impact on the Company's branding.

In the same vein, EYATH drafted its Sustainable Development Report for 2019-2020 for the first time to highlight all of its performance and initiatives on social, environmental, economic and governance issues, as specified by GRI guidelines for sustainable development reporting.

In this first report, the Company commits to its vision to be an economically robust, outward-looking organisation which develops and operates modern, resilient infrastructure and ensures the sustainability of the water and the broader ecosystem in the region. In this sense, the priority is the goals which are directly linked to the sustainable development strategy the Company has adopted so that over time we can create added value for society, the environment, the market and our human resources. Specifically, we adopt the UN Agenda for 2030, as expressed through the 17 Social Development Goals for 2030. It is Management's decision

and commitment to actively contribute to achieving these goals by promoting the well-being and safety of the population, protecting the environment and combating poverty.

High environmental and social performance also entails lower risk for the Company itself and its investors. Environmental performance is related to the Company's behaviour in matters of energy, conservation of natural resources, pollution and waste management, and to assessing the risk that this behaviour may cause. Moreover, social performance is related to business relations, relations with suppliers and their choice, rewards for the local community, volunteering and working conditions. EYATH's long-term relationship with the local community follows precisely these standards: from assisting with the printing activities of the addict support centre; supporting a homeless people's street-sold magazine with procurement and corporate advertising; purchasing environmentally-friendly products for its promotions (green marketing), to supporting small associations that help those in need.

## 4.1. Education - Health programmes - Financial support for employees

### EYATH:

- Encourages and provides financial support for employee involvement in educational programmes (seminars, conferences, workshops), to bolster their skills, personal development and job satisfaction, and to improve their day-to-day dealings with consumers.

- Encourages staff to get involved in volunteering (by collecting food or other items for the poor, collecting cooking oil for recycling, participating in running events that share a social cause, etc.);

- Organises events and distributes gifts to employees' children and provides cash rewards to school pupils with the highest scores in the university entrance exams every year.

- Runs camping and summer activities schemes for employees' children.

- Provides a private outpatient and inpatient insurance plan to employees.

- In 2021, a hundred and fifty-three (153) employees took part in forty-nine (49) seminars, conferences and workshops relating to their area of expertise and the unit in which they work. Due to the emergency measures in place to prevent the spread of Covid-19, trainings were held primarily remotely.

The Company encouraged and facilitated employee participation in online training and informational events by providing the required technical equipment.

The Company continued to ensure safe working con-

ditions in the second year of the pandemic, by either supplying additional technical means allowing them to work from home or by introducing health protocols in the workplace.

Specifically, the Company provided all protective equipment recommended by the National Public Health Organisation to all persons who had to be physically present at work (antiseptics, masks, office dividers) and put in place appropriate measures (social distancing, continuous disinfection, testing, etc.). Prompt implementation of all circulars from ministries and the National Public Health Organisation to safeguard personal health and hygiene allowed employees to offer their services to consumers in Thessaloniki without problems.

## 4.2 Customer service - Special arrangements for debtors

### THE COMPANY:

- has been offering a social tariff since early 2014 to provide relief to vulnerable groups, as well as an extensive programme to settle overdue debts for all debtors without exception and for financially disadvantaged groups. From May 2019 onwards, vulnerable groups have been able to access this tariff under the same criteria as applicable for the PPC social residential tariffs (A and B) and other power supply tariffs. EYATH S.A. receives a relevant file from e-Government Centre for Social Security/HEDNO and without requiring the submission of supporting documents from consumers, places beneficiaries on the tariff or automatically removes them when they do not meet the criteria. Pricing policy follows the logic of reducing the price of water at low levels of consumption to ensure its social character and increasing it at high levels of consumption to discourage wastage (just 0.6% of household consumers are on this higher tariff). Prices were also reduced for business tariffs for lower levels of consumption and increased for higher levels of consumption

tion as an incentive to avoid wasting this precious natural resource and for 83% of industries the charges remain fixed.

- has a new cutting-edge customer service office in the west part of the city, right opposite the Thessaloniki courts, to facilitate the public and enable transactions to be more easily processed for those in the Western part of the city. There are also ergonomic customer service offices at 6 Angelaki St., next to the Citizen Service Centre. Workers and consumers enjoy a modern, pleasant environment at a central location in the city directly accessible by bus, as well as parking facilities (within the Thessaloniki International Fair site).

- Special care was taken to place signs written in Braille outside branches to assist consumers with partial or complete loss of vision.

- It provides easy-to-understand printed bills showing an overview of the user's last three bills to help consumers save this precious natural resource. Moreover, bills also feature a summary and itemised presentation

of charges, as well as information about how users can take care of private facilities, how they can make payments and the special treatment offered to special groups of consumers. Moreover, every envelope and bill includes a QRCode so that consumers can directly view the Company's website on the internet.

- operates a special platform at [www.eyath.gr](http://www.eyath.gr) to directly inform consumers about interruptions to water supply in their area, and the scheduled restoration time, and to allow them to report water supply / sewerage problems online.

- systematically runs info-campaigns for the public about the quality of water, options available to socially and financially vulnerable population groups, about updating their water cards and the advantage of the card, and about measures that can be taken by consumers to safeguard their installations against the frost.

- facilitates customers by offering improved e-services (on the EYATH website and web banking) and a wide network of partners and associated businesses (150 supermarket chain stores in the prefecture of Thessaloniki and neighbouring prefectures of Halkidiki, Pieria, Imathia, Pella and Kilkis at no extra charge, and at associated OPAP agencies and Hellenic Post Office branches). After the pandemic broke out, the company expanded its digital services to avoid overcrowding at its offices and consequently the spread of coronavirus.

- systematically runs info-campaigns for the public about the quality of water, options available to socially and financially vulnerable population groups, about updating their water cards and the advantage of the card, and about measures that can be taken by consumers to safeguard their installations against the frost. During 2019 campaigns were run about the relocation to Angelaki St. and about the option to pay locally or online without physically visiting our store counters (Pay Everywhere Campaign).

- facilitates customers by offering improved e-services (on the EYATH website and web banking) and a wide network of partners and associated businesses (150 supermarket chain stores in the prefecture of Thessaloniki and neighbouring prefectures of Halkidiki, Pieria, Imathia, Pella and Kilkis at no extra charge, and at associated OPAP agencies and Hellenic Post Office branches).

After the pandemic broke out, the company expanded its digital services to avoid overcrowding at its offices and consequently the spread of coronavirus.

### 4.3. Reducing the Environmental Footprint - Innovation and Research - Ecological Practices

EYATH is ensuring that it is in line with the applicable environmental legislation, by constantly monitoring, consolidating and complying with the terms of environmental guidelines and directives at national and European level.

Moreover:

- it invests in improving its facilities to ensure better performance and reduce energy consumption;
- It actively contributes to surface cleaning of the Thessaloniki seafront, removing floating objects and spills or pollution incidents, and intervenes in emergencies when there is a social need (e.g. pollution during a major event in Thessaloniki such as the Film Festival) or in emergency incidents of increased pollution, such as the summer of 2021, when EYATH assumed responsibility for the seafront and the surface cleaning to the benefit of the summer tourist season.
- It removes urban and industrial wastewater from the urban area via an extensive sewerage network, the pumping stations of which are controlled by remotely controlled and operated systems.
- it is planning systematic modernisation of the water supply network to reduce leaks;
- it operates a state-of-the-art GIS system for preventative maintenance and rapid response to emergencies;
- it implements a programme to re-use water treated at the Thessaloniki WasteWater Treatment Plant to irrigate areas of land in the Halastra - Kalohori plains during droughts;
- it ensures that sludge is managed in an environmentally and socially beneficial manner, by using it as a fertiliser, to promote it as one of the most appropriate solutions. As part of the energy and environmental upgrade of the Thessaloniki Wastewater Treatment Plant, it has reinforced the biogas production unit running on sewage sludge and is moving to create thermal/electrical energy co-generation facilities with a 3.5 MW capacity.
- In June 2021, the Company's main offices were relocated to 91 Tsimiski Str. to allow for the complete renovation of EYATH's historic building at 127 Egnatia Ave. that will transform it into a model office building with almost zero energy consumption. The renovation of the 1970 building is part of EYATH's broader investment programme that

includes sustainable, environmentally oriented projects. The new building will have an imposing architectural character and meet high energy and environmental performance criteria, as it will also aesthetically improve the area connecting the AUTH campus, the Thessaloniki International Fair and Egnatia. It will be a model energy and environmental workplace that will serve as an example for all public benefit organisations.

- In 2021, in cooperation with HCAP and MITEF Greece, EYATH announced an innovation and entrepreneurship competition on the topic of binding the pollution load coming into the Thessaloniki Wastewater Treatment Plant and then recovering valuable materials through its treatment. The philosophy of this novel competition is based on the circular economy and sustainable development, and includes cash prizes for the winners.

- It systematically recycles at the workplace, with the most recent such scheme being recycling of cooking oil to produce biodiesel, and uses environmentally friendly materials. Likewise, procurement for company promotional products is governed by green marketing principles (selecting environmentally-friendly materials, bamboo or recyclable cotton, and selecting suppliers who adhere to the same principles).

### 4.4 Relations with the local community

EYATH:

- collaborates with the academic community at specialist and general events on environmental issues, attracting audiences comprised of students, experts and ordinary citizens.

- has signed a MoU with the Aristotle University of Thessaloniki, Greece's largest university, to provide scholarships to postgraduate (2 a year) and doctoral (1 every 4 years) students on the issues of water supply and sewerage, offering the option for real time research in the EYATH working environment;

Throughout 2021, the Company continued its cooperation with AUTH in the interest of public health, working to detect coronavirus in urban wastewater. This partnership, by developing a pioneering methodology on a global level, has become a very important "tool" in responding to the pandemic in Greece and is already being expanded with a view to "mapping" the point-by-point spread of the virus and in future to detecting potentially harmful organisms. EYATH strengthened this partnership by installing a multisensor for on-line measurement of key physicochemical parameters in incoming urban wastewater at the exit of Thessaloniki's main sewerage pipeline (before any treatment takes place at the Wastewater Treatment Plant). The system was installed and placed into operation in September 2021 and represents an important tool in recording, in real time, the values of various physicochemical parameters that could change while samples are being taken to the laboratory. This ensures more reliable measurements of the SARS-CoV-2 concentration.

- Meanwhile, it assisted AUTH with 10 air cleaners for greater protection against Covid-19 infection during classes held in university amphitheatres and classrooms and for instilling a greater sense of safety in students.

- It participates in World Water Day celebrations on 22 March and World Environment Day events on 5 June,

hosting info-events for the general public. In June 2021, EYATH set up two stands staffed by its representatives at central locations in Thessaloniki to respond to the UN's international call for universal action to restore our environment and ecosystems in order to achieve the 17 Sustainable Development Goals by 2030.

- In addition, Father Athinagoras led a tour of the new "green" house at Faros tou Kosmou youth centre in Dendropotamos. The production of food for consumption, educating students, applying new farming technologies and generally creating a sustainable garden at the Faros house were all actions implemented this year with the full support of EYATH's Board of Directors.

- It supports sporting and artistic events in the city, promoting the idea of well-being and culture, and also supports the activities of bodies with a strong reputation for social action, either by purchasing equipment for them or carrying out works within its remit.

- It supports the National Health System and vulnerable groups, either by offering equipment or direct financial assistance, to address new and vital needs arising from the pandemic and its impacts on the social and economic environment in our area.

The installation of a meteorological station at schools due to the climate crisis and raising student awareness, supporting organisations such as the "Smile of the Child" or encouraging crowdfunding initiatives with ecological objectives on Gallikos River are just a few examples for 2021.

- It is implementing, with the approval of the Ministry of Education, a one-hour programme titled "The sewerage cycle in Thessaloniki" to make primary and secondary school pupils more aware of what is disposed of in the sewerage network daily.

The programme was not implemented in 2021 for health reasons, since schools operated mostly online due to the pandemic.

- It prepares educational programmes for children on



water conservation and proper use of water as part of the Thessaloniki International Fair. No such programmes were offered in 2021 due to the strict health protocols.

- It offers students at technological education institutes and OAED academies the chance to do an internship and acquire valuable work experience in a respectable work environment;
- assists, whenever necessary, in improving the lives of refugees who are located in reception centres in the wider area of Thessaloniki, by offering material support (purchase of radiators) and infrastructure projects (water supply – sewerage facilities at refugee camps, repair of damage);
- has a long-standing partnership with a magazine sold on the street to support the unemployed (purchase of business gifts from the organisation behind the magazine, placement of advertising spreads, etc.) while its head offices are a ‘protected position’ for the persons selling the magazine.

At the same time, the Company also supports the unemployed in Thessaloniki via the Labour Centre;

- has welcomed thousands of primary and secondary school pupils, as well as associations and adult associations, special stakeholder or refugee groups (International Organisation for Migration or other such bodies), at the Water Supply Museum which has been in operation since 2001 and is open for the duration of the school year. Visitors are taken on a tour of the old Thessaloniki Main Pumping Station in the Sfagia area by experienced staff trained in providing museum-based education, and experience the history of water supply in the city up close. The museum was also involved in the annual Open House event to promote and showcase architecture, welcoming visitors to its premises and offering guided tours over 2 days. The Water Supply Museum also hosts major company events (New Year Pie cutting ceremonies, Christmas parties for employees' children, celebrations for World Water Day and World Environment Day) and also hosts periodic exhibitions in partnership with prestigious local organisations; In 2021, due to the health protocols and lockdowns, an integrated digital tour of the museum was prepared and posted on the Company website as a way of mitigating the pandemic-imposed restrictions. The presentation is available to any interested party.
- It keeps an archive of maps, letters and other documents at the Water Supply Museum presenting the history of water supply in Thessaloniki; these are available to all interested parties.

An updated “History of Water Supply in Thessaloniki” was published in 2021 with valuable material about the city's water supply. This is also available to all interested parties.

Through these actions, EYATH S.A. reinforces and promotes its lengthy and vital relationship with the local community.

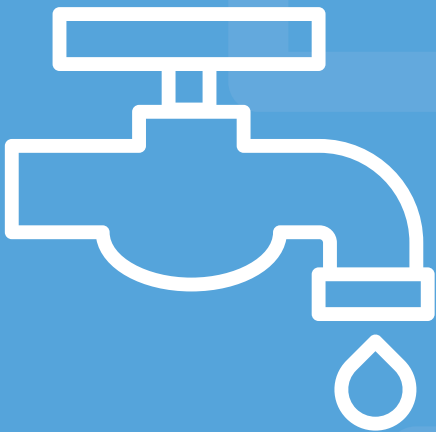
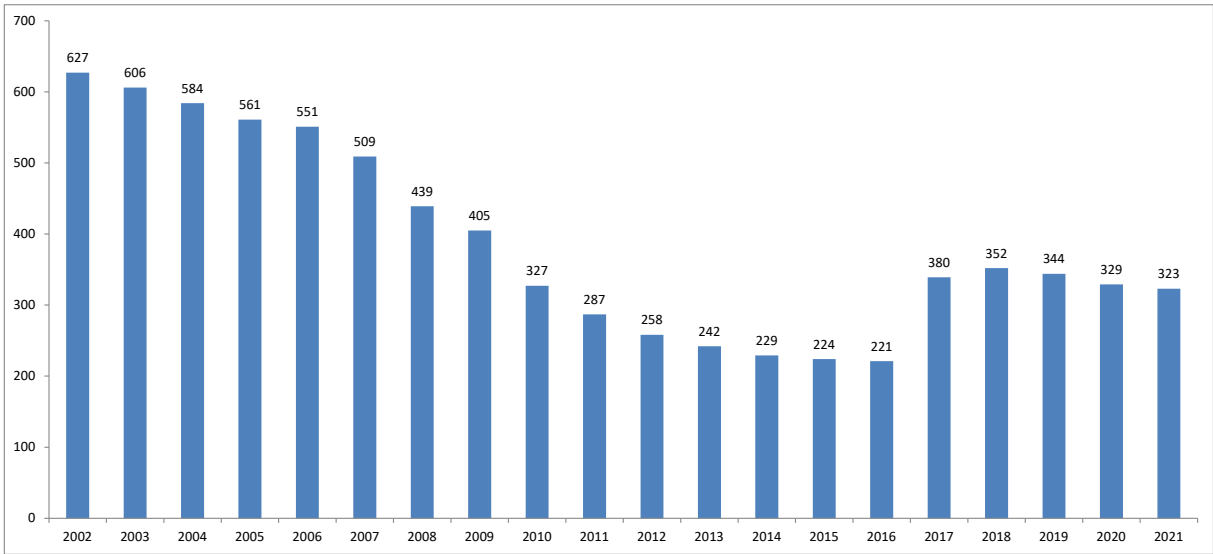
## 4.5 Human Resources

On 31.12.2021 the Company employed 323 people.  
The table below shows the change in employee figures over the last 5 years.

### SPECIALISATIONS

Staff category	2017	2018	2019	2020	2021
Expert staff	3	3	3	3	3
University-educated Admin-Finance staff	17	16	15	16	16
University-educated Lawyers	1	1	1	1	1
University-educated Engineers	51	54	55	50	49
University-educated Chemists	6	7	7	7	7
University-educated Environmental Scientists	3	4	4	4	4
University-educated Computer Scientists	4	4	4	3	3
University-educated Doctors	-	-	-	-	-
University-educated Communications & Media experts	1	1	1	1	1
TEI-educated Admin-Accounting staff	11	10	10	10	10
TEI-educated Tech. apps staff	38	38	36	36	35
TEI-educated Computer engineers	6	7	7	7	7
TEI-educated Public health inspectors / food technicians	5	5	5	5	5
Secondary-educ. Collectors - note-takers	-	-	-	-	-
Secondary-educ. Management secretaries	49	50	49	46	45
Secondary-educ. Typists	1	1	1	1	1
Secondary-educ. Technicians	106	112	108	109	108
Secondary-educ. Receptionists	1	1	1	1	1
Secondary-educ. Nurses	1	1	1	1	1
Secondary-educ. IT staff	2	2	1	1	1
Secondary-educ. Foremen (temporary)	10	10	12	6	6
General-educ. Cleaners	1	1	1	1	1
General-educ. Guards	3	3	3	3	3
General-educ. Process agents	1	1	1	1	1
General-educ. Labourers	18	18	18	16	14
General-educ. Collectors	-	-	-	-	-
Total	380	352	344	329	323

NUMBER OF EMPLOYEES & STAFF DEVELOPMENT



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    & Hydraulic Modelling

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## 5.1 Water supply

### WATER SUPPLY SECTOR

The facilities EYATH S.A. has or manages under the contract dated 27.7.2001 with the Greek State are (a) water abstraction works, (b) external aqueducts, boreholes and related pipework, (c) pumping stations and tanks and (d) distribution networks with related pipelines and water meters.

### AQUIFERS SUPPLYING WATER TO THE WIDER THESSALONIKI AREA

#### Paiko Aquifer

EYATH S.A. uses the karst system of springs on Mount Paiko to supply water to Thessaloniki, and in particular collects water from the discharge point in the area known as Aravissos. Water abstraction from the Aravissos springs includes 2 natural supply shafts, a well with pump and 11 boreholes which funnel water to the Aravissos aqueduct via connecting pipelines. One of the boreholes is used to supply water to the local communities of Aravissos and Plagiari. The flow of water abstracted from the Aravissos springs ranges from 55,000 to 130,000 m³/day and is directly dependent on the level of snowfall and rainfall each year.

#### Aliakmon River

Water abstraction from the river commences at Agia Varvara, around 40 km from the Aliakmon River delta. Using the connecting channel, the water flows freely over 50 km to the Axios River. Then using the Axios siphon, around 1.5 km long, and a sealed pipe 8.5 km long, it is transported to the Sindos pumping station.

From there, it is pumped via a 4.7 km pipeline to the Thessaloniki Water Treatment Plant (known as the Refinery). A cutting-edge treatment procedure is followed at the Thessaloniki Water Treatment Plant involving sedimentation beds, sand, carbon filters, ozonisation, chlorination, etc. to ensure its high quality.

The clean drinking water then enters a 75,000 m³ tank and is distributed via 36 km of pipelines to existing water supply tanks at Diavata, Evosmos, Polichni, Neapoli, Vlatades, Tomba, Kalamaria and the Thessaloniki Industrial Area.

### AQUIFERS WEST OF THESSALONIKI

#### Kalohori Aquifer

The Kalohori Aquifer was a major source of water for the city in the past. Today the Kalohori aquifer springs and boreholes are no longer used due to adequate water, apart from two boreholes which have been used to

supply water to the local community of Kalohori in the Municipality of Echedoros. Around 5,500 m³ of water is abstracted daily.

#### Sindos Aquifer

The Sindos Aquifer consists of a series of pressurised water-rich layers of rock with a high water potential. The quantity of water which can be abstracted from the aquifer via 10 boreholes is around 19,000 m³/day. Water reaches the Kalohori pumping station along the Sindos aqueduct having first passed through a sedimentation tank. Due to the Refinery being in operation, the boreholes are not in use all year round and are systematically maintained and ready to cope with emergencies.

It is worth pointing out at this juncture that the way in which the Kalohori and Sindos Aquifers are managed, coupled with high levels of rainfall in recent years has meant that the aquifer has risen considerably and artesian phenomena have been observed again in both areas.

#### Axios Aquifer

In the wider Axios River area (Gefyra, Nea Halkidona, Eleousa and Agios Athanasios), there are important aquifers with a total of 21 boreholes currently in use producing around 41,000 m³ of water per day overall. Of those, (four) 4 supply water to the local communities in the Municipality of Halkidona (Mikro Monastiri, Adendro, Valtohori and Eleousa).

#### Narres Aquifer on the Gallikos River

The Narres Aquifer is within the bed of the Gallikos River and was exploited via 3 water collection shafts and radial pipes, as well as six (6) vertical, shallow boreholes.

The quantity that can be collected at Narres varies from 5,000 m³ to 25,000 m³/day, depending on rainfall and snowfall levels each year. The aquifer is currently out of use.

### AQUIFERS EAST OF THESSALONIKI

#### Agia Paraskevi Springs, Hortiatis

The Agia Paraskevi springs at Hortiatis are used to provide additional water to the Hortiatis Municipal District and as a back up to supply water to the G. Papanikolaou Hospital. The springs have been conceded to the Municipality of Pylea-Hortiatis. One borehole is used to supply water to the local community of Exochi.

### Plains east of Thessaloniki

In the plains to the east of Thessaloniki (in the areas of Mikra and Kalamaria), there are 6 boreholes producing 4,500 m³/day overall. This quantity is used to top up the Kalamaria tank. These boreholes are currently not in use.

### EXTERNAL AQUEDUCTS - BOREHOLES

Today, the Wider Thessaloniki Area and the Thessaloniki Industrial Area are supplied with water from the Aravissos – Axios aqueducts and the Refinery. The Sindos and Kalohori aqueducts are used during the summer.

As part of modernising and upgrading the operation and control over the external water supply system, a contract was signed in December 2019 for the “Remote control and automation of the water supply system within EYATH S.A.’s remit”, with a budget of €3,347,049 (excl. VAT) to procure and install a SCADA system for all EYATH water supply facilities. This contract is currently in progress and expected to be completed in May 2023.

#### Aravissos – Axios aqueduct

The Aravissos aqueduct is around 56 km long and uses gravity to transport water from the Paiko Aquifer to Thessaloniki. As mentioned above, water is collected naturally from two supply shafts and by pumping from eleven (11) boreholes. During periods of increased flow from the aquifer (as in recent years from 2011 onwards) pumping operations are suspended and water is collected naturally from the main water collection shaft. This way only the springs' regulatory reserves are collected. Construction work on the Aravissos aqueduct was completed in 1978 and it has since been supplying water to Thessaloniki and the Thessaloniki Industrial Area. The aqueduct's transmission pipeline is made of prestressed concrete and steel rods. Water from the Aravissos aqueduct ends up at the main Dendropotamos pumping station. Water from boreholes in the Nea Halkidona area also ends up in the Aravissos aqueduct via connecting pipelines. During the year, the following steps were also taken for preventative maintenance and to check the aqueduct:

a. The process of primary preventative maintenance continued with partial excavation and uncovering of sections of the Aravissos pipeline, over a total length of 800 m, in order to check its conditions and make any reinforcements needed.

b. The current condition of all shafts at the Aravissos aqueduct (110 shafts) was recorded and a maintenance study for existing buildings and hydraulic parts at the aqueduct was delivered.

In 2018, Professor Emeritus G. Penelis updated the Aravissos pipeline repair study he had prepared in early 2000. The update was submitted to EYATH in August 2018. Then, as part of EYATH's activities in relation to this matter, which have been included in the Company's Strategic and Business Plan, tender documents were

prepared for a framework agreement to improve/repair the Aravissos aqueduct, with a budget of €3,367,997.89 and an option for an additional €1,000,000. The framework agreement relates to work to improve and repair the Aravissos aqueduct, which the aforementioned study found to be necessary.

In May 2021, the 2nd individual implementing contract under the Framework Agreement was signed for €946,914.23 (excl. VAT). By the end of 2021, repairs had been completed on a section of the Aravissos aqueduct of about 640 m.

In October 2021, the 3rd individual implementing contract under the framework agreement was signed for €946,914.23 (excl. VAT). By the end of 2021, repairs had been completed on a section of the Aravissos aqueduct covering around 450 m.

The Axios aqueduct, which became operational in 1976, connects to the Aravissos aqueduct via a series of valves. The Axios aqueduct transmission pipeline is made of asbestos cement pipes with a 800 mm diameter and is 14.7 km long. The Axios aqueduct pipe collects water pumped from the Axios, Eleousa, Gefyra and Agios Athanasios boreholes near Thessaloniki and operates over a length of 13,840 m parallel to the Aravissos aqueduct, thereby bolstering the ability of that aqueduct to channel water.

#### Narres aqueduct

The external Narres aqueduct became operational in 1968 and its water abstraction facilities have been built in the bed of the Gallikos River. The aqueduct is approximately 11 km long and consists of a steel pipe. Water is collected into the aqueduct from 3 radial shafts and six (6) boreholes.

#### Sindos – Kalohori aqueduct

The Sindos – Kalohori aqueduct collects water from boreholes in the aquifers of the same name, consists of steel pipes, and operates using gravity. Water from the Sindos – Kalohori aqueduct via a bypass that has been built, first passes through a sedimentation tank and ends up at the Kalohori pumping station, where it is then forwarded under pressure to the Diavata tank or the Dendropotamos pumping station. It is used primarily during the summer to top up the water supply system.

### PUMPING STATIONS AND TANKS

In 2021, a pilot programme was initiated to maintain-repair-waterproof the storage tanks of the exterior water supply aqueduct with the signature of a service agreement to repair and waterproof the water supply tank at Evangelistria, which is subject to the most leaks. This contract is expected to be completed in early 2022.

Within the past year, the mechanical and electrical installations of the water supply pumping station in the

Konstantinoupolitika area, at the intersection of Varnali and Seferi streets, was relocated, modernised and upgraded to ensure

the uninterrupted supply to the area and to improve the supervision of the specific water supply system.

· Also in 2021, EYATH embarked on the process of restoring the operation of water supply tank D5 in the Municipality of Evosmos, above the ring road. As part of this effort, it awarded contracts to prepare the necessary studies:

A. Dendropotamos Pumping Station

Water from the Dendropotamos Pumping Station supplies the centre of the city of Thessaloniki via high pressure steel pipes. Using the Evangelistria pumping station, water is sent to the Agios Pavlos Tank to supply water to the city centre and the Saranda Ekklesies tank to supply water to the Saranda Ekklesies and Triandria areas.

In June 2020, work to connect this high pressure pipeline to the Aliakmon aqueduct was completed, providing an alternative source of water supply to the city centre. This capacity was activated and has been functioning normally since October 2021.

The Dendropotamos pumping station also supplies water to all of Eastern Thessaloniki and part of the western suburbs via a low pressure steel pipe as follows:

Areas in Eastern Thessaloniki

Water is pumped via a low pressure pipe to the Kasandrou pumping station where it is then sent on to the Toumba tank using two (2) steel pressure pipes. From the Toumba tank a pumping station and pressure pipe direct the water to the Pylea tank from whence it supplies water directly to the upper Kalamaria area, and water is also pumped on to the wider area of Panorama. The lower Kalamaria zone is supplied with water from the Kalamaria tank which is gravity-fed from the Toumba tank via a steel pipe.

Areas in Western Thessaloniki

Using a low pressure pipe the Dendropotamos pumping station also supplies the Kallithea tank which uses a pumping station to supply the Kafkasos, Neapoli and Sykies tanks. Using a pressure pumping station the Sykies tank supplies the Eptapyrgio tank which supplies water to the Agios Pavlos area. Today additional water is also sent to the Meteora area from the Sykies tank using the pressure pumping station.

B. Sindos Pumping Station - Ionia Pumping Station

The Sindos Pumping Stations forwards water from the Aliakmon River to the Thessaloniki Water Treatment

Plant for treatment. The treated water is then sent using gravity to the Thessaloniki Industrial Area and the Diavata and Ionia pumping stations. The majority of water is sent via the Ionia pumping station to the Paleokastro, Evosmos, Polichni, Neapoli, Vlatades, Toumba and Kalamaria tanks. Oreokastro is also supplied with water from the Paleokastro tank (D4) using a pressure pumping station. During the year ended, the tender process to replace the two power transformers at the facility was completed as part of the modernisation of its equipment.

EXPANSION OF OPERATIONS INTO NEW AREAS

EYATH S.A.'s expansion, involving the supply of water to new areas, is part of a wide-ranging development policy the Company has adopted, while plans are being made for it to cover other urban areas such as Nikopoli (in Stavroupoli), Anthokipi (in Polichni) and Echedoros.

During 2021, the possibility of relocating and building water supply pipelines of a total length of 12 km was examined.

Additionally, EYATH is in the process of studying water supply projects that will serve the needs of the University Paediatric Hospital to be built in the Filyro Municipal District of the Municipality of Pylea-Hortiatis with a donation from the Stavros Niarchos Foundation.

WATER SUPPLY - TREATMENT OF WATER

Thessaloniki Water Treatment Plant on the Aliakmon River (the Refinery)

The Thessaloniki Water Treatment Plant treats surface water using cutting-edge methods that render the water hygienic and fit for drinking. The facility can at present treat 150,000 m³/day.

Water is transported from the Aliakmon Dam (at Agia Varvara near Veria) to the Thessaloniki Water Treatment Plant in an open canal, twin siphon and sealed pipes.

The facilities occupy around 25 hectares which were expropriated specifically for this purpose by the former company OYTH in a section of the Municipality of Nea Ionia. They lie around 2 km north of the Thessaloniki Industrial Area and around 23 km from the city of Thessaloniki itself.

The average annual quantity abstracted to supply water for Phase I projects will be 109.5 million m³ (or 3.5 m³/s), which accounts for 3.4% of the average annual flow of the Aliakmon River. In addition, the existing EYATH S.A. water supply springs offer the system the flexibility needed, so that abstraction at the Thessaloniki Water Treatment Plant can be adjusted to suit other water regulation/management needs (power generation, irri-

gation, ecosystem requirements).

The main stages in treating drinking water are as follows:

- initial pH adjustment by adding CO<sub>2</sub>,
- pre-ozonisation,
- rapid stirring by adding flocculants,
- flocculation - sedimentation in special round tanks,
- filtering through sand beds using gravity,
- ozonisation and simultaneous addition of Hydrogen peroxide
- absorption and biodegrading of organic materials in carbon beds,
- final pH adjustment by adding slaked lime
- final decontamination of water using chlorine gas upstream from the water storage tank.

The production process is automated to a very high degree and includes a large number of on-line instruments which constantly record operational parameters and water characteristics in various stages (supply meters, pH meters, conductivity meters, turbidity meters, residual chlorine meters, etc.). Signals from these instruments are sent to the facility's control centre where a mimic diagram of all programmable logic controller (PLC) systems is installed.

Using the SCADA employees:

- record and constantly check water characteristics in various stages of treatment.
- check that individual units and pieces of equipment are operating properly.
- make changes to operational parameters to optimise the procedure.
- ensure that the water leaving the Thessaloniki Water Treatment Plant is of excellent quality.

The Thessaloniki Water Treatment Plant also has facilities for storing chemicals, preparing them and applying doses (carbon dioxide, sulphuric acid, polyelectrolytes, aluminium sulphate, chlorine and lime). There is also a line for treating sludge produced in the flocculation - sedimentation tanks (thickening and mechanical dehydration), a line for treating rinsing water which includes a special unit for removing solids, rainwater, water supply, sewerage and fire-fighting networks, and other ancillary facilities.

The installed capacity is around 1400 kW and is supplied by the PPC network via two independent lines; there is also a 450 kW backup generator installed.

The project budget of €20 million was financed entirely by the Public Investments Programme via the EU Cohesion Fund, under the aegis of the Greek Ministry of the Environment, Planning & Public Works and was completed at the end of 2002. The trial period and 18-month pilot operation period for the facility were managed by the designer-builder under the supervision of the Project

Construction Inspection Directorate and was completed on 25.2.2005 (when final acceptance of the whole project took place).

EYATH S.A. formally acquired the Thessaloniki Water Treatment Plant upon administrative acceptance of the project for use from the Project Construction Inspection Directorate/Ministry of the Environment, Planning & Public Works on 7.3.2005.

Ministerial Decision No. 41253/EKO 632/12.9.2008 approved the delivery - acceptance report transferring ownership to the body governed by public law by the name of EYATH Fixed Assets of the properties in the project entitled "Thessaloniki water supply from the Aliakmon River. Design, Build and Operation of Phase 1 of the Refinery".

In December 2019, a tender to award a contract for the project "Construction of an extension to the Thessaloniki Water Treatment Plant-Phase A2" with a budget of €21,703,562.15 (excl. VAT) was announced so that the facility's capacity could be increased from 150,000 m³/day, which it is currently, to 300,000 m³/day. That project has been included in the Central Macedonia 2014-2020 Operational Programme (MIS Code: 5028173) by means of Decision No. 4391/2-8-2018 of the Central Macedonia Regional Governor. The project is expected to commence in 2022.

Water Treatment Plant Operations & Maintenance Department

The Water Treatment Plant Operations & Maintenance Department ensures that the Thessaloniki Water Treatment Plant operates without problems and in particular it provides:

Supervision of operation of the Thessaloniki Water Treatment Plant based on the engineering design, subsequent studies and the specifications from time to time.

Supervision of Thessaloniki Water Treatment Plant maintenance in accordance with the facilities maintenance schedule and the applicable specifications. Evaluation/handling of failures and monitoring thereof.

Sampling each day to carry out lab tests at the entrance to the Thessaloniki Water Treatment Plant, at intermediate processing stages in line with the specific schedule and at the outlet (D3), and on the surface water of the Aliakmon River on a weekly basis or whenever required along the length of the supply channel at Agia Varvara and Polyfytos Reservoir.

In 2021, a total of 51,375,824 m³ of surface water from the Aliakmon River was treated and 48,693,911 m³ of drinking water were released from the facility for consumption at an average daily rate of 137,374 m³, which meets all the requirements of the applicable legislation (Υ2/οικ.2600/2001JMD and JMD Γ1(δ)/ΓΠοικ. 67322/2017 (GovGaz 3282/19.9.2017) for drinking water with an average turbidity at the outlet of 0.07 NTU.



WATER CHLORINATION (Chlorination Team)

The Chlorination Team is part of the Water Treatment Plant Operations & Maintenance Department.

To more effectively safeguard the quality of drinking water from a microbiological aspect, a sodium hypochlorite solution (NaOCl) is used for decontamination at central pumping stations round the clock throughout the year. There are chlorination plants at the Dendropotamos and Diavata pumping stations. With the exception of water collected from the Sindos area boreholes, treatment is limited to chlorination before water is introduced to the distribution system. Anhydrous liquid chlorine is used for decontamination at the Thessaloniki Water Treatment Plant in Nea Ionia. Pre-chlorination is also carried out at the Sindos sedimentation tank and at the Kalohori central pumping station, post-chlorination is carried out at the Polichni tank (D8), at the transmission pipeline at the Agia Kyriaki pumping station and chlorination is also carried out at the Kalirachi borehole (Panorama). During 2019, a specially planned transition at the Dendropotamos pumping station from chlorination using anhydrous liquid chlorine to chlorination using sodium hypochlorite solution was completed.

The Chlorination Team carries out testing for residual chlorine from disinfection in the distribution network. Free chlorine residual content is continuously present and is detected at the very end points of the distribution network with a minimum concentration limit of 0.2 mg/l of free chlorine residual content in accordance with Sanitary Decree YM 5673 (GovGaz 5/B/9-1-1958) on disinfection of the water in the water supply.

5.2 Quality control of water

Department of Water Treatment Plant Laboratory (TEEEN)

From 2.2.2018 onwards, the Thessaloniki Water Treatment Plant laboratory has not been included in its operating agreement as it is wholly operated by EYATH personnel. Pursuant to EYATH Board of Directors Decision 636/2020, in December 2020 and April 2021, the Laboratory Control of Drinking Water Department was relocated from a rented space on the 2nd and 4th storey at 8 Ploutarchou Str., to the Thessaloniki Water Treatment Plant's Laboratory facilities.

Laboratory Control of Drinking Water Section

The former Laboratory Control of Drinking Water Department is now part of the Water Treatment Plant Laboratory as the Laboratory Control of Drinking Water Section. This Section carries out daily checks and takes samples of drinking water from the EYATH S.A. distribution network and water from abstraction springs, complying with the Company's minimum legislative obligations.

The Water Treatment Plant Laboratory (TEEEN) conducts:

1. Checks on the quality of drinking water

Drinking water quality is monitored in accordance with the applicable JMD in force, No. Γ1(δ)/ΓΠοικ. 67322/2017 (GovGaz 3282/19-9-2017) on the quality of water for human consumption, in compliance with the provisions of Council Directive 98/83/EC of 3 November 1998 as amended by Directive (EU) 2015/1787 (OJ L 260, 7-10-2015).

2. It carries out lab tests at the entrance to the Thessaloniki Water Treatment Plant, at intermediate processing stages in line with the specific schedule, and at the Plant outlet (D3) to monitor the process and verify the suitability of the Water Treatment Plant's released water for consumption, provided it meets the requirements of the applicable sanitary/public health provisions (GovGaz 3282/19-9-2017).

3. The quality of the Aliakmon River surface water is monitored (testing, health research) along the supply channel, at Agia Varvara and Polyfytos Reservoir (JMD 46399/4352/86-GovGaz 438B/3-7-1986).

4. It carries out laboratory testing on delivered treatment chemicals, sludge and activated carbon. It also conducts checks on processes in place at the Thessaloniki Water Treatment Plant: Facility for regenerating activated carbon, solid removal, sludge thickening and dehydrating, storing, preparing and applying doses of polyaluminum chloride (PAC) solutions, polyelectrolytes, lime and chlorine. It also monitors the parameters arising from compliance with the obligations in the decisions approving the environmental conditions for the Thessaloniki Water Treatment Plant regarding disposal in the Gallikos River and disposal of wastewater at the Thessaloniki Wastewater Treatment Plant.

5. It monitors national and European legislation on

issues relating to the quality of drinking water and briefs the Divisions with shared remit in this area, while keeping the required records and reporting to the competent state authorities on issues of drinking water quality.

In line with the current health provisions, to effectively protect public health, the parameters in Group A of the legislation are monitored daily by testing samples from the distribution network (more than 1,150 samples during 2021). Additionally, systematic checks were carried out 17 times throughout the year to monitor the parameters in Group B of the applicable legislation, including parameters for toxic substances, heavy metals and organic compound analyses (agrochemicals, polycyclic aromatic hydrocarbons, VOCs). In 2021, a total of 42 samples, representative of the water supply system, underwent such checks.

The Laboratory also conducts physicochemical and microbiological testing on samples from Thessaloniki Water Treatment Plant sites (more than 7,000 samples in 2021), as specified by current law on drinking water JMD No.Γ1(δ)/ΓΠ οικ.67322/2017 (GovGaz 3282/10-09-2017) and surface water JMD 46399/4352/86 (GovGaz 438/B/3-7-1986).

Samples are taken every day of the year from the central pumping stations water intake points (365 samples/pumping station) (Dendropotamos, Water Treatment Plant-D3 and Diavata pumping stations).

Separate monitoring was carried out on EYATH S.A.'s springs and all boreholes which are in operation (12 samples from the Aravissos springs, 52 samples from the Sedimentation Tanks, 14 samples from the Kalirachi Tank, 32 samples from boreholes).

4. Certification - accreditation

The Laboratory Control of Drinking Water Department earned accreditation in 2018 for 11 physicochemical and 3 microbiological parameters (ESYD Certificate No. 1139) under the ISO 17025/2005 standard. During 2019, the Laboratory took steps to extend the special scope of accreditation to an additional 13 physicochemical and 4 microbiological parameters, covering all of the physicochemical parameters set out in the legislation.

Following an inspection that took place in March 2020 by the Hellenic Accreditation System (ESYD), the Water Treatment Plant Laboratory since July 2020 been accredited under the ISO 17025/2017 Quality Accreditation System (ESYD Certificate No. 1217) for 5 physicochemical tests and 2 methods for establishing organic parameters (17 VOCs and 153 pesticides) in both aforementioned sublayers (drinking and surface), which are also included in legislation related to drinking water.

After the laboratories were consolidated in December 2020, the parameters on ESYD Certificate No. 1139



(Drinking Water Laboratory) were included in the special scope of accreditation of ESYD Certificate No. 1217, with additional steps taken to extend the special scope of accreditation 17025/2017 in 2021. Following ESYD inspections that took place in November 2021, ESYD Accreditation Certificate No. 1217 will now include all physicochemical and microbiological tests mandated by drinking water legislation, as well as all tests for organic compounds (VOCs, pesticides-153 and another 166, 16 polycyclic aromatic hydrocarbons) and inorganic parameters (12 metals, 6 anions and 4 cations), except aluminium.

### 5.3 Sewerage

The network includes:

- The 16 km long Main Sewerage Pipeline and its extension to the Municipality of Thermi and to the Municipality of Kalamaria with an 11 km long main collection pipeline.
- Central sewerage and rainwater collectors.
- Primary and secondary sewerage pipelines.
- Overflows and sluice gates to ensure the problem-free operation of the network during rainfall and reverse valves to prevent seawater entering the network and being carried to the Thessaloniki Wastewater Treatment facilities.

The total length of pure sewage and combined sewage/rain water pipes is: around 1,700 km, of which around 30% is of the combined type.

Total length of rainwater pipes: around 375 km. Pipeline overflows: 140 items

No. of water collection shafts: 25,000 items No. of access shafts: 48,750 items No. of private junctions: 60,000 items

Cross-sections of the Main Sewerage Pipeline 2,000mm-2,400mm and of the extension of the Main Sewerage Pipeline 600mm-1,600mm

Main collectors: 600-1,200mm Primary pipelines: 400-600mm Secondary pipelines: 250-355mm Population served: 1,100,000 people Sewerage collected from an area of: 9,000 ha.

The quantity of waste transported to the Thessaloniki Wastewater Treatment Plant located on the Echedoros (Galikos) River is on average 155-160,000 m³/day approximately.

The quantity of sewage taken to the Wastewater Treatment Plant at AENEIA is approximately 8,000 m³/day, but it can handle up to 15,000 m³/day, and there is no overflow.

The previous framework agreement between the Region of Central Macedonia/Thessaloniki Metropolitan Area and EYATH S.A. to implement the project “Cleaning & maintenance of the rainwater network in the Thessaloniki Urban Area” expired on 19-03-2021. The two parties signed a new agreement on 26/4/2021 for €3 million, effective for two years (1-5-2021 to 30-4-2023), which is being implemented by our Company. This is a significant agreement for improving the city’s flood protection.

There are 60 sewerage pumping stations in operation round the clock in the Thessaloniki urban area, covering areas of the Municipality of Thermaikos (Municipal District of N. Michaniona).

- City centre - Kalamaria: 11 pumping stations.
- Finikas - Thermi: 2 pumping stations.
- Western areas - Kalohori: 11 pumping stations.
- Pefka: 3 pumping stations.
- Triandria: 1 pumping station.
- Pylea: 1 pumping station.
- Sykies: 1 pumping station.

- Panorama: 6 pumping stations.
- Filyro: 1 pumping station.
- Oreokastro- Paleokastro: 4 pumping stations.
- Thessaloniki Industrial Area Sindos: 2 pumping stations.
- Sindos: 2 pumping stations.
- Plagiari: 3 pumping stations.
- Polichni: 1 pumping station.
- Tourist areas in the Municipality of Thermaikos: 11 pumping stations.

165 pump arrays are installed at those pumping stations.

They carry rain water and wastewater to the main sewerage pipeline via single and double pressure pipes to ensure the uninterrupted flow of sewage water from areas that cannot use a gravity-operated sewage system, in the event that a pipeline is damaged.

The total quantity of wastewater carried by the pumping stations to the main sewerage pipeline is a maximum of 90,000 m³/day, except during rainy periods.

Those pumping stations operate to provide sewerage services to the above areas either in groups or in a chain, or individually. In the first case, the wastewater from several local pumping stations is sent to a main pumping station

and from there is sent on to the main sewerage pipeline. In the second case, the wastewater is pumped in succession from one pumping station to the next using twin discharge pipes until it reaches the main sewerage pipeline. In the third case, the wastewater from the area is sent to the pumping station and then pumped on to the main sewerage pipeline via discharge pipes.

Pumping stations operate using automatic electronic pumps, meaning they come on and go off based on electronic sensors that detect sewerage levels, based on the specified thresholds.

The issue of a new Decision to Approve Environmental Conditions, which specified and updated the operating framework of the sewerage plants, is a significant step. The Sewerage Networks Division, in cooperation with the Sewerage Installations Division, have undertaken to codify the regulatory framework and to submit recommendations to further improve that framework over the coming years.

The Department of Maintenance & Repair Operation of Drainage Pumps embarked on a programme to modernise the operation of the sewerage pumping stations to ensure the safety of their operation for both employees and the environment. This involves carrying out checks and applying the standards specified by Greek law for electrical and mechanical installations. It replaces pumping assemblies with new ones to ensure lower energy consumption and a significantly lower cost for maintenance and repairs. It also began to renovate and upgrade building structures section by section and other infrastructure located there.

As part of its energy-saving efforts, it began to expand the use of appropriate equipment, such as the pilot installation of inverter systems on pumping assemblies and the capacity for taking advantage of energy set-off virtual energy offset programmes.

Operations are controlled by four remote control - remote operation systems. Those systems operate using PLCs at the local pumping stations, which control the overall process. All automated systems at the pumping stations are wirelessly connected to two control centres, the first of which controls the operation of 46 pumping stations in the wider urban area which ends up via the main sewerage pipeline at the Thessaloniki Wastewater Treatment Plant, and the second controls the operation of 14 pumping stations in the area of the Plagiari Municipal Unit in the Municipality of Thermi and the tourist area of the Municipality of Thermaikos and reaches the AENEIA-Wastewater Treatment Plant in Angelohori, and which also receive all necessary information for their supervision. The control centres are equipped with

computers with suitable hardware (transceivers, modems, antennas, etc.) and software to control operations and breakdowns and to remotely ensure uninterrupted operation of the pumping stations round the clock.

Full technical specifications and a technical description have been prepared to procure and install a new, cutting-edge remote control and remote monitoring system for the control centre that controls 46 pumping stations, offering more functionality and upgrading the existing ones, such as:

- Installation of a comprehensive SCADA system with higher availability and redundant capacity.
- Replacement of old automation panels at local pumping station control stations.
- Extension of the system for communicating between the local pumping station control stations and the control centre.
- Installation of a local server to keep a log for statistical, financial and other purposes.

Some of the advantages this offers are:

- Operations are consolidated, resulting in a drop

in operating costs (fewer computers and less hardware in general, etc.).

- Two alternative means of communication (GPRS and RF) can be used and there is an automatic switch-over system to ensure accurate, uninterrupted communication.

- Data can be safely stored on the Control Centre server that is being built.

- Information can be better managed, processed and presented, meaning it is easier to schedule preventative maintenance, fix problems and generate financial data.

- Open-source software is used so that in the future modifications and upgrades can be made by EYATH S.A.'s own staff depending on operational needs.

- Generic types of spare parts are used which EYATH can procure from numerous suppliers at low cost.

- EYATH staff are trained in how to use, program and configure the systems to acquire know-how and free the Company from the need to have the supplier/manufacturer intervene.

The tender process was conducted in 2019 and a contractor has now been named. Meanwhile, the upgrade of the control centre building, which will house the new SCADA system, is on track and repair shop infrastructure is being modernised to ensure they are fully operational 24/7.

In addition, in 2021 the project entitled “Works to complete connection of the Thessaloniki low-lying areas” was under way, which includes sewerage sub-projects in the area where K16 interchange is being built. Contract performance commenced in April 2019.

Also in progress in 2021 was the project “Sewerage works to upgrade pumping stations, discharge pipes, a coastal collection pipeline and the Aeneia Wastewater Treatment Plant central pipe”, valued at €2,862,054.17 (excl. VAT), which includes sewerage works to improve - upgrade the wastewater pumping station A5 (at the Port) and pumping station A2B (at the Thessaloniki Industrial Area), to replace the sewerage twin discharge pipe at pumping station A5 (at the Port), to build a coastal collection pipe at the AA9 (B3) pumping station, and to upgrade pumping station A17 at Finikas.

In addition, during 2021, cases of extending sewerage networks with third parties assuming part of the cost were examined. These related to pipelines around 1.0 km long in various areas. Other cases examined included repairs/ replacements of sewerage pipelines of around 6 km long.

The following task was assigned as part of the 2nd individual contract under the “Framework Agreement for the provision of Technical Advisor support services for designs and projects under the EYATH S.A. Strategic & Business Plan”: “Techno-economic investigation and preparation of proposals for deodorisation works for the main sewerage pipeline”, the deliverables of which were approved by Decision No. 639/2020 of EYATH’s Board of Directors.

Following the previous object, as part of the 3rd individual contract under the “Framework Agreement for the provision of Technical Advisor support services for designs and projects under the EYATH S.A. Strategic & Business Plan”, the following task was also assigned: “Study of deodorisation projects for Thessaloniki’s main sewerage pipeline”, the deliverables of which were approved by Decision No. 186/2021 of EYATH's Board of Directors. The study proposes locally based solutions along the main sewerage pipeline through the urban fabric, with limited capacity, targeted interventions on shafts that have historically been a source of unpleasant odours. A larger capacity deodorisation system is also proposed for the terminus of the main sewerage pipeline at the Thessaloniki Wastewater Treatment Plant, where there is a considerable polluting gas load. The annual operating cost (cost of consumables, maintenance and personnel), once the construction is completed (by the Public Works Special Service), is estimated at €86,300.00.

Also in 2021, the process was initiated to ascertain the current status of Final Sedimentation Tanks DTK 41.023 & DTK 41.024 at the Thessaloniki Wastewater Treatment Plant. These had been out of service since 2003 after the appearance of cracks on the bottom due to the high level of the aquifer and the abrupt change in loading. The investigation took place as part of the 3rd individual contract of the “Framework Agreement for the provision of Technical Advisor support services for designs and projects under the EYATH S.A. Strategic & Business Plan” and its deliverable was approved by EYATH Board of Directors Decision No. 593/2021.

Lastly, as part of the 3rd individual contract of the “Framework Agreement for the provision of Technical Advisor support services for designs and projects under the EYATH S.A. Strategic & Business Plan”, detailed designs were prepared for the new coastline sewerage pumping stations AA23 and AA24, which are located at Neoi Epivates of the Municipality of Thermaikos.

## 5.4 Wastewater treatment

According to the General Plan prepared in the late 1970s and then implemented, the Thessaloniki wider area was divided into the following waste collection zones:

a. wastewater from central and western areas where most of the urban and industrial activities is concentrated and collected and transported to the Thessaloniki Waste Water Treatment Plant in the Sindos Area.

b. Wastewater from eastern (tourist) areas is collected and transported to the Wastewater Treatment Plant in AENEIA in the Municipality of Thermaikos.

c. Wastewater from the Thessaloniki Industrial Area is collected and treated at the Waste Treatment Plant there which came under EYATH S.A.'s control in January 2003.

### a. Thessaloniki Wastewater Treatment Plant

Stage I of works on the Thessaloniki Wastewater Treatment Plant with a total budget of approximately €11 million commenced in 1983 and was completed in February 1992, when the facility was commissioned by the builder. In the meantime (1989-1992) necessary modifications needed to be carried out to individual units, to achieve a higher processing rate for some of the wastewater from the city than had been originally planned, and the discharge point for treated wastewater changed (in order to protect the Axios Delta) and the Thermaikos Bay was chosen as the discharge body. In 1992, the Thessaloniki Wastewater Treatment Plant began to treat approximately

40,000 m<sup>3</sup>/day, gradually increasing to 70,000 m<sup>3</sup>/day, when Stage II became operational in 2000, at a treatment rate of over 90%.

Stage II works commenced at the end of 1996 with a budget of €34 million and were completed in early 2000, achieving a treatment rate of over 95% of urban wastewater from the city of Thessaloniki using a conventional biological treatment system and simultaneous nitrogen removal.

Each day, the Thessaloniki Wastewater Treatment Plant receives around 150,000-160,000 m<sup>3</sup> of wastewater but the specifications for the facility allow it to accept an average flow of up to 296,000 m<sup>3</sup>/day and pollutant

loads of BOD<sub>5</sub>, SS and Total N, of 80, 76 and 16 tons/day, respectively.

At the same time, following completion of the project to receive and pre-treat septic tank waste in mid-2002 (with a budget of €4.7 million) the Thessaloniki Wastewater Treatment Plant can now receive around 1,500 m<sup>3</sup> of wastewater a day brought by tankers from areas which are not connected to the sewerage network.

The Thessaloniki Wastewater Treatment Plant outflow is directed via the twin Treated Sewage Waste Disposal Pipeline out into Thermaikos Bay. The project, with a budget of € 19 million, was completed in mid-2001 and runs for 10.5 km on land and 2.5 km out to sea to a depth of 23 m.

Wastewater undergoes secondary treatment at the Thessaloniki Wastewater Treatment Plant with simultaneous nitrogen removal, and the biologically treated wastewater is disposed of in Thessaloniki Bay.

However, given the excellent quality of that water, and given the expected decline in water quantities at national and global level, EYATH S.A. is working in partnership with the National Agricultural Research Foundation and other bodies (using the old twin pipeline to the Axios River) to explore whether treated wastewater mixed with water from the Axios River could be used to irrigate farmland close to the Wastewater Treatment Plant. This has already been done in previous summers.

### Dehydrated Sludge Thermal Drying Plant

On 16.1.2012 the Dehydrated Sludge Thermal Drying Plant commenced a 15-month trial period. The Public Works Special Service of the Ministry of Development, Competitiveness, Infrastructure, Transport and Networks was responsible for the construction and trial operation of the plant. In line with agreed plans, when the trial period ended on 16/4/2013, EYATH S.A. took over running and maintenance of the plant (as operator) which was then awarded to a contractor following a tender procedure.

The Dehydrated Sludge Thermal Drying Plant at the Thessaloniki Wastewater Treatment Plant receives quantities of dehydrated sludge produced daily by the Thessaloniki Wastewater Treatment Plant in order to thermally treat it, evaporate any water in the sludge,

and produce a dry end product which is more than 92% solid. The quantity produced daily (up to 20 t/day of dry product with 5-8% humidity compared to 150 t/day of dehydrated sludge with 77-78% humidity) can by its very nature be used in a wider variety of ways than dehydrated or lime sludge. The dry product is suitable for the following applications:

As a soil improver for non-edible crops, as a fertiliser additive for crops, at composting facilities, for soil rehabilitation, in building materials industries, etc.

In light of that, throughout 2021 the entire quantity of sludge produced was taken to soil improver production facilities by contractors chosen following a tender procedure (total quantity of sludge in 2021 was 24,250 tons):

Thessaloniki Wastewater Treatment Plant - summary data for 2021

Wastewater treatment capacity (in population equivalent / PE units) Organic load capacity (planned): 296,000 m³/d

(based on design, Directive 91/271/EEC) Population covered (planned population): 1,333,000

Flow data for 2021: Average daily flow (m³): 142,960

Type of wastewater - quantities (m³/d): a. Urban wastewater: 142,400

b. Industrial wastewater: - c. Waste from septic tanks: 560

Annual sludge transfer: 24,250 tons

Volume of wastewater treated in 2021 (m³): 50,544,770

Annual average outlet quality for 2020 (mg/L)	BOD5	COD	SS	N-NH4	Total N	Total P
	14.7	67.8	25.8	1.47	8.53	4.16

b. AENEIA Wastewater Treatment Plant for Thessaloniki's tourist areas

The "AENEIA" Wastewater Treatment Plant which covers Thessaloniki's tourist areas was opened in 1997 and in the first planned stage of Phase I, it can treat 27,000 m³/day. Initially, small quantities of wastewater from Michaniona and Angelohori were treated via the network and three pumping stations, and mainly larger quantities of septic tank waste from other areas in the Municipality of Thermaikos, taken to the plant by tanker trucks.

The main sewerage pipeline for the tourist areas, with 11 pumping stations, and the sewerage network of areas in the Municipality of Thermaikos, the wastewater from which is directed to the Tourist Area Wastewater Treatment Plant to be treated, have been in operation since 2001. Wastewater from the Plagiari-Triadi area has also been included.

Since the spring of 2017, the new ozonation plant to decontaminate treated wastewater and remove pathogenic microorganisms before it is disposed of in Thermaikos Bay has been in full operation.

The sludge produced daily is disposed of as a raw material for the production of soil improvers for crops using aerobic composting to promote sustainable development and uphold the principles of a cyclical economy.

Organic load capacity (planned): 87,000 m³(based on design, Directive 91/271/EEC)

Flow data for 2021: Average daily flow (m³): 7,683 Type of wastewater - quantities (m³/day): a. Urban wastewater: 7,190

b. Industrial wastewater: - c. Waste from septic tanks: 493

Dehydrated sludge transported annually (tons, approximately): 3,700 Volume of wastewater treated in 2021 (m³): 2,803,540

c. Thessaloniki Industrial Area Waste Treatment Plant (WTP)

EYATH S.A. took over the plant in 2003 and it handles around 10,000-15,000 m³ of industrial waste a day from the Thessaloniki Industrial Area.

Thessaloniki Wastewater Treatment Plant - summary data for 2021

Annual average outlet quality for 2020 at AE-NEIA Plant (mg/L)	BOD5	COD	SS	N-NH4	Total N	Total P
	8.96	30.41	15.42	1.15	11.14	4.57

ETVA VIPE S.A. submitted an environmental impact study to the Ministry of the Environment, Energy & Climate Change, and a new decision approving environmental terms and conditions was issued, which includes the upgrade works and the WTP terms and conditions of operation. A request was also submitted to the Central Macedonia Region and a technical reconstruction permit was issued to enable the upgrade works to be carried out.

In 2012 preliminary works financed by ETVA VIPE S.A. were carried out which were incorporated into the overall project to upgrade and improve WTP operations. When the preliminary works were completed, around 70% of the organic load in the waste was removed and when technical upgrades are completed the performance rate will be over 90%. Additional works are also needed to optimise the plant's operations and to bring it fully into line with requirements.

During 2018, trial operation of the technical upgrades was completed. This was implemented by ETVA VIPE S.A.

Flow data for 2021 Average daily flow (m³): 9,590

Annual dehydrated sludge transferred (m³): 6,364

5.5 Caring for the environment

Sewerage Testing Lab

In 2021, during the Covid-19 pandemic, the Sewerage Testing Lab undertook the following:

It carried out systematic checks on around 700 field and sample collection visits and 4,900 physicochemical analyses were performed over the course of the year at:

· production facilities located within EYATH's territorial remit (at least once a year)

· food businesses and business activities

connected to the EYATH S.A. network or networks managed by EYATH;

· Wastewater Treatment Plants (Thessaloniki Wastewater Treatment Plant and AENEIA Wastewater Treatment Plant), on the EYATH network of sewerage pipelines and at the Waste Treatment Plant at the Thessaloniki Industrial Area;

· water leaks;

· emergencies.

It carried out systematic monitoring of the output quality of industries based at the Thessaloniki Industrial Area, processing of data and dispatch thereof to the Customer Service Division every 4 months in order to calculate the sewerage charges for those activities and allocate the running costs of the Waste Treatment Plant.

Due to the extraordinary public health conditions brought on by the SARS-CoV-2 pandemic, the planned transition from the older version of the standard to its newer version (ISO/IEC 17025:2017) did not take place in 2020, but it did take place on 26-2-2021 after the Laboratory's successful evaluation by ESYD. The official scope of accreditation was issued on 31/5/2021.

By monitoring its performance as part of the Quality

Management System it applies, it ensured the validity of results by participating in inter-laboratory tests, which successfully checked all parameters that fall within the Laboratory's existing official scope of accreditation.

The required ESYD review for the year was successfully conducted on 4-10-2021.

The review of customer needs resulted in recommendations for improvement, which the Laboratory took into account. It is now possible to make online payments and send reports of results to any interested party.

It supported the work of the Oversight Committee for Study, Treatment and Disposal of Wastewater and Liquid Industrial Waste (formed by Decision nos. 10/2005 & 173/2007 and amended by 251/2007, 498/2010 & 063/2013, 22/2018, 76/2018, 458/2018, 530/2019, 399/2020, 773/2020 & 570/21 of the EYATH Board of Directors) with field visits, facility acceptance, sample testing and analyses from the Wastewater Treatment Plants, accepting and distributing supporting documents for issuing sewerage permits and documents for licensing following the Committee's opinion (about 210 issues were examined in 2021).

It completed the reform process of the Special Sewerage Regulation (JMD 3594/2021, GovGaz 4252/B/15-9-2021) and contributed to the process of securing its approval.

It provided regular updates to business activities within EYATH S.A.'s remit concerning the requirements of the Special Regulation governing the operation of the Sewerage Network [JMD 3594/2021 (GovGaz 4252/B/15-9-2021)] via letter.

It implemented an integrated IT system (CRM) for all procedures related to testing and lab analyses (customer register, recording of tests [field visits – sampling], posting of lab test results, issuing reports).



Necessary actions were taken for the expansion and essential security upgrade of the existing CRM to allow for proper management of the permit process of various activities following the issue of the reformed Special Sewerage Regulation.

5.6 Permits

EYATH S.A. has the following licences/permits.

a. Thessaloniki Water Treatment Plant on the Aliakmon River

- A single open-ended installation and operating permit was issued for this facility on 10-5-2004 by DG Development - Industry & Mineral Wealth of the Thessaloniki Prefectural Authority in the name of EYATH S.A.
- Decision No. 197256/17-3-2011 approving the environmental conditions and Decision No. 13587/15-3-2016 on renewal and amendment were issued by the Environmental Licensing Directorate of the Ministry of the Environment and Energy.
- A fire protection certificate was issued after an on-site visit by the local Fire Service (May 2008-2016), along with Exemption from the obligation to hold a fire protection certificate No. 3157/Φ.701.4/25-2-2016.
- Permit No. 83494/30-11-2016 for EYATH S.A. to use water from the Aliakmon River was issued by the Water Directorate.
- The Regulatory Authority for Energy has granted exemption from the need to obtain a power generation permit for the backup generator (Decision No. 33/2008 in accordance with Article 10 of Law 2773/1999).

b. Thessaloniki Wastewater Treatment Plant

- The plant has a permit (Ref. No. 30/οικ 6604/18-11-2003) to dispose of wastewater into the Thermaikos Bay in line with Decision No. ΔΥ/22374/91/11-1-94 of the Prefect of Thessaloniki, which was amended by his Decision No. 30/οικ4439/13-6-2006.
- It also has approval for the environmental conditions from the Special Environmental Department of the Ministry of the Environment, Planning & Public Works (JMD No. 106129/25-10-2006, valid for nine years, which was amended by JMD No. 198531/20-4-2011, valid until 31-12-2015 and then by JMD No. 171602/20-3-14, and subsequently amended in 2020 by Decision Ref. No. ΥΠΕΝ/ΔΙΠΑ/115449/6972/3-8-2020

- of the Ministry of the Environment and Energy, valid until 20/3/2024
- The Thessaloniki Prefectural Authority has issued a single installation and operating permit for the Thessaloniki Wastewater Treatment Plant (Ref. No .15/Φ.14.2.22243/2/10664/28-11-2003), with unlimited duration, which is in the process of being renewed to include the drying unit.
- A 2.5 MWe biogas power generation plant at the Thessaloniki Wastewater Treatment Plant. The operating permit for that plant was granted by decision of the General Secretary of the Central Macedonia Region (No. 8253/12-12-2003), valid for 10 years.
- This will be renewed as part of new projects.
- c. AENEIA Wastewater Treatment Plant
- The AENEIA Wastewater Treatment Plant has:
  - Decision Ref. No. 23665/15-5-2017 amending JMD No. 85222/15-7-2002, as renewed and amended by JMD No. 133119/6-12-2010 and Decision No. 100622/29.1.2016 of the Director General for Environmental Policy, relating to the wastewater treatment plant in the tourist areas of Thessaloniki, located in the AENEIA area in the Michaniona Municipal Unit of the Prefecture of Thessaloniki, and the sewerage works for the Thermaikos, Michaniona and Epanomi Municipal Units of the Municipality of Thermaikos and the Mikra Municipal Unit of the Municipality of Thermi (Web Ref. No. 71ΞΔ4653Π8-0AZ).
  - Approval for its environmental terms and conditions from the Special Environmental Service of DG Environment / Ministry of the Environment, Energy & Climate Change (JMD No. 133119/06-12-2010) valid for 10 years, renewing and amending the environmental and conditions for the wastewater treatment and cleaning plant in the tourist areas of Thessaloniki, which is located in the AENEIA area of the Municipality of Nea Michaniona / Pref. of Thessaloniki, and for construction and operation of main sewerage pipelines, pumping stations and networks in the Municipalities of Thermaikos, Nea Michaniona, Epanomi and Mikra, which amended the

- initial Joint Ministerial Decision No. 85222/15.07.2002.
- Note: New environmental terms and conditions were issued in 2017 (Decision No. 23665/15-05-17).
- It holds a final permit to dispose of wastewater - industrial waste from the AENEIA Wastewater Treatment Plant for Thessaloniki's tourist areas (Prefect of Thessaloniki Decision No. 30/3748/29-7-2002 which was amended by Decision No. 30/οικ.1096/8-2-2007).
- It also has a fire protection certificate (No. 14937 Φ.701.4/7642/7-10-2010) from the Regional Fire Service of the Central Macedonia Region. Single installation and operating permit for the EYATH S.A. Wastewater Treatment Plant Ref. No. 15/ Φ.14.2.24558/2/5978/15-5-2007, Decision by the Prefect of Thessaloniki.
- MD ΔΥΓ2/Γ.Π. 102784/19-9-2008 on “approval of the method for decontaminating treated wastewater from the Aeneia Wastewater Treatment Plant for Thessaloniki's tourist areas”.

d. Thessaloniki Industrial Area Waste Treatment Plant

- In 2020, fire protection certificate No. 9719/ Φ.701.4/1654/16-6-2020 was issued by the Central Macedonia Region Fire Service Regional Administration, and following document No. 306847(7181)/29-6-2020 from the Thessaloniki Metropolitan Area Development & Environment Directorate of the Central Macedonia Region, approval was given for operation for an unlimited time of the Waste Treatment Plant at the Thessaloniki Industrial Area located in the Sindos Municipal Community of the Municipality of Delta/ Thessaloniki Regional Unit.
- Lastly, EYATH S.A. is in the process of drafting fire protection studies and issuing fire protection certificates for the water supply and sewerage pumping stations and its facilities in general (offices, repair shops, warehouses, etc.).

5.7 Technical Works

WORKS COMPLETED DURING 2021

No.	Project	Completion date	Contractual amount (VAT excl.) €
1.	Construction of water supply pumping station (AY82) at G. Seferi and K. Varnali Streets in the Konstantinoupolitika area of the Pylea Municipal Unit)	15.04.2021	15,546.96
2.	Installation of Main Control Centre for the new water supply SCADA at the Dendropotamos Pumping Station.	10.12.2021	121,837.14
3.	Maintenance of EYATH facilities 2018	20.9.2021	350,000.00
4.	Framework Agreement for Reinforcement-Construction the Aravissos Aqueduct (1st Implementing Contract)	12.6.2021	437,381.64
5.	Framework Agreement for Reinforcement-Construction the Aravissos Aqueduct (2nd Implementing Contract)	15/11/2021	482,358.11
6.	Repair of damage to the Water Supply network in Western Thessaloniki in 2019	31.3.2021	524,184.36
TOTAL			€1,931,308.21

WORKS UNDER WAY DURING 2021

No.	Project	Budget (VAT excl.) €	Contractual amount (VAT excl.) €
1.	Group I of urgent water supply works 2018	2,000,000.00	1,659,399.99
2.	Framework Agreement for Reinforcement-Repair of the Aravissos Aqueduct (1st implementing contract)	858,621.21	437,381.64
3.	Framework Agreement for Reinforcement-Repair of the Aravissos Aqueduct (2nd implementing contract)	946,914.23	482,358.11
4.	Framework Agreement for Reinforcement-Repair of the Aravissos aqueduct (3rd Implementing Contract)	946,914.23	482,358.11
5.	Installation of Main Control Centre for the new Water Supply SCADA at the Dendropotamos pumping station.	184,742.54	121,837.14
6.	Repair to Water Supply Network in Ryzia area of the Thessaloniki Industrial Area	287,511.50	244,384.78
7.	Sewage Treatment for Wastewater in the Neokastro area, south-east of the village of Galini in the Municipality of Oreokastro	1,200,437.99	989,195.63
8.	Works to complete connection of the Thessaloniki low-lying areas	6,015,000.00	3,720,151.58
9.	Sewerage works to upgrade pumping stations, discharge pipes, a coastal collection pipeline and the AENEIA Wastewater Treatment Plant central pipe	4,400,000.00	2,862,054.17
10.	Maintenance of EYATH S.A. facilities in 2018	700,000.00	350,000.00
11.	Group I of urgent water supply works 2019	950,000.00	940,343.07
12.	Group I of urgent water supply works 2021	3,000,000.00	2,850,000.00
13.	Group I of urgent sewerage works 2020	2,500,000.00	2,038,846.37
14.	Group I of urgent sewerage works 2021	3,500,000.00	2,835,000.01
15.	Repair of damage to the Water Supply network in Western Thessaloniki in 2019	950,000.00	524,184.36

No.	Project	Budget (VAT excl.) €	Contractual amount (VAT excl.) €
16.	Repair of damage to the Water Supply network in Central and Eastern Thessaloniki in 2019	1,500,000.00	837,562.56
17.	Repair of damage to the Water Supply network in Western Thessaloniki in 2020	2,000,000.00	1,175,138.00
18.	Construction of water supply pumping station (AY82) at G. Seferi and K. Varnali Streets in the Konstantinoupolitika area of the Pylea Municipal Unit)	17,468.49	15,546.96
19.	Upgrade of the EYATH S.A. Administration building at 127 Egnatias Str.	4,999,894.82	3,767,207.02
20.	Repair of damage and localised replacement of sewerage pipelines	400,000.00	364,000.01
TOTAL			26,696,949.51

ABSORPTION IN 2021

	Project	1st half of €2021	2nd half of €2021	Total (VAT excl.) €
1.	Group I of urgent WATER SUPPLY works 2018	196,472.92	607,989.64	804,462.56
2.	Group I of urgent SEWERAGE works 2018	26,983.40	0.00	26,983.40
3.	Repair of damage to the Water Supply network in Western Thessaloniki in 2020	16,284.32	291,044.65	307,328.97
4.	Repair of damage to the Water Supply network in Western Thessaloniki in 2019	174,608.24	14,410.24	189,018.48
5.	Repair of damage to the Water Supply network in Central and Eastern Thessaloniki in 2019	173,439.66	220,490.72	393,930.38
6.	Works to complete connection of the Thessaloniki low-lying areas	0.00	590,934.34	590,934.34
7.	Maintenance of EYATH S.A. facilities in 2018	25,031.64	146,375.84	171,407.48
8.	Construction of Water Supply Pumping Station (AY 82) at G. Seferi and K. Varnali Streets (in the Konstantinoupolitika area of the Pylea Municipal Unit)	11,123.34	0.00	11,123.34
9.	Framework Agreement for Reinforcement-Repair of the Aravissos aqueduct (1st implementing contract)	425,640.86	0.00	425,640.86
10.	Framework Agreement for Reinforcement-Repair of the Aravissos aqueduct (2nd implementing contract)	0.00	919,854.43	919,854.43
11.	Framework Agreement for Reinforcement-Repair of the Aravissos aqueduct (2nd Implementing Contract)	0.00	356,026.26	356,026.26
12.	Sewerage works to upgrade pumping stations, discharge pipes, a coastal collection pipeline and the AENEIA Wastewater Treatment Plant central pipe	307,668.52	876,708.82	1,184,377.34
13.	Installation of Main Control Centre for the new water supply SCADA at the Dendropotamos pumping station	0.00	43,947.47	43,947.47

ABSORPTION IN 2021

14.	Repair to water supply network in Ryzia area of the Thessaloniki Industrial Area	0.00	0.00	0.00
15.	Group I of urgent water supply works 2019	107,629.25	323,659.17	431,288.42
16.	Group I of urgent water supply works 2019	0.00	0.00	0.00
17.	Group I of urgent sewerage works 2020	300,102.35	594,961.30	895,063.65
18.	Group I of urgent sewerage works 2021	0.00	0.00	0.00
19.	Sewage treatment for wastewater in the Neokastro area, southeast of the village of Galini in the Municipality of Oreokastro	0.00	0.00	0.00
20.	Upgrade of the EYATH S.A. Administration building at 127 Egnatia	0.00	281,227.10	281,227.10
21.	Repair of damage and local replacement of sewerage pipelines in 2020	79,018.87	163,736.01	242,754.88
22.	Repair of damage to the water supply network in Central and Eastern Thessaloniki in 2018	0.00	1,999.97	1,999.97
TOTAL				7,277,369.33

TENDER PROCEDURES TO AWARD PUBLIC CONTRACTS (WORKS/DESIGNS OR TECHNICAL SERVICES) IN 2021

No.	Subject	Budget (VAT excl.)	Discount	Contractor	Remarks
1.	Group I of urgent sewerage works 2021	€3,500,000.00	19.00%	CANDIA ERGA ATE	The contract was signed in September 2021
2.	Group I of urgent water supply works 2021	€3,000,000.00	5.00%	DOMIKA S.A.	The contract was signed in September 2021
3.	Maintenance of EYATH S.A. Facilities 2021	€900,000.00	22.00%	GEORGIOS DITSAS & CO. LTD	The contract was signed in September 2021
4.	Repair to water supply network in Ryzia area of the Thessaloniki Industrial Area	€287,511.50	15.00%	PSARRAS TECHNICAL S.A.	The contract was signed in October 2021.
5.	Repair and maintenance of the water supply network in Western Thessaloniki in 2020	€2,000,000.00	41.24%	DOMIKA S.A.	The contract was signed in March 2021
6.	Cancellation – reconnection of water abstraction sites and replacement of water meters within EYATH S.A.'s territorial remit in 2020	€500,000.00	5.00%	KONSTANTINOS GANAS	The contract was signed in May 2021

7.	Sewage treatment for wastewater in the Neokastro area, southeast of the village of Galini in the Municipality of Oreokastro	€1,200,437.99	17.60%	PANTECHNIKI PROJECTS S.A.	The contract was signed in June 2021
8.	Upgrade of the EYATH S.A. Management building at 127 Egnatias St.	€4,999,894.82	24.65%	SIDIRODROMIKA ERGA S.A.	The contract was signed in June 2021
9.	Installation of Main Control Centre for the new water supply SCADA	€184,742.54	34.05%	B&K TECHNIKI S.A.	The contract was signed in July 2021
10.	Construction of an extension to the Thessaloniki Water Treatment Plant - Phase A2	€21,703,562.15	29.80%	HELECTOR S.A.	No contract has been signed
11.	Geotechnical investigation and study to reinforce the foundation of Tank D5	€27,500.00	-	GEOGNOSI S.A.	The contract was signed in May 2021
12.	Provision of technical advisory services to repair the load-bearing structure and reinforce the foundation of water supply Tank D5	€10,500.00	-	RCDC PC	The contract was signed in May 2021
13.	Construction of infrastructure works to install a security system for the new water supply SCADA at EYATH S.A.	€150,000.00	2.00%	CANDIA ERGA ATE	The contract was signed in November 2021.
14.	Final study on Tanks D2a and D3a and new sedimentation and lime saturation tank at the Thessaloniki Water Treatment Plant	€6,400.00	-	ZOI KAINTASI	The contract was signed in January 2021
15.	Final study on Tanks D2a and D3a and new sedimentation and lime saturation tank at the Thessaloniki Water Treatment Plant	€1,368,552.96	56.91%	CONCEPT CONSULTING ENGINEERS S.A.-CONSORTIS-KONSTANT GROUP LP	-
TOTAL		€39,839,101.96			

STUDIES/DESIGNS UNDER WAY DURING 2021

No.	Design	Budget (VAT excl.) €	Contractual amount (VAT excl.) €	Contractor	Remarks
1.	Framework Agreement for preparation of supporting designs to meet the needs of EYATH S.A.	€725,806.45	€191,129.13 (1st Individual Implementing Contract)	NIKOLAOS MARAGKOS - ATHANASIOS NAGOULIS-NIKOLAOS PANAGIOTIS HATZIGOGOS - ATHANASIOS MARAGKOS DIMITRIOS KAPOLLAS	The 1st individual contract is under way.
2.	Framework Agreement for the provision of Technical Advisor support services for designs and projects under the Strategic & Business Plan of EYATH S.A.	€1,322,500.00	€95,130.22 (1st Individual Implementing Contract) €37,467.99 (2nd Individual Implementing Contract) €315,216.64 (3rd Individual Implementing Contract)	HYDRODIACHEIRISI LTD. YETOS S.A. - AKMI - CONSULTANT ENGINEERS ILIDA CONSULTANT ENGINEERS S.A. - MAKRIDIS THEODOROS – VADRATSIKA ZOI	The dissolution of the 1st individual contract was decided by Decision No. 633/2021 of the EYATH S.A. Board of Directors  The 2nd individual contract expired on 31.12.2020.  The 3rd individual contract is under way

3.	Framework Agreement for preparation of Hydraulic Designs to meet the needs of EYATH S.A.	€350,000.00	€172,716.69 (3rd Individual Implementing Contract)	DELCO LLP DELIGIANNIDIS & CO. CONSULTING ENGINEERING LLP – GAIA S.A. MELETON D. MAMOUNIS & CO.	The 3rd individual contract is under way
4.	Demolition – Removal of existing Anti-hammer Protection Device (Pressure Relief Tower) for the Aravissos Aqueduct	€8,000.00	€5,000.00	IOANNIS ASPIOTIS SINGLE MEMBER PRIVATE COMPANY (trading as “POLYPTYCHON”)	The design was approved in September 2021
5.	Final study on Tanks D2a and D3a and new Sedimentation and Lime Saturation tank at the Thessaloniki Water Treatment Plant Drafting of tender documents	€6,400.00	€6,400.00	ZOI KAINTASI	The tender documents were approved with Decision No. 214/2021 of the EYATH Board of Directors
TOTAL		€2,412,706.45			

5.8 Geoinformatics - Surveying and Hydraulic Model

In addition to performing its normal duties, during 2021 the GIS & Surveying sector was also involved in the following pilot projects or unscheduled operations:

PILOT USE OF FLEET MANAGEMENT APPLICATION FOR EYATH S.A. VEHICLES

The Department of Geo-Informatics-Surveying & Hydraulic Modelling took on a pilot project (in-house) to create and deploy a monitoring technology for the Company's vehicles. The project includes hardware configuration (server, GPS devices, SIM cards), interface software for these devices and creating a platform allowing the Company's competent staff to manage vehicles.

The aim of the project is to make vehicle management and the tasks performed by Company staff more efficient by incorporating and combining the vehicle monitoring function with existing implemented GIS technologies (monitoring network and fault management), based exclusively on staff know-how (implementation using in-house Company technology).

By implementing the project, the Company will optimise time, cost and procedures with the ultimate benefit of providing more efficient service at a shorter response time and lower cost.

DRAWING UP A FACILITIES REGISTER

The listing of the Company's water supply and sewerage facilities as it pertains to the drawing up of site plans was completed. The documenting of their ownership status is also in progress.

NETWORK MODELLING

The following pilot operations were carried out in the hydraulic modelling sector:

1. Implementation of an integrated hydraulic study for a pilot basin for EYATH S.A.'s sewerage system in the Panorama Municipal Unit area, which includes:

- Hydraulic simulation of the sewerage network in dry and wet weather
- Adjusting the hydraulic model with reliable rainfall and flow actual data. For this purpose, two rain meters were procured and will be installed in the selected pilot basin, along with a precision flow-meter.

2. Implementation of hydraulic simulation of pilot district metered areas (DMAs) in EYATH's water supply network at:

- Evangelistria
- Efkarpia
- Panorama Middle School

under normal network operating conditions.

5.9 Health and Safety

Health and Safety is a primary concern for EYATH S.A. and it is reflected in how it records and rationalises the relevant control procedures and in the fact that the Safety Technician's Office has been promoted and upgraded. With that in mind, the office held frequent meetings with the Company's Audit Committee to provide information and discuss new targets.

Since 2017, when the Safety Technician's Office was set up within the Company, with a full-time employee from EYATH S.A., the Company has been actively involved in handling all health and safety-related issues in cooperation with an external associate. Since the Office became operational and services began to be provided, a specific rota of visits is followed to the Company's infrastructure which are staffed by its personnel.

In its endeavour to minimise the likelihood of accidents at work, EYATH S.A. constantly strives to modernise its control systems and has set training, information and supply targets for suitable personal protection equipment for its employees. Based on the obligations set down in collective bargaining agreements, EYATH provides employees who work in unhealthy or hazardous areas with work uniforms, footwear and personal protection equipment, as well as personal hygiene products.

A number of actions were implemented in 2021 to organise and develop the Company's response to health and safety issues, though it should be noted that 2021 was marked by the pandemic and serious public health measures for the entire country. The constant collaboration between the Safety Technician's Office and Company Divisions seeks to ensure that proper procedures are implemented to protect both Company employees and facilities. Particular attention is paid to disseminating knowledge via discussions with and briefings of competent officers for facilities within their remit.

The systematic and ongoing endeavour to promote and shape a corporate culture of health and safety that encourages all employees to behave responsibly for their own personal health and that of their co-workers is a fixed commitment on EYATH's part.

The Company continues to identify and assess business risks and takes measures to control and contain them while developing preventive action plans to improve working conditions while minimising or eliminating hazards.

As a result of the systematic application of health and safety rules, 2021 was a year of zero accidents for the Company.



## 6. CONSUMPTION

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6.1 Customer service

The Customer Service Division's main task is customer service. The Division's staff serve company customers on a daily basis, covering issues relating to new water supply contracts, transfers and disconnections of supply, repayment plans and debt settlements, bill payments, water meter checks and in general anything customers may request. EYATH S.A. issues bills every four months based on the quantities of water consumed and offers refunds/discounts only in cases where there was a proven leak due to a fault in the customer's plumbing installations.

To achieve its target of better customer service, EYATH is open to the public from 07:30 to 14:00 at the branch located at 6 Angelaki Str., at the offices at 98 Tsimiski Str. (only for sewerage issues) and its branch at 26, 26is Oktovriou Str., offering upgraded services to consumers.

Bills can be paid:

- At the branch at 6 Angelaki Str. in the city centre and at the branch at 26, 26is Oktovriou Str. opposite the courthouse.
- At DIAMANTIS MASOUTIS S.A. stores in the Prefecture of Thessaloniki and neighbouring prefectures of Halkidiki, Pieria, Imathia, Pella and Kilikis at no additional cost.
- At Hellenic Post branches and agencies in the wider area of Thessaloniki and at all Hellenic Post branches nationwide.

- At OPAP betting shops nationwide.
  - By standing order for bill payment or at bank tellers by debiting any account.
  - Online via the EYATH website ([www.eyath.gr](http://www.eyath.gr)) by debit or credit card and
  - At any bank using web banking.
- The aim of EYATH S.A. is:
- To meet rising customer demand for minimal bureaucracy and faster service.
  - To safeguard its revenues by monitoring the process of meter readings - billing - debt management.
  - To examine alternative methods for settling payments and granting discounts, to see how these impact on revenues, taking account of the economic crisis and EYATH's sensitivity about the need to supply water as a public commodity.
  - To improve the Company's image by adopting a multi-channel service model by utilising cutting edge e-services.
  - To effectively utilise its available resources.

6.2 Consumption data analysis

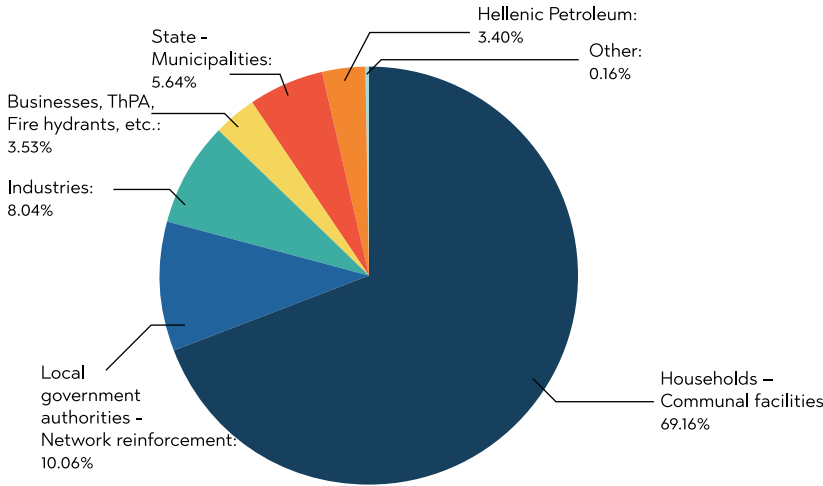
Consumption category (in m³)	Consumption in 2021	Consumption in 2020	Consumption in 2019	Consumption in 2018
Household use	38,729,700	38,656,978	38,178,047	36,818,183
Local government authorities - network reinforcement	5,634,281	5,769,942	5,433,609	6,653,840
Industrial use	4,503,842	4,235,486	4,716,673	4,352,291
Businesses/ Fire Hydrants	1,975,564	2,146,665	2,827,185	2,625,425
State – Municipalities	3,159,154	3,136,563	3,477,767	2,322,171
Hellenic Petroleum	1,904,183	2,218,601	1,890,192	1,756,248
Other	90,350	78,881	124,900	98,410
TOTAL	55,997,074	56,243,116	56,648,373	54,626,568

Distribution of consumption per consumer category 2021-2018				
Consumer category	% 2021	% 2020	% 2019	% 2018
Households – Communal facilities	69.16%	68.73%	67.39%	67.40%
Local government authorities - network reinforcement	10.06%	10.26%	9.59%	12.18%
Industries	8.04%	7.53%	8.33%	7.97%
Businesses, ThPA, Fire Hydrants, etc.	3.53%	3.82%	4.99%	4.81%
State – Municipalities	5.64%	5.58%	6.14%	4.25%
Hellenic Petroleum	3.40%	3.94%	3.34%	3.22%
Other	0.16%	0.14%	0.22%	0.18%
TOTAL	100.00%	100.00%	100.00%	100.00%

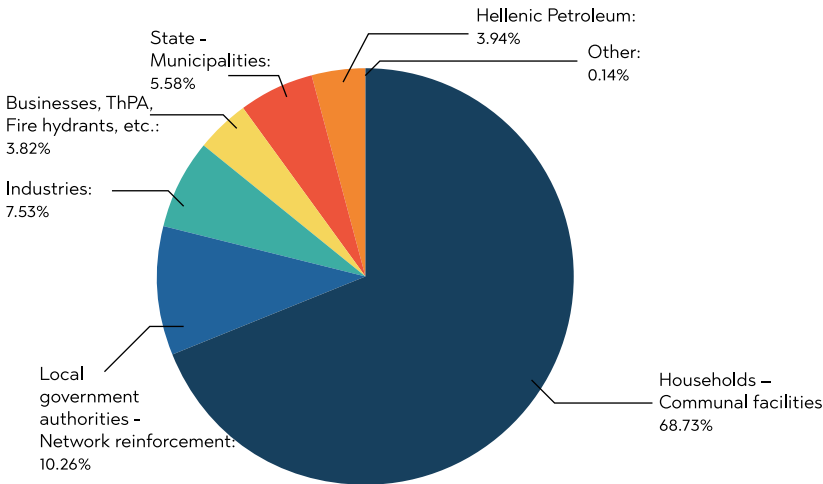
According to the table, households continue to consume over 2/3 of all the water supplied.

6.2 Consumption data analysis

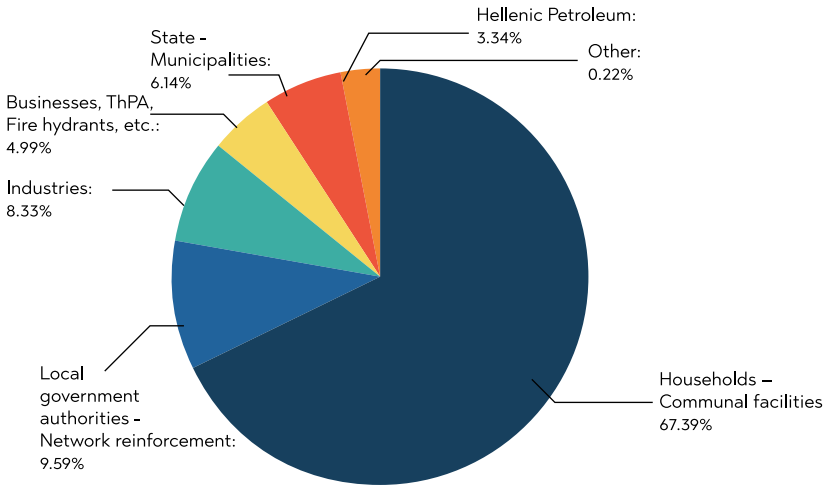
DISTRIBUTION  
OF WATER CONSUMPTION  
2021



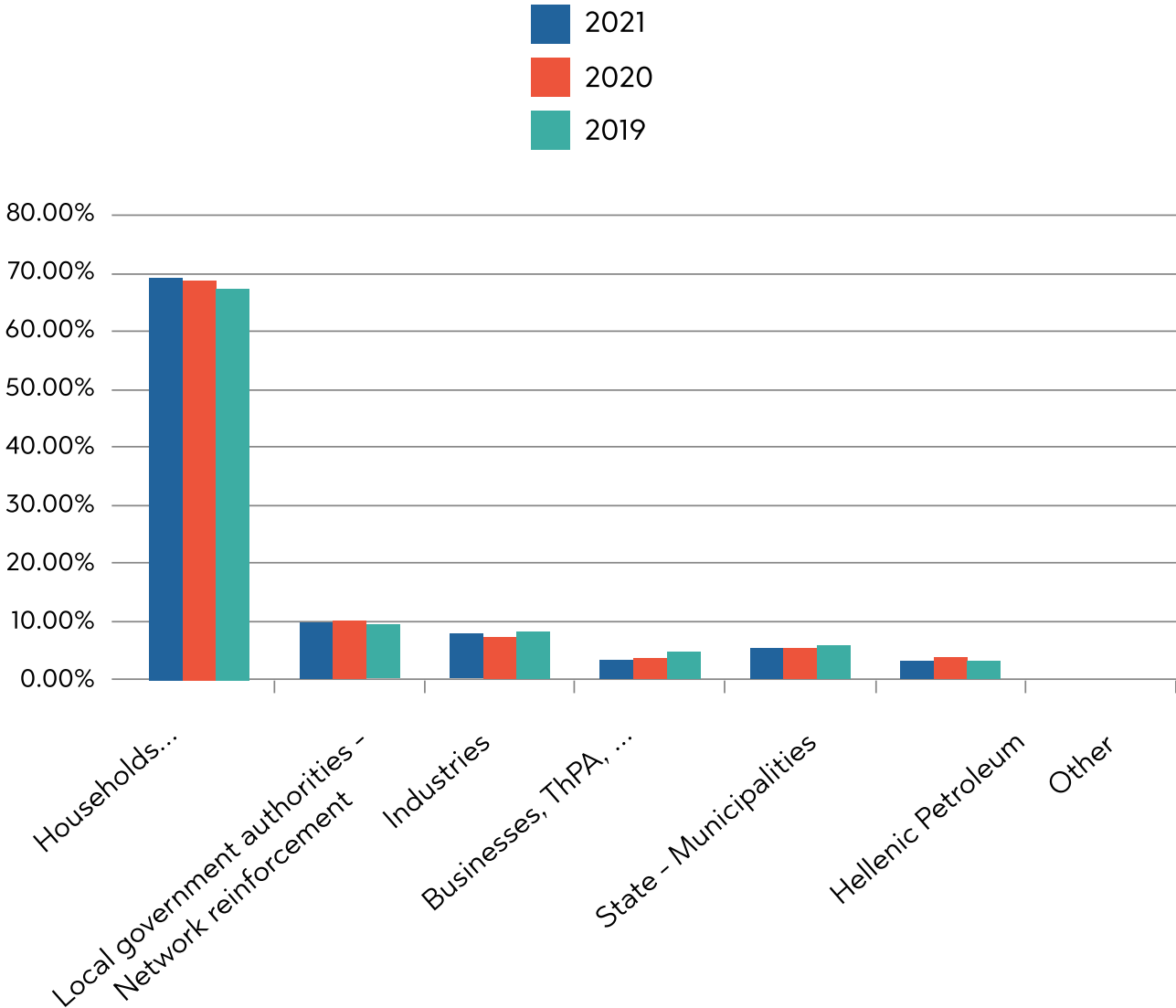
DISTRIBUTION  
OF WATER CONSUMPTION  
2020



DISTRIBUTION  
OF WATER CONSUMPTION  
2019



CONSUMPTION OF WATER BY CONSUMER CATEGORY 2021-2019 (m³ X 10⁶)

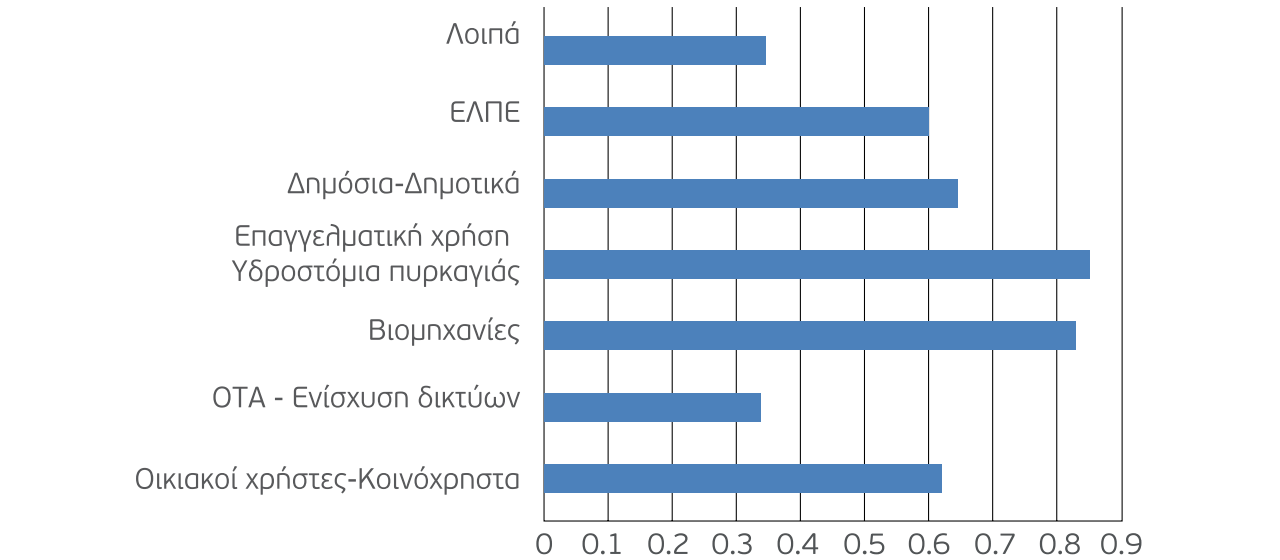


6.2 Consumption data analysis

AVERAGE PRICE OF WATER SALES PER CONSUMER CATEGORY IN 2021

Consumer category	Revenues from sales of water (in €)	Quantities billed m³	Average price per m³
	(a)	(b)	(a/b)
Households – Communal facilities	24,750,676	38,729,700	0.64
Local government authorities - network reinforcement	2,006,007	5,634,281	0.36
Industries	3,807,537	4,503,842	0.85
Businesses/ Fire Hydrants	1,718,471	1,975,564	0.87
State – Municipalities	2,094,444	3,159,154	0.66
Hellenic Petroleum	1,142,510	1,904,183	0.60
Other	32,258	90,350	0.36
Total	35,551,903	55,997,074	0.62

AVERAGE PRICE OF WATER PER CONSUMER CATEGORY FOR 2021 €/m³



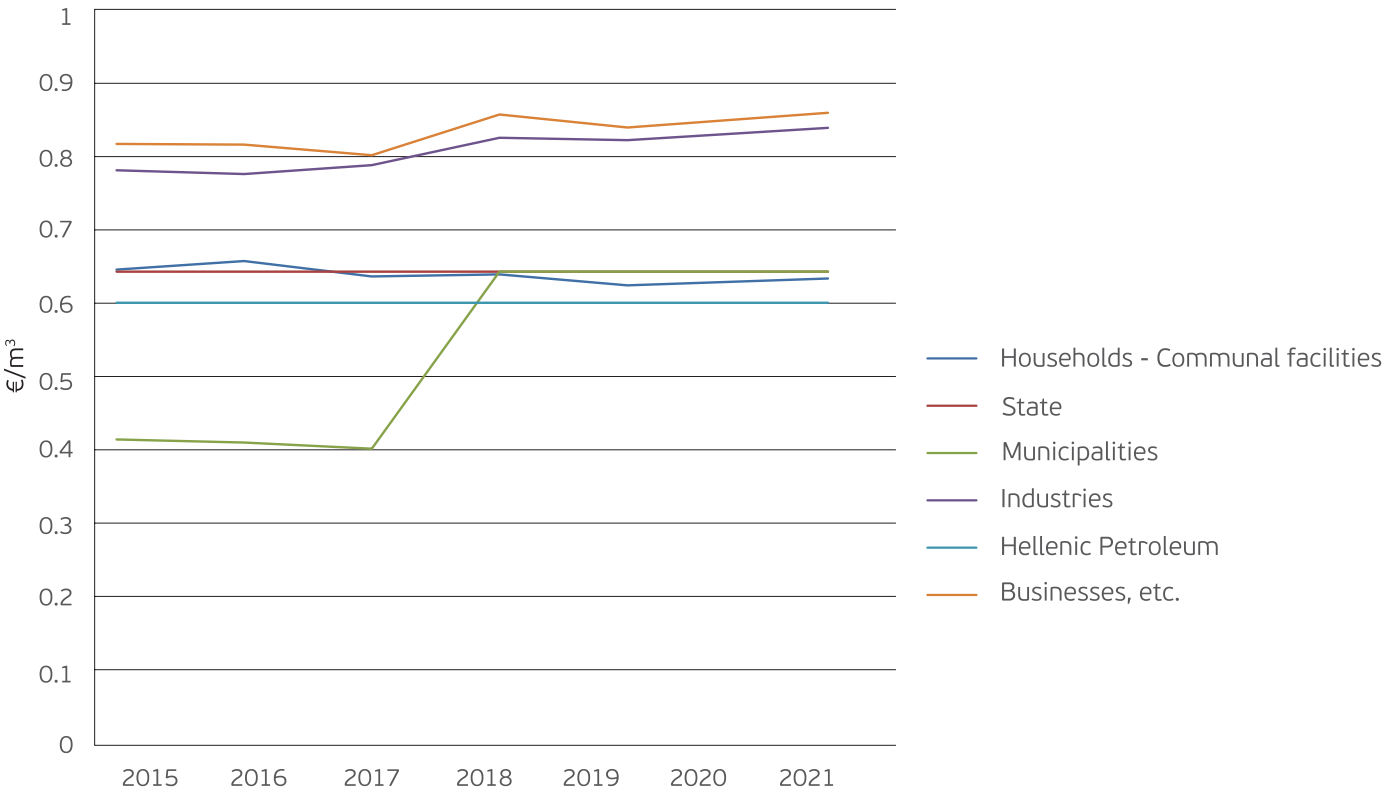
CHANGE IN THE AVERAGE PRICE PER M³ OF WATER FOR EACH CONSUMER CATEGORY FOR THE YEARS 2015-2021 €/m³

Consumer category	2015	2016	2017	2018	2019	2020	2021
Households - Communal facilities	0.6558	0.6535	0.6670	0.6424	0.6460	0.6280	0.6391
State	0.65	0.6500	0.6500	0.6500	0.6500	0.6500	0.6500
Municipalities	0.4045	0.4105	0.4053	0.3952	0.6500	0.6500	0.6500
Industries	0.7736	0.7772	0.7713	0.7858	0.8295	0.8257	0.8454
Hellenic Petroleum	0.6	0.6000	0.6000	0.6000	0.6000	0.6000	0.6000
Businesses, ThPA, etc.	0.8267	0.8199	0.8184	0.8016	0.8669	0.8459	0.8699
General Average Price	0.6402	0.6407	0.6482	0.6298	0.6422	0.6224	0.6186
Deviation	-0.09%	0.08%	1.17%	-2.83%	1.97%	-3.10%	-0.61%

The average sale price of water to household consumers almost represents the general average price which applies for all customers of EYATH S.A.

\* The charge for municipal consumption (€0.65/ m³) in relation to the table above was set over previous years in conjunction with the network reinforcement price (€0.35/ m³).

CHANGE IN AVERAGE PRICE PER CONSUMER CATEGORY OVER TIME (€/ M³)



6.2 Consumption data analysis

Especially for households on the sliding household tariff, total consumption in 2021 was 38,729,700 m³, which was as follows per billing category (which from 2019 was different from previous years) based on the 6-step sliding scale:

2021

Consumption scales	Quantities per year (m³)	as a % of total quantity	2021 sub-total		
0-10 m³/4-month period (€0.46/m³)	1,458,256	3.77	3.77		
11-40 m³ /4-month period (€ 0.63/m³)	16,265,798	42.00	45.76		
41-60 m³ /4-month period (€ 0.72/m³)	11,386,845	29.40	75.16		
61-120 m³ /4-month period (€ 1.16/m³)	8,168,546	21.09	96.26		
121-160 m³ /4-month period (€ 2.39/m³)	585,459	1.51	97.77		
161 m³ and over/4-month period (€ 4.03/m³)	864,796	2.23	100.00		
Total	38,729,700	100.00			

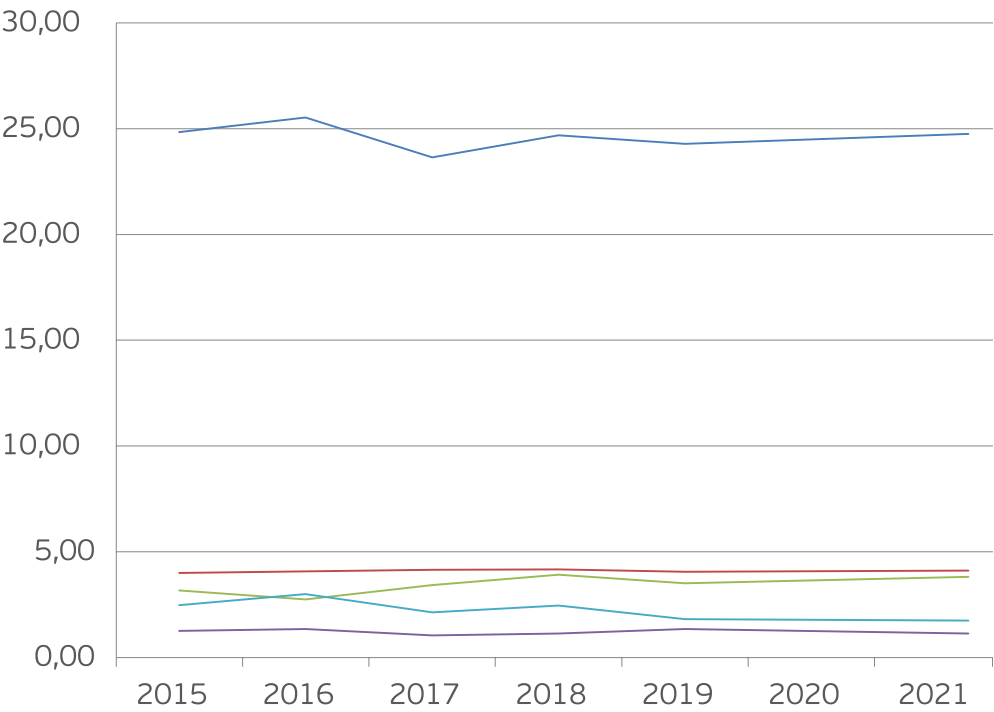
2020

Consumption scales	Quantities per year (m³)	as a % of total quantity	2020 sub-total		
0-10 m³/4-month period (€0.46/m³)	1,516,373	3.92	3.92		
11-40 m³ /4-month period (€ 0.63/m³)	16,416,426	42.47	46.39		
41-60 m³ /4-month period (€ 0.72/m³)	11,359,054	29.38	75.77		
61-120 m³ /4-month period (€ 1.16/m³)	7,941,518	20.54	96.32		
121-160 m³ /4-month period (€ 2.39/m³)	574,979	1.49	97.80		
161 m³ and over/4-month period (€ 4.03/m³)	848,628	2.20	100.00		
Total	38,656,978	100.00			

As the table indicates, over recent years households have become well-used to the prudent use of water amid the continuing negative economic situation coupled with the progressive pricing scheme imposed by EYATH S.A. for each level in the 6-step sliding scale and the campaigns to raise awareness of the need to protect natural resources.

CHANGE IN REVENUES FROM SALES OF WATER PER CONSUMER CATEGORY OVER TIME

Consumer category	2016	2017	2018	2019	2020	2021
Households - Communal facilities	24.83	25.53	23.65	24.68	24.28	24.76
State, Municipalities & Network Reinforcement	4.00	4.08	4.14	4.16	4.06	4.10
Industries	3.18	2.76	3.42	3.91	3.50	3.80
Hellenic Petroleum	1.26	1.34	1.05	1.13	1.33	1.14
Businesses, ThPA, etc.	2.47	2.99	2.14	2.45	1.82	1.75
Deviation	35.74	36.70	34.40	36.33	34.99	35.55



Change in revenues from sales of water over time €10^6

- Households - Communal facilities

State, Municipalities & Network Reinforcement
- Industries

Hellenic Petroleum

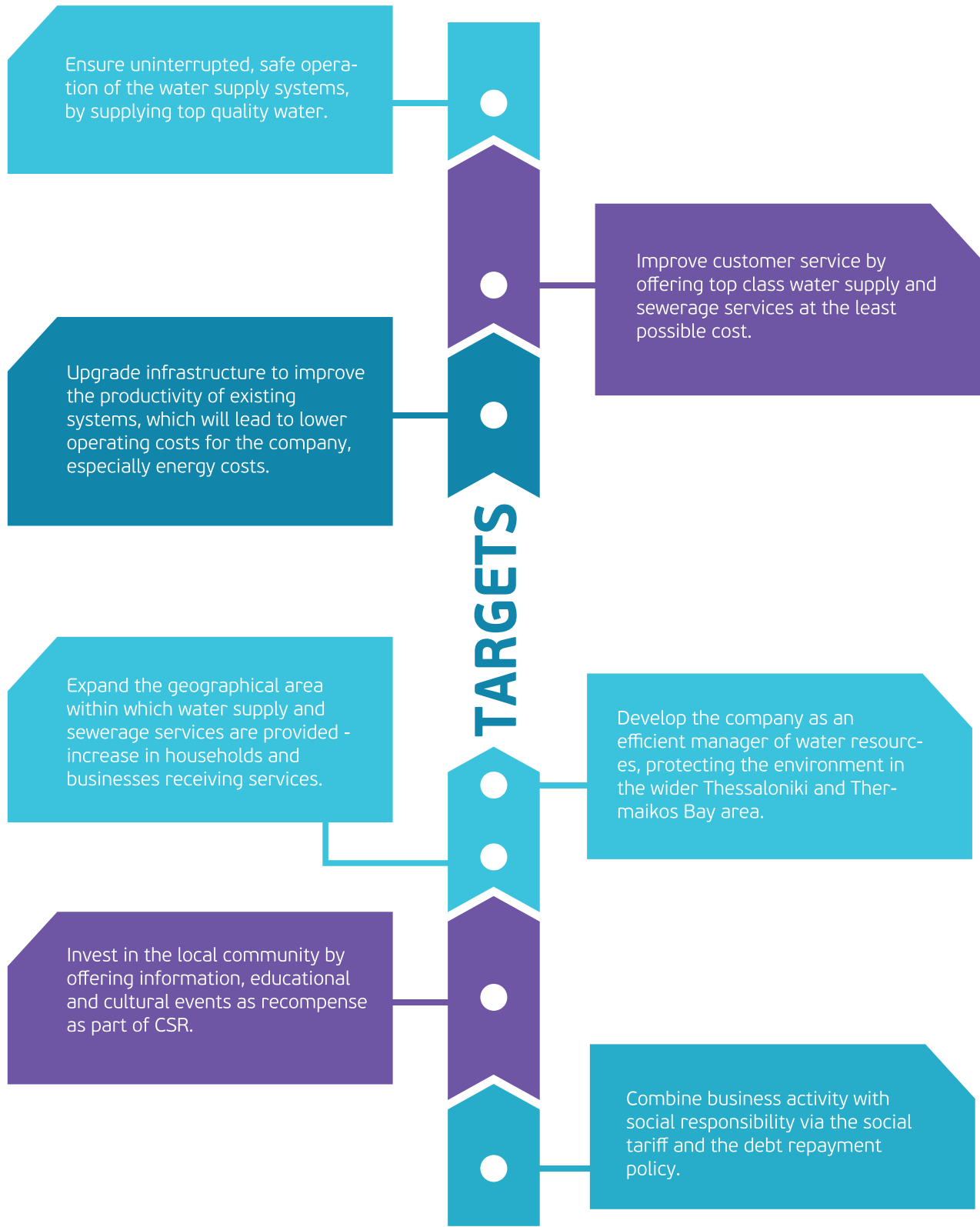
Businesses, ThPA, etc.



## 7. INVESTMENT PLAN

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STRATEGIC GOALS



INVESTMENT PLAN

Measures taken to achieve the objectives which were previously presented constitute company strategy for the 2018-2024 period and can be divided into operating and investing activities. The first category pertains to the company's operation and involve changes to internal arrangements in terms of staff and re-engineering of company structures. The second category relates to implementation of projects that improve both infrastructure and equipment in terms of machinery and IT systems. In 2018 the Company updated its Strategic and Business Plan.

7.1 Operating activities

- 7.1.1. Human capital development
  - Training courses and life-long learning for employees
  - Programmes to modernise HRM systems
- 7.1.2. Adapting the company's organisation to reflect new conditions
  - Re-engineering the company's organisational structure
  - Re-engineering procedures, improving and developing IT systems
  - Development of a quality management system
  - Development of a management decision-making tool
- 7.1.3 CSR - Information - Awareness raising for citizens
  - Social policy
  - Customer Service
  - Environmental awareness
  - Information for the local community
- 7.1.4 Outward-looking approach and development - transfer of know-how
- 7.1.5 Company commercial policy
  - Pricing Policy
  - Customer credit policy

7.2 Investing activities

7.2.1 Improvement / upgrade of the water supply system and extension to areas outside the company's territorial remit.

One of the key objectives is to upgrade and improve water supply infrastructure and to extend it to areas outside the company's territorial remit, in cooperation with neighbouring municipalities, or local water supply and sewerage companies which operate in the wider Thessaloniki regional unit.

The investment project required to implement this objective was developed after a study the company prepared. This study, entitled "Business Plan for the Management - Distribution of water for water supply purposes within EYATH S.A.'s remit" was approved by decision No. 331/2016 of the Board of Directors and constitutes an integral part hereof. Key elements of the plan are set out below.

According to the technical report, the study's objective was, inter alia:

- to plan all hydraulic works needed to ensure the problem-free transport of an additional 150,000.00 m<sup>3</sup> of water a day by expanding the Thessaloniki Water Treatment Plant to new water supply areas, meaning citizens in need of water will be able to get it.
- to ensure that along with water supply projects in new areas, existing projects are restored and modernised, with the direct result that the network is better managed, non-reimbursable water is reduced in the water supply system, the energy currently consumed by running the water supply system is reduced (it is estimated that after implementation of the plan annual savings of € 900,000 will be achieved) and the operating costs and maintenance



nance costs of the water supply system are reduced.

The estimated cost required to implement the plan is € 68.8 million. As far as new areas are concerned, taking into account that the new projects will only be built to transport water to central locations in aqueducts in those areas (water will be distributed to new consumers and the distribution network will be run and maintained by local water supply and sewerage companies) it is estimated that the annual revenues from the sale of water to new consumers will be € 4,830,000 after the completion of project construction (in 2024) while in the future (2055) if the charge remains fixed (€ 0.35/m³) they will be € 9,740,000. If there is an annual increase in the charge by 0.5% or 1% then the revenues in 2055 will be around € 10,920,000 or € 12,850,000 respectively.

7.2.2. Gradual replacement of networks and curtailment of water losses

The company's policy is to gradually replace old water supply networks which have been fully depreciated and also have major problems of corrosion or blockages along their length. This will result in a drop in the actual losses that arise due to the network's age. As part of the investment plan, up to 2024 efforts will continue in this vein.

Reducing the amount of non-reimbursable water in the water supply network has positive environmental and economic impacts. The environmental impacts include protecting water as a natural resource, since smaller quantities will be abstracted, and reducing energy consumption since the reduction in non-reimbursable water will entail less energy used. CO<sub>2</sub> and GHG emissions will also drop.

7.2.3. Improving the Wastewater Treatment Plant facilities and water supply and sewerage pumping stations

As far as improving the Wastewater Treatment Plant facilities and water supply and sewerage pumping stations is concerned, EYATH S.A.'s main concern is to renew existing E/M and electrical equipment, when and where necessary, in order to improve efficiency and reduce maintenance costs. Moreover, it plans to construct new civil engineering works, when and where feasible, at the sewerage pumping stations to minimise possible leakages of wastewater into bodies of water. In addition to this, the Company is planning to do away with water supply and sewerage pumping stations to simplify system operations and reduce operating costs.

Furthermore, in terms of improving Wastewater Treatment Plant facilities, EYATH is exploring how it could re-use water that results from the treatment of urban waste water. Treated wastewater may be suitable for irrigating crops or urban green spaces provided that satisfactory levels of quality for the re-used water can be achieved (Joint Ministerial Decision No. 145116/2011).

7.2.4 Power generation using biogas produced by the Thessaloniki and AENEIA Wastewater Treatment Plants

A power generation plant was built under the supervision of the Public Works Special Service of the Ministry of the Environment, Planning & Public Works, as part of Stage II of the project entitled "Extension and completion of biological treatment works for wastewater from

Thessaloniki" in 2002. The 3.5 MW power generation plant consists of two internal combustion engines fuelled by biogas/natural gas and two 3-phase 1,250 kVA electrical generators. They can also be supplied with a mix of natural gas/biogas or just pure natural gas.

The power generated can be used in various treatment stages at the Thessaloniki Wastewater Treatment Plant.

Under a new contract which is currently being implemented, suitable infrastructure is to be installed and operated to heat the management building using biogas, work will be done to upgrade, modify and commission an additional digester and a desulphurisation unit will be installed to make operation of the power generation plant and electricity - thermal energy co-generation plant safer and more efficient.

7.2.5 Management of sludge produced by the Wastewater Treatment Plants

One key issue that has been debated in recent years has been how to manage the sludge produced; it is a problem primarily because of the high cost involved in disposing of and transporting the sludge produced by the Wastewater Treatment Plants. EYATH faces a similar problem in that it spends large amounts on removing and disposing of the sludge.

Consequently, it is considered important that EYATH identify ways to use new technically and financially efficient technologies to manage the dehydrated sludge produced by its Wastewater Treatment Plants.

7.2.6 Replacement of conventional water meters with new AMI-MDM meters to electronically record and remotely transmit meter readings to the company's billing and metering data management system.

As part of the drive to modernise the system that reads and checks water meter readings, replacing existing water meters with new high tech ones will improve both the readings taken and checks and moves to prevent theft of water.

Given that the company currently has a round 510,000 active water meters, plans need to cover a 10-year horizon at least and will include gradual replacement of old meters with new high tech ones, which will have an automated data collection and transmission system. Replacing conventional water meters with new automated ones could be completed by sector or area, so that specific areas within EYATH's territorial remit have their meters replaced and ready for use.

7.2.7 Use of RES to generate energy

One of the major issues that water supply and sewerage companies in Greece constantly face is the high energy costs they have to bear, which are then passed on to end users. To make energy savings and reduce operating costs, the company is examining the idea of generating power using a net metering or virtual net metering method.

In this model (which has been possible in Greece since 2014) photovoltaic panels installed at sites close to pumping stations at the Wastewater Treatment Plants could supply the power they generate to meet the

energy needs of those stations. A new piece of legislation (Law 4414/2016) also gives water supply companies the ability to use virtual net metering, and to set off the power generated by P/V systems or small wind turbines against the power used at pumping stations, boreholes, Wastewater Treatment Plants, refineries and their overall consumption irrespective of the site where the power is generated.

7.2.8 Upgrade and installation of new IT systems

- Gradual replacement of commercial / accounting IT systems used by the company with cutting edge ones coupled with parallel re-engineering of all operations.
- Continuous improvements to the pipeline documentation system (mapping and digitisation).
- Automation of facilities and networks by installing advanced automation - control systems and a single operations - management centre for networks and facilities.
- Upgrades to the call centre.
- Further development of web services thereby improving the company's public image and improving the level of services provided and information offered to customers.
- e-water bills
- Development of a consumer portal

7.3 EYATH's 2018-2024 Investment Plan

The 2018-2024 Investment Plan which was approved, is summarised in the tables below to show actions implemented in each sector of investment, targets to be met, and the timeframe developed.

UPDATED 2018-2024 INVESTMENT PLAN, PER TARGET AND INVESTMENT SECTOR.

Objective	Automation - Computerisation	Sewerage network	Water supply network	Thessaloniki Wastewater Treatment Plant	Thessaloniki Water Treatment Plant	Buildings	Grand total
Increase revenues			€17,000,000				€17,000,000
Improvement of basic water flow rate and energy savings			€10,900,000				€10,900,000
Improve operations	€2,000,000					€14,916,300	€16,916,300
Check for water leaks and save energy			€300,000				€300,000
Check of quality of water supplied					€150,000		€150,000
Meet sewerage needs in areas where it is lacking and increase revenues		€6,050,000					€6,050,000
Environmental protection	€1,100,000	€20,390,000		€300,000	€200,000		€21,990,000
Environmental protection via better management of sludge				€4,800,000			€4,800,000
Meet water needs in areas with shortages - increase revenues and improve water supply infrastructure			€98,837,600				€98,837,600
Grand total	€3,100,000	€26,440,000	€127,037,600	€5,100,000	€350,000	14,916,300	€176,943,900

UPDATED 2018-2024 INVESTMENT PLAN, PER ACTION AND INVESTMENT SECTOR.

Action	Automation - Computerisation	Sewerage network	Water supply network	Thessaloniki Wastewater Treatment Plant	Thessaloniki Water Treat- ment Plant	Buildings	Grand total
Upgrades to all company manage- ment IT systems	€2,000,000						€2,000,000
Replacement of old tachymetric type water meters with modern volumetric ones			€17,000,000				€17,000,000
Improvement of water supply network infrastructure to ensure better operation			€11,200,000				€11,200,000
Improvement of Thessaloniki Wastewater Treatment Plant infrastructure to ensure better management of sludge				€4,800,000			€4,800,000
Modernisation of sewerage network infrastructure to ensure better operation	€500,000	€20,390,000		€230,000			€21,120,000
Modernisation of equipment				€70,000	€350,000		€420,000
Modernisation of the sewerage network control equipment	€600,000						€600,000
Modernisation of building infra- structure						€14,916,300	€14,916,300
Extension of the sewerage net- work into new areas		€6,050,000					€6,050,000
Extension of the water supply net- work into new areas and improve- ments to water supply network infrastructure			€98,837,600				€98,837,600
Grand total	€3,100,000	€26,440,000	€127,037,600	€5,100,000	€350,000	€14,916,300	€176,943,900

UPDATED 2018-2024 INVESTMENT PLAN, PER IMPLEMENTATION YEAR.

Action / Investment sector	Sum of 2018	Sum of 2019	Sum of 2020	Sum of 2021	Sum of 2022	Sum of 2023	Sum of 2024	Grand total
Upgrades to all company manage- ment IT systems	300,000 €	700,000 €	500,000 €	500,000 €				2,000,000 €
Replacement of old tachymetric type water meters with modern volumetric ones			3,400,000 €	3,400,000 €	3,400,000 €	3,400,000 €	3,400,000 €	17,000,000 €
Improvement of water supply network infrastructure to ensure better operation	680,000 €	1,650,000 €	1,670,000 €	2,150,000 €	2,350,000 €	1,350,000 €	1,350,000 €	11,200,000 €
Improvement of Thessaloniki Wastewater Treatment Plant infrastructure to ensure better management of sludge		625,000 €	725,000 €	875,000 €	2,025,000 €	525,000 €	25,000 €	4,800,000 €
Modernisation of sewerage network infrastructure to ensure better operation	540,000 €	4,830,000 €	5,310,000 €	3,440,000 €	2,400,000 €	2,200,000 €	2,400,000 €	21,120,000 €
Modernisation of equipment	10,000 €	60,000 €	60,000 €	90,000 €	100,000 €	50,000 €	50,000 €	420,000 €
Modernisation of the sewerage network control equipment		100,000 €	100,000 €	100,000 €	100,000 €	100,000 €	100,000 €	600,000 €
Modernisation of building infra- structure	131,300 €	685,000 €	1,450,000 €	4,350,000 €	5,100,000 €	2,300,000 €	900,000 €	14,916,300 €
Extension of the sewerage net- work into new areas	450,000 €	850,000 €	950,000 €	950,000 €	950,000 €	950,000 €	950,000 €	6,050,000 €
Extension of the water supply network into new areas and improvements to water supply network infrastructure	1,263,093 €	16,318,221 €	33,101,690 €	22,200,031 €	14,286,396 €	9,103,108 €	2,565,061 €	98,837,600 €
Grand total	€3,374,393	€25,812,221	€47,266,690	€38,055,031	€30,711,396	€19,978,108	€11,740,061	€176,943,900

These investments include an estimated figure of € 68.8 million approximately for the Business Plan for the Management - Distribution of water for water supply purposes within EYATH S.A.'s remit. A condition for implementing this plan is the construction of phase A2 of the Thessaloniki Water Treatment Plant which will add 150,000 m³ of water a day to the water supply system. The budget for that project, based on current data, is € 27.9 million (VAT excl.). That amount is included in the tables above. Note that today the project has obtained financing from the Central Macedonia Region Operational Programme.

The key aspects of the Business Plan for the Management - Distribution of water for water supply purposes within EYATH's remit will result in (1) an improvement of the existing water supply system in the city, (2) adaptation to changing circumstances (social, technological climate-related, etc.) thereby ensuring that society's water needs can be met and (3) an amelioration of the risk of water shortages due to extreme weather conditions. These aspects are as follows:

1. An increase in the capacity of the city's main water supply tanks.
2. Construction of 27,000 m of new large diameter pipelines to transfer water for water supply purposes.
3. Replacement of old and construction of new internal water distribution networks for consumers in all city water supply zones.
4. Improvement of existing and removal of old pumping station facilities.
5. An increase in the ability to interconnect aqueducts (for ground and surface water) increasing the quantities of water from one aqueduct to another, to create additional backup methods / alternative supplies of water to various areas of the city.
6. Analysis of the approved River Catchment Basin water resource management plans, promotion of the plans, and implementation of key and additional measures included in them (water safety plans, etc.).
7. Bolstering the supply of drinking water in new areas outside the company's traditional geographical remit.

This plan fosters the company's vision and mission of ensuring the long-term resilience of the water supply system, helping safeguard the environment for the benefit of society and the economy.

The table below shows the key projects which are included in the Business Plan for the Management - Distribution of water for water supply purposes within EYATH's remit and their estimated cost.

7.3 EYATH's 2018-2024 Investment Plan

KEY PROJECTS IN THE BUSINESS PLAN FOR THE MANAGEMENT - DISTRIBUTION OF WATER FOR WATER SUPPLY PURPOSES WITHIN EYATH'S REMIT.

Area	Project	Cost (VAT excl.)	Remarks
Thermaikos, Mikra	Thermaikos, Mikra Phase A	€5,720,000	Φ800 transfer pipe
	Thermaikos, Mikra Phase B	€2,770,000	New pipe to Kalamaria to ensure future supply needs
Oreokastro	Oreokastro	€4,500,000	Oreokastro external water supply network
Low-lying zone	Low-lying water supply zone	€9,120,000	Kafkasos & Evangelistria zones, Strempenioti & Forest Theatre (Theatro Dassous) tanks, transmission pipelines and upgrade of Dendropotamos
	Construction of new central water transfer pipeline	€4,000,000	New Φ1300 transfer pipeline to replace existing one at 26th Oktovriou St.
Middle zone	Middle zone	€3,910,000	Neapoli, Vlatades, Saranda Ekklisies and Toumba zones, Neapoli and Vlatades tanks



Upper zone	Polichni	€2,460,000	Polichni and Meteora zones, Polichni tank
	Sykies	€2,120,000	Sykies and Eptapyrgio zones, Kastrá tank and pumping station
	Toumba, Pylea	€3,130,000	Toumba hill and Pylea zones, new Toumba tank, upgrade and extension to Toumba pumping station
Evosmos	Evosmos internal pipe-line	€653,000	Improvement and addition to central internal pipeline
	Efkarpia tank	€800,000	
	Internal pipeline for the Nikopoli area etc. in the Municipality of Pavlos Melas	€1,000,000	Improvement and addition to central internal pipeline
Pefka, Hortiatís	Pefka, Asvestohori, Filyro, Exochi, Hortiatís	€4,300,000	Upgrade - construction of Vosnaki pumping station, construction of transfer pipelines to the Pefka and Filyro tanks
	Pefka internal pipeline	€250,000	Improvement of the Pefka internal pipeline
Kalamaria		€8,750,000	Improvement of the internal network - construction of tanks and pumping station
Panorama		€300,000	Improvement and additions to internal network
Maintenance of external aqueducts (Aravissos, etc.)		€8,000,000	This includes an estimate for repair of a small part of the major damage.
Preparation of designs		€2,361,320	
Supporting designs		€725,800	
Technical advisor for the development and implementation of the Plan		€1,000,000	
New tanks at the Thessaloniki water treatment plant		€3,000,000	Tanks 2 and 3
Total		€68,870,120	

## 7.4 Digital Transformation and IT actions

The Digital Transformation and IT Division was set up to cover: a) all issues relating to the Company’s digital transformation in terms of planning, implementing and monitoring them, in direct collaboration with the divisions involved in each field; b) modernising and transforming the Company on organisational issues, the adoption of new technologies and improved performance; c) innovation issues arising from continuous monitoring of developments in the sector and market, and the application of innovative solutions to EYATH S.A. structures; d) planning, developing and supporting ICT systems and interconnecting them with external systems which support the company’s various business operations; and e) the security of the Company’s IT systems and networks, and f) ensuring the smooth op-

eration of the company’s IT systems and infrastructure. During 2021, the Digital Transformation and IT Division oversaw and coordinated the following actions:

**Regulatory Compliance with GDPR, NIS:**

1. Overseeing and managing actions to meet the requirements of the EU General Data Protection Regulation (GDPR) and relevant employee training.
2. Extending and improving the existing GDPR compliance system by creating additional policies and procedures approved by the Company’s Management and notified to all employees.
3. Overseeing and coordinating actions to develop an integrated documentation system for company IT system security. Enabling the SOC service to monitor the

company’s IT/OT systems.

4. Design and implementing relevant actions to evaluate and improve the security system.

**Digital Transformation Actions:**

5. Elaboration of a comprehensive plan of digital transformation actions following the company’s to date planning of projects for business process and IT redesign.
6. Study to update the technical specifications and budget for the project to implement a new Integrated Customer Service and Billing System for EYATH S.A. and extension of the technical content of this project to further operational areas.
7. Launch of a project for the creation of a new Customer Portal aiming to immediately improve and upgrade e-services to consumers and provide more direct service, to modernise the company’s e-payment system, and to develop a web-based centralised customer application platform to remotely service them, while maintaining the existing central customer IT system.
8. Participating in implementing actions to upgrade the company’s water supply SCADA systems and sewerage SCADA systems.
9. Extended application of qualified digital signatures for Company Management and Senior Executives.
10. Further improvement of e-services provided on the company’s website.
11. Drawing up specifications and conduct of a tender for improving the handling of telephone and electronic requests, incorporating the click to call service.
12. Conduct of 4 company communication campaigns using new digital communication channels (viber, sms, email).
13. Elaboration of specifications and conduct of a tender for digitising the entire company customer archives taking into account the needs of the Customer Service Division, and submission of a recommendation and technical specifications.
14. Launch of a project for the redesign of internal correspondence management procedures and related procurement, installation and commissioning of an IT system to that end, with the aim of creating a “paperless office” for EYATH SA.

**IT actions:**

18. Implementing web applications to meet the company’s internal needs.
19. Interfacing between EYATH S.A. systems and external third-party systems to improve customer service.
20. Extension of the remote work model (teleworking – tele-training) using cutting-edge methods:
  - a) Procuring the relevant IT terminal equipment for users
  - b) Ensuring the necessary web-based secure access services
  - c) Procurement of relevant teleconferencing software
  - d) User support
  - e) Improving central internet access to the EYATH S.A. Management Building
21. Coordinating and organising the transfer of the administration building’s IT infrastructure from 127 Egnatias Street to 91 Tsimiski Street.
22. Design and implementation of a digital document management project in line with the Paperless office

- standards.
23. Upgrading of the backup systems.
24. Upgrading of Network Infrastructure (Wireless network in decentralised company locations, upgrading and ensuring high-quality network services.
25. Ensuring a fibre optic ring for networking the company’s main office buildings to further improve the company’s IT network interconnection services.
- 26 Ensuring collocation services for the company’s central servers and its integration into the central fibre optic ring, in the framework of the renovation of the administration building at 127 Egnatias Street and the adoption of modern server business models.
27. Ensuring the supply and installation of a system for the implementation of consumer e-signatures and their in-person service.
28. Implementation of a digital e-books service based on the instructions of the Independent Authority for Public Revenue (I.A.P.R.).
29. Supply of equipment, infrastructure and application of physical controls for tanker truck access to the Wastewater Treatment Plants.



## 8. STOCK

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8.1 Change in Share Capital

EYATH S.A., as mentioned above, came about from the merger of the former companies OYTH S.A. and OATH S.A. Following valuation of their assets for the first time in 1997 (Presidential Decrees 156 and 157/25.6.1997) the share capital of the two former companies was as follows:

A) OYTH S.A.	€186,940,572.27
B) OATH S.A.	€220,983,125.46
After they merged into EYATH S.A. under Law 2651/1998, the share capital stood at	€407,923,697.73

The founding law (Law 2651/1998) required that the Institute of Certified Public Accountants undertake the task of valuing EYATH S.A.'s assets in order to determine its assets. In making that assessment it was considered that

the Company was overvalued and in the interests of the prudence concept there was a 30% reduction in the value of fixed assets. The new opening balance sheet dated 1.1.1999 showed EYATH S.A.'s share capital at €278,796,771.83, divided into 95,000,000 shares of €2.93 each, all of which were owned by the Greek State (Government Gazette 8174/A/5-9-2000, Societes Anonyms Bulletin). Following the transfer of assets to the body governed by public law, EYATH FIXED ASSETS, under Article 18 of Law 2937/26.7.2001, EYATH S.A.'s share capital stood at € 15,000,000 divided into 15,000,000 shares of € 1.00 each. A special reserve of € 263,796,771.83 (278,796,771.83 - 15,000,000) was created which was then reduced by the value of the assets transferred to EYATH FIXED ASSETS.

On 27.7.2001 the Interministerial Privatisation Committee comprised of the Ministers of Macedonia - Thrace, Economy and Development, issued Decision No. 605/27.7.2001 increasing EYATH S.A.'s share capital by 1,500,000 shares with a nominal value of € 1.00 each.

It was also decided to sell 2,700,000 existing shares in the company owned by the Greek State to investors. Of those shares, 200,000 were privately placed with members of the Board and staff.

Thus, on 31.12.2001, the Greek state held 74.55% of EYATH S.A.'s 16,500,000 shares

(or 12,300,000 shares) and other private and institutional investors held 25.45%

(or 4,200,000 shares). Then six (6) months after EYATH S.A. was listed on the exchange, on 21.3.2002 the retention incentive specified in the listing prospectus took effect. Two (2) gratis shares for every ten (10) existing shares were provided to shareholders (other than institutional investors) who retained the shares from the public offering for 6 months and so the Greek State had a 74.016% stake in the share capital, and other institutional and private investors had a 25.84% stake.

The share's listing price on 21.9.2001 was € 3.94 but for comparative reasons regard has been had to the adjusted price which emerged following:

A) An increase in share capital due to capitalisation of reserves by introducing 1,500,000 new shares at the Extraordinary General Meeting on 30.12.2002 when it was decided to issue 1 gratis share for every 10 old shares. On 29.12.2006 the Extraordinary General Meeting of Shareholders decided to increase the company's share capital by € 2,178,000 by capitalising the goodwill.

The share capital increase also entailed an increase in the nominal value of each share from one euro (€ 1.00) to one euro and twelve cents (€ 1.12) each.

Following this increase, Company share capital stood at € 20,328,000 divided into 18,150,000 ordinary registered shares with a nominal value of € 1.12 each.

B) The share capital increase decided on by the Extraordinary General Meeting of Shareholders held on 7.11.2007 done by capitalising taxed and undistributed profits, at a ratio of one new share for every existing share, by issuing 18,150,000 new shares with a nominal value of € 1.12 each, and gratis distribution of those shares to shareholders.

So the listing price taken into account hereinafter is €1.79 calculated using this formula:  $P2 = P1 \times M1 / M2 = 3.94 \times 16,500,000 / 36,300,000 = €1.79$

Where P1: Listing price

M1: No. of shares when listed on ATHEX

M2: Number of shares today.

So the Company's total share capital following the decision of the Extraordinary General Meeting of Shareholders of 7.11.2007 was € 40,656,000 divided into 36,300,000 ordinary registered shares of one euro and twelve cents (€ 1.12) each.

8.2 Structure of the Company's Share Capital

The Company's Share Capital amounts to forty million six hundred and fifty six thousand euro (€40,656,000) divided into thirty six million three hundred thousand (36,300,000) ordinary registered shares with voting rights, of a nominal value of one euro and twelve cents (€1.12) each.

Company shares are listed for trading on the Equities Market of the Athens Exchange on the main market. The

Company's shareholders rights arising from shares depend on the percentage of capital held which corresponds to the share's paid value.

Each share grants all the rights specified by law and the Company's Articles of Association and in particular:

· Right to obtain a dividend from the Company's annual profits.

35% of the net profits (having deducted the statutory reserve first) are distributed from the profits each financial year to shareholders as a first dividend, unless the General Meeting stipulates otherwise. The General Meeting also decides on whether to distribute

any additional dividend. As regards the dividend of 2021, the distribution of a dividend of € 0.219/share was proposed, in order to avoid potential liquidity problems due to the major investment programme which the Company has under way. All persons who are shareholders before the dividend cut-off date are entitled to a dividend. The dividend to which each share is entitled shall be paid to the shareholder within two (2) months of the date of approval by the Ordinary General Meeting of the annual financial statements.

The place and manner of payment is announced in the press. The right to collect a dividend becomes statute-barred and the amount involved devolves to the State if not collected within 5 years

from the end of the year in which the General Meeting approved distribution.

· The right to receive the contribution paid, upon liquidation or upon the writing off of capital corresponding to the shares, where this is decided upon by the General Meeting.

· The pre-emptive right in each increase of the Company's share capital with cash and new shares.

· The right to receive a copy of the financial statements and reports of chartered auditors and the Company's Board of Directors.

· The right to participate in the General Meeting which consists of the following specific rights: legal standing, attendance, participation in discussions, submission of proposals on items

on the agenda, entry of views in the minutes and voting rights.

· The General Meeting of the Company's shareholders shall retain all its rights during the period of liquidation.

Shareholders' liability is limited to the nominal value of the shares held.



8.3 Dividend Policy

Given that the Company is profitable, Management proposes that dividends equal to € 0.219 per share be distributed. More specifically, it is proposed that the dividend should amount to € 7,950 (thousand €) for 2021, which is 70% of net profits having deducted the 5% for the statutory reserve in accordance with the applicable law. According to the law, the company did not make a deduction from its net profit for the formation of a statutory reserve during FY 2021, because a reserve has already been formed above the statutory threshold (1/3 of the company’s new share capital).

8.4 Shareholder’s Rights

A. General

The Company's shares are registered and indivisible.

Possession of a share certificate automatically implies acceptance by its holder of the Company’s Articles of Association and the lawful decisions of its Board and of its

General Meeting of shareholders even if shareholders did not take part in those meetings.

Each share incorporates all the rights and obligations established by law and by the Company’s Articles of Association, which however do not contain provisions more restrictive than those appointed by the law.

The Company’s shares are freely negotiable.

The company's shares are transferred as stipulated by Law 4548/2018 and there are no limitations on transfer set out in its Articles of Association. Company shares are dematerialised and listed on the Athens Exchange. Article 18(8) of Law 2937/2001 (Government Gazette 169/26.7.2001) stated that, “the State may sell to investors shares representing up to 49% of the Company’s share capital from time to time”.

This paragraph was repealed with Article 2 of Law 4092/2012 which ratified the Legislative Act of 07.09.2012. Then,

the extraordinary General Meeting of shareholders of 21.2.2013 also repealed the relevant provision of Article 5 of the Company. s Articles of Association.

The Company’s shares are dematerialised.

The trading unit is a dematerialised certificate representing one share. Each share entitles its holder to one voting right. Company shareholders’ liability to creditors is limited to the nominal value of the shares held. Shareholders participate in the management and profits of the Company in accordance with law and the provisions of the Company’s Articles of Association. The rights and obligations attached to each share are indivisible and are transferred to any successors or assigns of the shareholder.

Other rights

Shareholders exercise their rights relating to the Company’s management exclusively through

their participation in the General Meetings of Company shareholders. Shareholders have an option over any future increase in the Company’s share capital, pro rata to their holding in the existing share capital, as specified in Article 19(7) of Law 3604/2007.

Neither the shareholder’s creditors nor their successors have any right to bring about the seizure or sealing of any Company assets or records, nor to ask for its distribution or liquidation, nor to

become involved in any manner in its management or administration.

All shareholders, regardless of where they live, shall be taken for the purposes of their relations with the Company as residents of its registered offices and shall be subject to Greek law. Any disputes between the Company on the one hand and its shareholders or any third party on the other shall be subject to the exclusive jurisdiction of the ordinary courts, and actions against the Company may only be brought in the courts of its seat.

Each share confers the right to a single vote. Joint holders of a share must, in order to be entitled to vote, designate a common representative who shall represent them at all General Meetings and must so inform the Company in writing. Until such appointment has been made the exercise of their rights shall be suspended.

Each shareholder is entitled to participate in the Company’s General Meeting.

In order to exercise these rights, it is not necessary for shareholders to block their shares or

comply with any other similar procedural requirements which limit the ability to sell or transfer those shares in the time period between the registration date and the General Meeting.

Shareholder representatives

Shareholders may participate in the General Meeting and vote in person or via representatives. Any provisions of the Articles of Association which limit exercise of the shareholders' rights via a representative or the eligibility of persons who can be appointed as representatives are invalid.

A representative who acts for more than one shareholder may vote differently on behalf of each shareholder. Legal entities shall participate in General Meetings by appointing up to three (3) natural persons as their representatives.

Shareholders may appoint a representative for a single General Meeting or for any meetings which take place within a specific time period. The representative shall vote in accordance with the shareholder’s instructions, if available, and shall be obliged to hold the voting instructions on file for at least one (1) year from the date of submission of the minutes of the General Meeting to the competent authority or if the decision is published, from the date of entry in the Companies Register and the General Commercial Registry. Failure by the representative to comply with the voting instructions provided does not affect the validity of the decisions of the General Meeting even if the vote of the representative was decisive for the decision taken.

Prior to the beginning of the General Meeting, the shareholder’s representative shall be obliged to notify to the Company every specific incident that may be useful for the shareholders to evaluate the risk of having the representative serve other interests than those of the represented shareholder.

Within the meaning of this paragraph, a conflict of interests may arise, especially when the representative:

- a) is a shareholder exercising control over the Company or is another legal person or entity controlled by such shareholder;
- b) is a member of the Board of Directors or the overall management body of the Company or shareholder exercising control over the Company or other legal person or entity controlled by a shareholder exercising control over the Company;
- c) is an employee or certified public accountant of the Company or a shareholder who controls the Company, or another legal person or entity controlled by the shareholder who controls the Company;
- d) is a spouse or first-degree relative to any of the natural persons set out in cases (a) to (c) above.

Shareholder representatives shall be appointed and removed in writing, such notice being sent to the Company in the same way, at least 48 hours before the date set for the General Meeting. A shareholder may appoint up to three (3) representatives.

However, if a shareholder holds shares in a company which appear in more than one securities account, this limitation does not prevent the shareholder from appointing different representatives for the shares which appear in each securities account in relation to the General Meeting.

General Meeting and shareholder capacity

Any person who appears as a shareholder in the records of the body which holds the Company’s shares (transferable securities) shall be entitled to participate in the General Meeting. The capacity of shareholder shall be proven by furnishing the relevant written attes-

tation of the above body or alternatively through direct electronic connection of the Company with the records of the said body.

The capacity of shareholder must exist on the record date, i.e. at the beginning of the fifth day prior to the date of the General Meeting, and the relevant written attestation or electronic certification regarding the shareholder’s capacity must be received by the Company no later than the third day before the General Meeting. Shareholders may participate in repeat General Meetings under the same formal conditions outlined above. The capacity of shareholder must exist on the record date, i.e. at the beginning of the fifth day of the initial General Meeting in the case of a repeat Meeting, and the relevant written attestation or electronic certification regarding the shareholder’s capacity must be received by the Company no later than the third day before the General Meeting.

In accordance with Article 27(2), the Board is obliged to enter in the list of persons entitled to vote at the General Meeting all shareholders who have complied with the provisions of that Article.

Only persons who are shareholders on the relevant Registration Date shall be deemed by the Company to be entitled to participate in and vote at the General Meeting. Where shareholders do not comply with the provisions of this Article, they may only participate in the General Meeting with its permission.

Any shareholder may ask for a copy of the Company’s annual financial statements and the relevant Directors’ and Auditor’s Reports ten (10) days before the Ordinary General Meeting.

B. Special shareholder or third party rights

There are no special shareholder or third-party rights other than in Article 13(4) of EYATH S.A.’s codified Articles of Association which state that Company employees are entitled to appoint 2 members of EYATH S.A.’s Board of Directors.

Minority shareholder rights

Codified Law 2190/1920, the amendments to Articles 47 and 49 of Law 3604/2017 and the new companies law (Law 4548/2018 on reform of the law of societies anonyme) grant a shareholder or shareholders acting jointly certain rights provided they constitute a minimum minority holding in the company’s share capital. The rights of minority shareholders are as follows:

1. If shareholders representing one twentieth (1/20) of the paid-up share capital so request, the Board of Directors shall be required to call an Extraordinary General Meeting of shareholders, appointing a day for the same that shall not be more than forty-five (45) days after the date upon which the Chairman of the Board received such request.

The items on the agenda must be cited in the request. Where the General Meeting is not convened by the Board of Directors within twenty (20) days from service of the request, it shall be convened by the applicant



## 8.4 Shareholder's Rights

shareholders at the Company's expense by decision of a court whose judgment is handed down in line with the injunctive relief procedure. Such decision shall specify the place and time of the meeting and the items on the agenda. That decision may not be contested using judicial remedies. The Board of Directors shall convene the General Meeting in accordance with the general provisions.

2. On a request from shareholders representing one twentieth (1/20) of the paid-up share capital, the Board of Directors shall enter in the agenda of the General Meeting which has already been called additional items if that request arrives with the Board of Directors at least fifteen (15) days before the General Meeting.

The additional items shall be published or notified by the Board of Directors

in line with Article 122 of Law 4548/2018 at least seven (7) days before the General Meeting.

That request to have additional items included in the agenda shall be accompanied by the reasons for such inclusion or a draft decision for approval by the General Meeting, and the revised agenda shall be published in the same manner as the previous agenda 13 days before the date of the General Meeting, and shall also be made available to shareholders on the Company's website, along with the reasoning or draft decision submitted by the shareholders, in accordance with the provisions of Article 123(4) of Law 4548/2018. If these items are not published, the requesting shareholders may request postponement of the General Meeting in accordance with paragraph (5) and may proceed to publication themselves at company's cost, in line with the provisions of the second section of this paragraph.

3. Shareholders representing one twentieth (1/20) of the paid-up share capital are entitled to submit draft decisions on items included in the original or any revised version of the agenda for the General Meeting. The request must arrive with the Board of Directors at least seven (7) days before the date of the General Meeting and the drafts of decisions must be made available to shareholders at least (6) days before the date of the General Meeting.

4. The Board of Directors is not obliged to include items in the agenda or publish or disclose them along with the reasoning and drafts of decisions submitted to shareholders in accordance with the paragraphs above, if the content thereof is obviously contrary to the law and moral conventions.

5. At the request of any shareholder(s) representing one twentieth (1/20) of the paid-up share capital, the Chairman of the General Meeting shall postpone only once the adoption of decisions by the Ordinary or Extraordinary General Meeting for all or part of the agenda, setting as the date the meeting shall be resumed the one set out in the shareholders' request, which may not be

more than thirty (30) days from the record date. A postponed General Meeting which reconvenes shall be a continuation of the previous one and for this reason no repetition of the publication requirements is required, and new shareholders may participate on condition that they comply with the participation formalities. In all other respects the provisions of Article 30(4) hereof shall apply.

6. On a request from any shareholder submitted to the Company at least five (5) whole days before the General Meeting, the Board of Directors shall be obliged to provide the specific information requested to the General Meeting about Company affairs to the extent that it is useful for a real assessment of the items on the agenda. The Board of Directors may provide a single reply to any shareholder requests having the same content. The obligation to provide information does not exist when the information requested is already available on the Company's website, especially in the form of questions and answers.

7. Moreover, on the request of shareholders representing one twentieth (1/20) of the paid-up share capital, the Board of Directors shall be obliged to inform the Ordinary General Meeting only of the amounts paid over the last two years to each member of the Board of Directors or Managers of the Company and all benefits given to those persons on any ground or under any contract between them and the Company. The Board of Directors may provide a single reply to any shareholder requests having the same content. In all the above cases the Board of Directors is entitled to refuse to provide such information on a serious, substantive ground which is cited in the minutes. Such ground may, under the circumstances, be representation of the applicant shareholders on the Board of Directors in line with Articles 79 or 80 of Law 4548/2018. On a request from shareholders representing one tenth (1/10) of the paid-up share capital submitted to the company within the deadline specified in paragraph 6 hereof, the Board of Directors shall be obliged to provide the General Meeting with information about the progress of company affairs and its asset status. The Board of Directors may refuse to provide such information on a serious, substantive ground which shall be cited in the minutes. Such ground may, under the circumstances, be representation of the applicant shareholders on the Board of Directors in line with Articles 79 or 80 of Law 4548/2018, where the relevant members of the Board of Directors have taken adequate cognisance of these matters.

8. In the cases set out in paragraph 6, 7, and 8 of this Article, any dispute as to the validity of the Board's explanation of their refusal to provide the information requested shall be referred to the Single-Member Court of First Instance at the Company's seat and tried in line with the injunctive relief procedure. In the same judgement the court shall oblige the company to provide the information it refused to provide. That decision may not be contested using judicial remedies.

9. At the request of shareholders representing one twentieth (1/20) of paid up share capital, a vote on any matter(s) on the agenda of the General Meeting shall be carried out by roll call.

10. In all the above cases in this Article the applicant shareholders shall prove that they are shareholders and, apart from the cases in the first subparagraph of paragraph 6, the number of shares they hold when exercising their right. Shareholder status may be proven using all lawful means and in all events based on a notice the company receives from the central securities depository, where it provides registry services, or via participating and registered brokers at the central securities depository in all other cases.

### Payment of Dividends

Provided a decision has been taken to distribute a dividend, it is to be paid to shareholders within two months from the date of the Ordinary General Meeting that approved the annual financial statements, in compliance with articles 5.2 & 5.5 of the new revised ATHEX Rules. The method and date of payment must be notified to shareholders by notices or publications in the daily press. Dividends may be claimed within a period of 5 years from the end of the year in which the dividends became payable.

### Taxation of dividends

Under the provisions of Article 24(1) of Law 4646/2019 (Government Gazette 201/A) which amended the provisions of Law 4172/2013 on the tax rate for dividends from distributed profits approved by General Meetings, a withholding tax of 5% is applied to dividends which are distributed in tax years from 1.1.2020 onwards.

## 8.5 Share's stock market performance

The Company's share has performed as follows since it was listed on the Athens Exchange:

On 10.4.2007, it was upgraded to the high cap category (worth over € 100 million).

Since 2.6.2008 it has been included on the ATHEX General Index.

On 26.9.2008 it was included in the Mid40 Index.

On 29.5.2009 it was included in the MSCISmallCap Index.

On 23.3.2020 it was included in the FTSE/ATHEX High Dividend Yield Index.

On 23.3.2020, it was included in the ATHEX Select Plus Index.

On 31.12.2021, the company's share formed part of the following indexes:

- i. GI: Athens Exchange General Index
- ii. PU: FTSEXΑ PUBLIC UTILITIES
- iii. ASI: Index featuring all shares on ATHEX
- iv. HELMSI: Greek MID & SMALLCAP Index
- v. CTRL: Composite Total Return Index

## 8.6 Shareholder line-up

### SHAREHOLDINGS AT 31.12.2021

SHAREHOLDING BRACKETS	NO. OF SHAREHOLDERS	"NO. OF SHARES"	%
0<Shares<=100	524	28,388	0.08%
100<Shares<=1,000	1,584	750,087	2.07%
1,000<Shares<=10,000	755	2,321,189	6.39%
10,000<Shares<=100,000	92	2,519,216	6.94%
100,000<Shares<=1,000,000	10	1,830,250	5.04%
1,000,000<Shares	3	28,850,870	79.48%
			100%

### SHAREHOLDER LINE-UP AT 31-12-2021

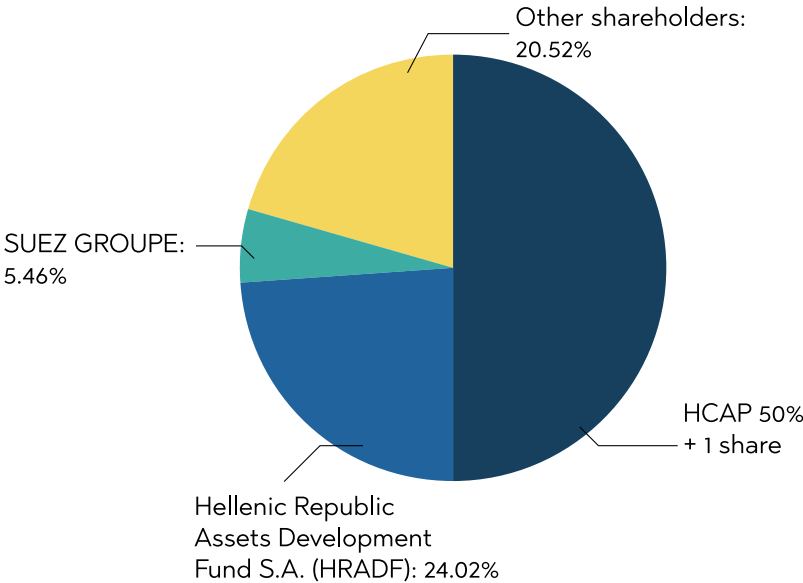
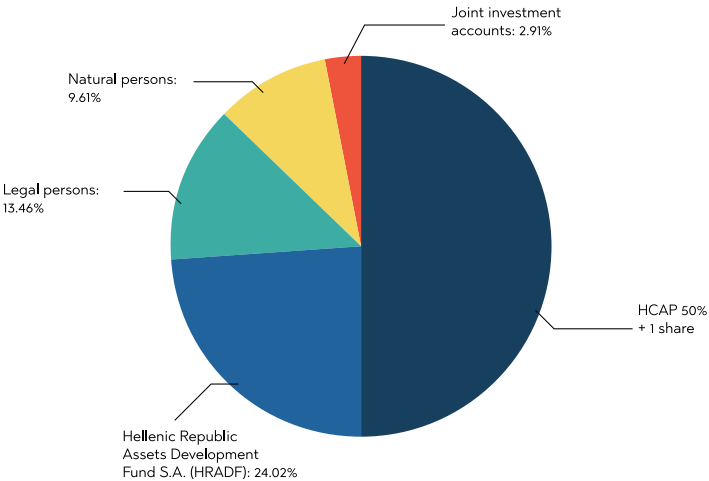
Shareholders	as a % of shareholders	No. of shareholders	No. of shares
HELLENIC CORPORATION OF ASSETS AND PARTICIPATIONS (HCAP)	50% + 1 Share	1	18,150,001
HELLENIC REPUBLIC ASSETS DEVELOPMENT FUND S.A. (HRADF)	24.02%	1	8,717,999
Legal persons	13.46%	83	4,887,442
Natural persons	9.61%	2,442	3,487,218
Joint investment accounts	2.91%	441	1,057,340
Total:	100%	2,968	36,300,000

8.6 Shareholder line-up

SHAREHOLDER DISTRIBUTION

When one looks at the shareholder line-up of EYATH S.A. on 31.12.2021 and compares it with that on 31.12.2020, one can see that:

- i. HCAP is the main shareholder with 50% + 1 share.
- ii. HELLENIC REPUBLIC ASSET DEVELOPMENT FUND S.A. holds 24.02% of the shares; and
- iii. SUEZ ENVIRONNEMENT GROUP holds 1,982,870 shares (5.46%).
- iv. The following points differ from 31.12.2020:  
The other legal persons, which stood at 83, compared to 91 in 2020 and 13.46% compared to 14.62%;  
natural persons were 2,442 compared to 2,188 in 2020 and 9.61% compared to 8.69%; and  
joint investment accounts were 441 compared to 398 in 2020 and 2.91% compared to 2.67%.



8.7 Share technical data

TECHNICAL DATA CHART

	2021	2020
Number of shares	36,300,000	36,300,000
Free float	9,432,000	9,432,000
Share nominal value	€1.12	€1.12
Listing price	€3.94	€1.79
Highest price for year	€5.26	€5.00
Lowest price for year	€4.02	€3.06
Closing price on 31/12	€4.65	€4.39
EYATH S.A.'s stock exchange value on 31/12	€168,795,000	€159,357,000
Dividends	0.219*	0.223*

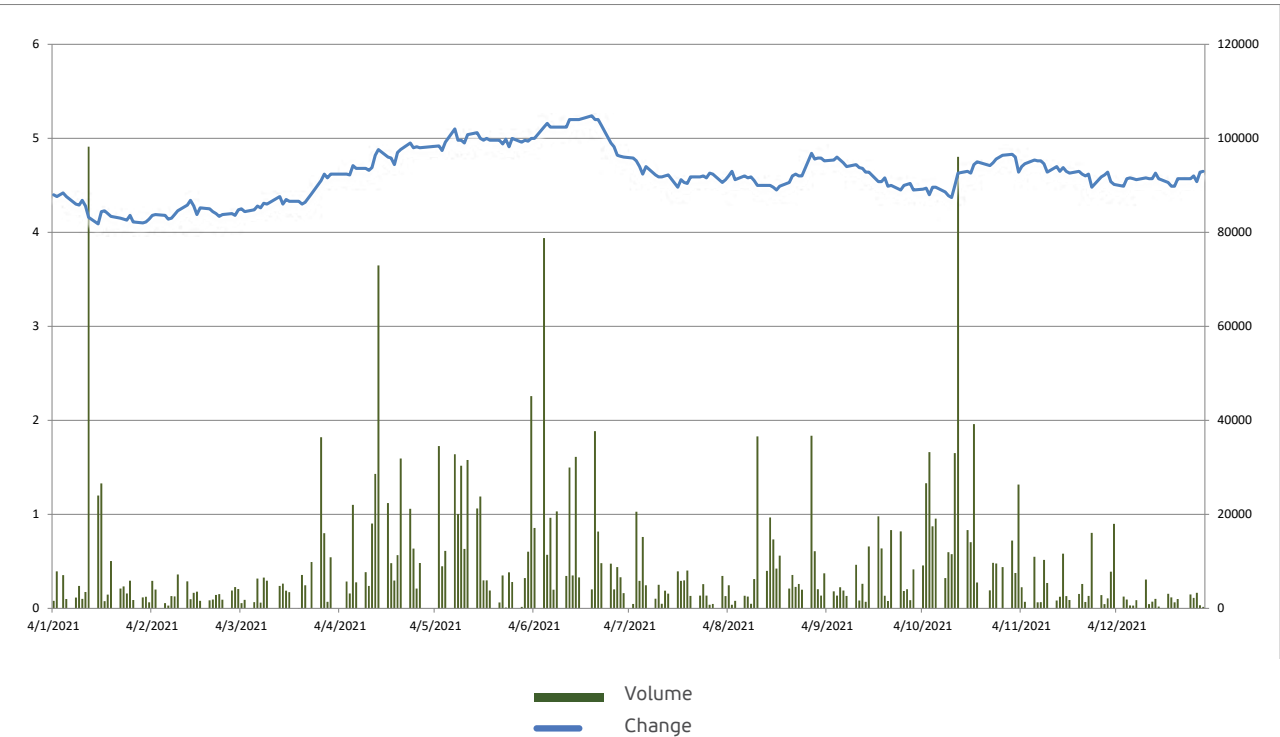
\* The figure of € 0.219 is the Board's recommendation to the General Meeting.  
The General Meeting of Shareholders is entitled to take a different decision.

The change in share prices at stock exchange sessions in 2021 is presented in the table below which shows the highs and lows:

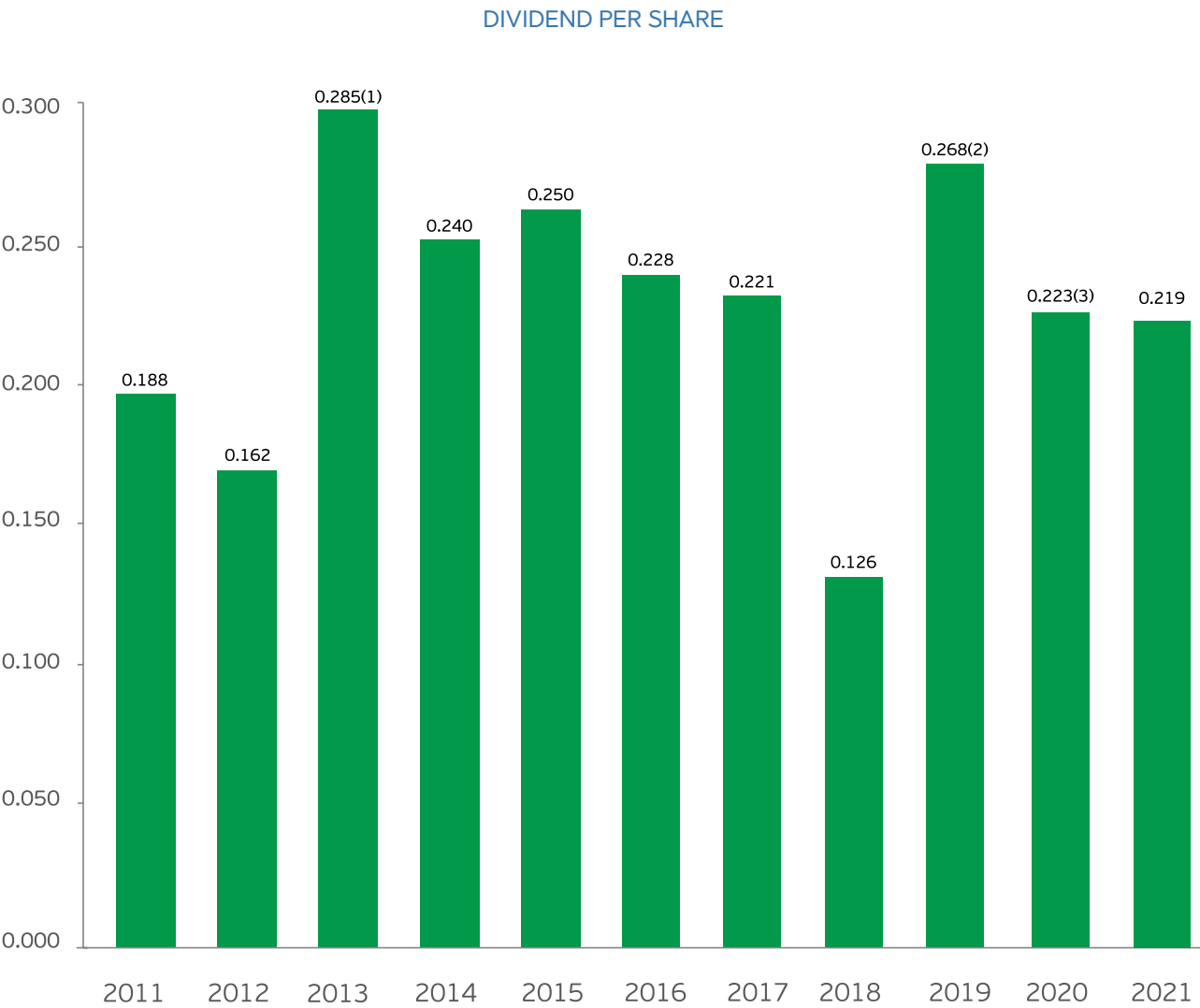
Months	"Value of Volume of Transactions"	"Max. price"	"Min. price"	"Closing price"
January	874,495.00	4.44	4.44	4.11
February	242,056.00	4.35	4.42	4.19
March	571,817.00	4.66	4.37	4.58
April	1,480,130.00	5.04	4.43	4.90
May	1,327,594.00	5.14	4.40	4.96
June	1,975,123.00	5.26	4.46	4.82
July	531,777.00	4.90	4.82	4.62
August	922,645.00	4.90	4.73	4.78
September	647,755.00	4.84	4.55	4.52
October	1,729,493.00	4.82	4.18	4.82
November	635,563.00	4.87	4.10	4.61
December	292,163.00	4.69	4.02	4.65
Total for year	11,230,611.00			

8.7 Share technical data

The chart showing the share's performance during 2021 is presented below:



8.8 Shareholder relations



1) The dividend for 2013 includes:  
- a dividend of €0.285/share for 2013,  
- distribution of the untaxed reserve of €0.065/share,  
- handing back of the unused part of funds raised (€ 0.10/share).

(2) & (3) The dividend for 2019 and 2020 stood at €0.268/share and €0.233/share respectively, or 70% of the profits distributed.

(4) The proposed dividend for 2021 is subject to approval by the annual General Meeting on 08.09.2022





## 9. ANNUAL FINANCIAL REPORT 2021

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## **ANNUAL FINANCIAL REPORT**

**for the period** 1 January 2021 – 31 December 2021

(in accordance with Article 4 of Law 3556/2007)

**Companies Register No.: 41913/06/B/98/32**

General Commercial Reg. No. 58240404000

**91, Tsimiski St - 54635 Thessaloniki**

ANNUAL FINANCIAL REPORT  
FOR THE PERIOD 1 JANUARY 2021 - 31 DECEMBER 2021  
IN ACCORDANCE WITH INTERNATIONAL FINANCIAL REPORTING STANDARDS

It is confirmed that the attached annual financial report is the one approved by the Board of Directors of “THESSALONIKI WATER SUPPLY AND SEWERAGE CO. S.A.” on 14 April 2022 and has been published on the internet at [www.eyath.gr](http://www.eyath.gr).

Statements by Board of Directors Members  
[in accordance with Article 4(2) of Law 3556/2007]

The members of the Board of Directors of the company with the corporate name «THESSALONIKI WATER SUPPLY AND SEWERAGE CO S.A.», trading as EYATH S.A., whose registered offices are at 91 Tsimiski St., Thessaloniki, GR- 54635:

- 1. Agis Papadopoulos, Chairman of the Board
- 2. Anthimos Amanatidis, CEO
- 3. Nikos Klitou, Board Member, Chairman of the Audit Committee

in implementation of the provisions of Article 4(2) of Law 3556/2007, hereby state and confirm, that to the best of our knowledge:

(a) the attached annual company and consolidated Financial statements for the company EYATH S.A. for the period from 1/1/2021 to 31/12/2021 which were prepared in accordance with the applicable IFRS accurately reflect the assets and liabilities, equity and results of EYATH S.A. and the enterprises included in the consolidation, taken as a whole, and

(b) the attached annual Report of the Board of Directors of the Company EYATH S.A. accurately reflects the developments, performance and position of the Company and the enterprises included in the consolidation, taken as a whole, including a description of the main risks and uncertainties they face.

Thessaloniki, 14 April 2022

Confirmed by		
Agis Papadopoulos	Anthimos Amanatidis	Nikos Klitou
Chairman of the Board of Directors	CEO	Board member Chairman of the Audit Committee
ID Card No. AN 201633	ID Card No. AE 125155	ID Card No. AM 674658

## ANNUAL MANAGEMENT REPORT OF THE BOARD OF DIRECTORS

(prepared in accordance with the provisions of Article 4 of Law 3556/2007 and the relevant decisions of the BoD of the Hellenic Capital Market Commission for the period 1 January 2021 – 31 December 2021)

Dear Shareholders,

In accordance with the provisions of Law 3556/2007 and the relevant decisions of the Hellenic Capital Market Commission, we are submitting to you this Annual Management Report of the Board of Directors for the current period (1/1/2021-31/12/2021).

This report contains summary financial data about the financial position and results of the Company EYATH S.A. and the EYATH S.A. Group of Companies, a description of the significant events that took place during this financial year, a description of the significant events that took place after the balance sheet date, a description of the projected course of business for the Group and the Company, information about the management of significant financial risks for the Group and the Company, a presentation of the significant transactions concluded between the Company and the Group and related parties, as well as other information with regard to the shares, share capital and significant agreements in force at the end of this financial year.

In addition, the Board of Directors' report includes the explanatory report required by Article 4(7) of Law 3556/2007 and the Corporate Governance Statement.

The amounts in the Board of Directors Annual Management Report are in euro.

## CONDENSED FINANCIAL INFORMATION ABOUT THE GROUP AND THE COMPANY

The Group consists of (a) the company under the name «THESSALONIKI WATER SUPPLY & SEWERAGE CO S.A.» trading as «EYATH S.A.» (hereinafter the «Company» or «EYATH S.A.»), that was founded in 1998 [Law 2651/3-11-1998 (Government Gazette A 248/3-11-1998)], created from the merger of the companies «Thessaloniki Water Supply Organisation S.A.» (OYTH S.A.) and «Thessaloniki Sewerage Organisation S.A.» (OATH S.A.), which had been converted into societies anonyme during 1997, and (b) the subsidiary EYATH SERVICES S.A. (wholly owned), which engages in the provision of all types of water supply and sewerage services, telecommunications services and the generation and sale of electricity.

It is listed on the Athens Exchange and is governed by the provisions of Law 4548/2018 on societies anonyme, as well as the provisions of Law 2937/2001, Chapter II (Government Gazette 169/A) and Law 3016/2002, as amended by Article 26 of Law 3091/2002. The Company's effective term is 99 years from 3.11.1998, and expires on 3.11.2097. The original Articles of Association were approved by decision no. EFA/606/26-7-2001 (Government Gazette 989/30-7-2001) and the company is entered in the Companies Register (Reg. No. 41913/06/B/98/32) and the General Electronic Commercial Registry (GCR) No. 58240404000. The Company's registered offices are in a leased building at 91 Tsimiski St., Thessaloniki.

EYATH is the second largest water supply and sewerage services provider in Greece. It provides water supply services via a 2,700 km long water distribution network within its territorial remit (the wider Thessaloniki urban area and industrial area) and sewerage services via a 1,750 km long sewerage network within its territorial remit (from the river Axios, the Municipalities of Delta and Halkidona, and the high areas of the Thessaloniki urban area to the Municipality of Thermaikos at the tourist areas). The Company has over 1,000,000 household connections (around 510,000 water supply connections and 60,000 sewerage connections). EYATH also helps with flood protection in the city of Thessaloniki following a framework agreement with the Central Macedonia Region, which along with the Municipalities of the urban area is responsible for designing, constructing and maintaining rainwater drainage works and flood protection works in general.

## FINANCIAL INFORMATION - COURSE OF BUSINESS

EYATH remains a robust, viable Company and has continued to be highly profitable over recent years.

The following financial information concern the EYATH S.A. Group.

Group turnover came from the sale of water supply and sewerage services and stood at € 73,626 thousand compared to € 71,911 thousand during the corresponding period last year, reflecting an increase of € 1,715 thousand or 2.38%. The increase in turnover was due both to the increase in revenues from providing sewerage services (+4.52%) and from providing water supply services (+1.28%).

The cost of sales was € 50,549 thousand compared to € 44,289 thousand in 2020, up € 6,260 thousand or 14.13%. The increase in the cost of sales is primarily due to the increased expenses from the contract to operate and maintain the Thessaloniki Waste Water Treatment Plant and secondarily to the increased cost of electricity.

Consequently, Gross Profit in 2021 stood at € 23,077 thousand compared to €27,622 thousand in the previous year, down € 4,545 thousand or 16.46%.

Other operating income stood at € 7,156 thousand compared to € 2,748 thousand in 2020, up by € 4,408 thousand or 160.42%, mainly due to the passing on of part of the output (electricity and natural gas) to the contractor of the above contract as well as due to the reduction of the provision for the pending litigation, resulting from the finalisation of a significant part of the cases in favour of the Group.

Group operating expenses stood at € 13,486 thousand compared to € 11,293 thousand in the comparator period, up € 2,193 thousand or 19.42% primarily due to the provision for bad debt made based on the requirements of IFRS 9, which was up € 912 thousand compared to the previous year. A further increase was due to the increase in the cost of electricity, third party fees and expenses and various other expenses.

Other operating expenses stood at € 1,383 thousand compared to € 2,715 thousand in 2020, down 49.06%, primarily due to the formation of significantly lower provisions for the Group's open litigation, and the absence of any provision for the removal of materials collected in grates compared to the comparator period.

As a result of the above, Group EBT was € 15,753 thousand compared to € 16,725 thousand during the corresponding period last year, down € 972 thousand or 5.81% approximately. Earnings After Tax in 2021 amounted to € 11,335 thousand compared to € 11,881 thousand in 2020, down € 545 thousand or 4.59%.

Group EBITDA during the current period amounted to € 20,971 thousand compared to € 22,607 thousand, a drop of € 1,636 thousand or 7.24%.

Finally, Group cash and cash equivalents at the end of the period on 31.12.2021 stood at € 91,305 thousand compared to € 81,916 thousand on 31.12.2020, an increase of € 9,388 thousand or 11.46%.

## ALTERNATIVE PERFORMANCE MEASURES (“APMs”)

In its management reports and investor disclosures the Group uses Alternative Performance Measures (APMs) in addition to the financials included in its financial statements, which have been prepared in accordance with the current financial reporting framework.

The purpose in providing these measures is so that both Company Management and investors have a fuller picture of the performance, capital structure, activities and liquidity of the Group, but should not under any circumstances be taken into account independently of the measures resulting directly from the financial statements.

The APMs used by the Group are as follows:

### Gross Profit Margin (%)

This measure is calculated by dividing the Gross Profit by Turnover, using the exact figures which appear in the financial statements.

### (EBITDA)Margin (%)

This measure is widely known among the investing community and is a general performance measure, with the advantage that it isolates the impacts of financing-investing results, income tax and the main category of non-cash expenses which is depreciation.

The measure is calculated by deducting from turnover the cost of sales, selling expenses, administrative expenses, and other operating expenses, and adding other operating income and total depreciation, and then dividing by turnover. These figures are used as shown in the financial statements, without any adjustments.

### (EBIT)Margin (%)

This measure, like the previous one (EBITDA) is widely known among investors and is a general performance measure, with the advantage that it can isolate the impacts of financing-investing results and income tax.

The measure is calculated by deducting from turnover the cost of sales, selling expenses, administrative expenses, and other operating expenses, and adding other operating income, and then dividing by turnover. These figures are used as shown in the financial statements, without any adjustments.



Earnings before tax / turnover (EBT Margin) (%)

This measure, like the previous one (EBIT) is widely known among investors and is a general performance measure, with the advantage that it can isolate the impacts of income tax.

The measure is calculated by deducting from turnover the cost of sales, selling expenses, administrative expenses, other operating expenses and financial expenses, and adding other operating income and financial income, and then dividing by turnover. These figures are used as shown in the financial statements, without any adjustments.

Earnings after tax / turnover (EAT Margin) (%)

This measure is widely known among investors and is a general performance measure, with the advantage that it examines the performance of net earnings after tax compared to turnover.

The measure is calculated by deducting from turnover the cost of sales, selling expenses, administrative expenses, other operating expenses, financial expenses, and income tax, and adding other operating income and financial income, and then dividing by turnover. These figures are used as shown in the financial statements, without any adjustments.

Current ratio: Total current assets / total short-term liabilities

This ratio shows the relationship between a company’s equity and debt. These figures are used as shown in the financial statements, without any adjustments.

These measures are shown in the table below:

	01/01/2021- 31/12/2021	01/01/2020- 31/12/2020	Deviation
PERFORMANCE AND PROFITABILITY RATIOS			
Gross Profit Margin	31.34%	38.41%	-7.07%
EBITDA Margin	28.48%	31.44%	-2.95%
EBIT	20.87%	22.75%	-1.89%
EBT	21.40%	23.24%	-1.86%
EAT	15.40%	16.50%	-1.13%
INVESTMENT RATIOS			
Earnings per share after tax	0.3123	0.3269	-4.59%
LIQUIDITY RATIOS			
	31/12/2021	31/12/2020	Απόκλιση
General liquidity (Current assets / short-term liabilities)	8.30	11.13	-25.43%
CAPITAL STRUCTURE & VIABILITY RATIOS			
Equity / Debt	482.40%	512.98%	-43.65%

PRICING POLICY

Decision no. 416/2011 of the Board of Directors set the Company’s pricing policy for the 2012-2013 period, which was ratified with Joint Ministerial decision no. 4799/19-12-2012 (Government Gazette 3450/B/27-12-2012) of the Ministers of Finance and Macedonia-Thrace. That decision has remained in effect to this day following successive extensions.

Article 33 of Law 4258/2014 on arrangements for setting the tariffs of EYDAP and EYATH, applied from 1.7.2015 to 31.12.2018, according to which tariffs for water supply and sewerage services were to be approved by decisions of the Special Secretary for Water, following consultations with the Minister of Finance and other relevant agencies.

In Special Secretariat for Water decision no. 135275/22.5.2017 (Government Gazette 1751/B) “on general rules for costing and billing water services, methods and procedures for recovering costs of water services for various water uses”, general costing and billing rules for water services were laid down. The purpose of the decision is to approve the general costing and billing rules as well as measures to improve water services for various uses of water, and to lay down procedures and methods for recovering the cost of such services, including environmental costs and water resource costs. At the same time, the objective of the Joint Ministerial Decision is

to ensure that pricing policy for water offers adequate incentives to users to efficiently use water resources and for the different uses of water to adequately contribute to recovery of the cost of water supply services. Services are charged for based on cost factors, including financial costs, environmental costs and resource costs. Financial costs are worked out by the provider (EYATH S.A. in this instance) whereas environmental and resource costs are calculated and approved by decision of the competent authority, and overall are added to tariffs as an environmental levy per m3 of water used.

Pricing Policy for the 2019-2023 period, which EYATH S.A. recommended to the Special Secretariat for Water, was approved by decision no. 26142/180 of the Special Secretary for Water (Government Gazette 1105/B/3.4.2019) and took effect on 1/5/2019. The new pricing policy follows the logic of a drop in the cost of water for lower levels of consumption, to ensure it has a social focus, and a rise in cost for high consumption to avoid natural resource wastage. At the same time, the social tariff has been retained and improved for groups of consumers who are socially and economically vulnerable; it is tied into the social and income criteria used for the social residential tariffs for electricity (tariffs A and B), which beneficiaries can access automatically without bureaucratic procedures, and without needing to submit supporting documents. An environmental levy is included in the new tariffs, which is paid over to the Green Fund to finance water resource management and protection projects. For 2021-2023 there will be a 2% annual increase in tariffs (apart from household scale one with consumption of up to 10 m3/4- months) to ensure that the Company’s investment plan can be implemented (which foresees major water supply and sewerage projects, such as an extension to the Thessaloniki water treatment plant, maintenance of the Aravissos aqueduct, works to improve the water supply and sewerage networks), while the sewerage levy, fixed charges and special water cycle levy will remain firm and fixed over the tariff’s 5-year period.

MAJOR EVENTS

Investment projects

During 2021 EYATH S.A. put the following works and design contracts out to tender via an open tender procedure:

- Contract entitled “First group of urgent sewerage works 2021”, with a budget of € 3.5 million (plus VAT).
- Contract entitled “First group of urgent water supply works 2021”, with a budget of € 3.0 million (plus VAT).
- Contract entitled “Maintenance of EYATH S.A. facilities in 2021” with a budget of € 900 thousand (plus VAT).
- Contract entitled “Repair of water supply network in the Rizia area of the Thessaloniki Industrial Area” with a budget of € 287.5 thousand (plus VAT).
- Study entitled “Final Design for Tanks D2a and D3a and the New Lime Saturation Sedimentation Tank at the Thessaloniki Water Treatment Plant” with a budget of € 1.4 million (plus VAT).

Moreover, in 2021 the tender procedure to select a contractor for the following works contracts was launched:

- Contract entitled “Repair and maintenance of the water supply network in Western Thessaloniki in 2020”, with a budget of € 2 million (plus VAT). The contract was signed on 23.3.2021.
- Contract entitled “Cancellation– Reconnection of water abstraction sites and replacement of water meters within EYATH S.A.’s territorial remit in 2020” with a budget of € 500 thousand. (plus VAT). The contract was signed on 14.5.2021.
- Contract entitled “Sewage treatment for wastewater in the Neokastro area, southeast of the village of Galini in the Municipality of Oreokastro”, with a budget of € 1.2. million (plus VAT). The contract was signed on 1.6.2021.
- Contract entitled “Upgrade of the EYATH S.A. Management Building at 127 Egnatias St.”, with a budget of € 5 million (plus VAT). The contract was signed on 15.6.2021.
- Contract entitled “Installation of the central control station for the new water supply SCADA” with a budget of € 185 thousand. (plus VAT). The contract was signed on 14.07.2021.
- Contract entitled «Construction of extension to the Thessaloniki Water Treatment Plant - Phase A2, with a budget of € 21.7 million (plus VAT). The validity of the tender procedure is currently being examined by the Council of State following applications for annulment filed by participants in the procedure. The contract is expected to be signed in 2022.

In November 2021, EYATH S.A. awarded a project contract entitled «Installation of central infrastructure works

to install the security system for EYATH S.A.'s new water supply SCADA» with a budget of € 150 thousand (plus VAT).

In relation to contracts for the preparation of designs and provision of technical services:

· In January 2021, an additional 3rd Individual Agreement was signed with a contractual value of € 315,216.64 (VAT excl.) under the Framework Agreement entitled: "Framework Agreement for the provision of Technical Advisor support services for designs and projects under the EYATH S.A. Strategic & Business Plan", with a budget of 1.32 million €.

· During 2021 EYATH S.A. commenced the process of restoring operation of tank D5 located in the Municipality of Evosmos above the ring road. In the context of this procedure, companies with specialisation and years of experience in geotechnical surveys and reinforcement of reinforced concrete structures were assigned the task of preparing the following designs via the direct award procedure:

- "Geotechnical survey and design to improve the foundations of tank D5" with a budget of € 27,500.00 (plus VAT). The contract was signed on 24.5.2021.
- "Provision of Technical Advisor services for repair of damage to the load-bearing structure and reinforcement of foundations of water supply tank D5" with a budget of € 10,500.00 (plus VAT). The contract was signed on 24.5.2021.

The following contracts are currently under way:

"Operation and Maintenance of the Waste Water Treatment Plant in the Wider Thessaloniki Area"

During December 2020 the tender procedure No. Δ1/2016 for the "Operation and Maintenance of the Thessaloniki Wider Area Waste Water Treatment Plant" ended and a 5-year contract was signed with the contractor for the sum of € 42,087,089 which stated that in addition to more general effective operation, maintenance, sanitary monitoring and overall responsibility of the Thessaloniki Waste Water Treatment Plant, it also included: a) major additional maintenance works/repairs/upgrades/replacement/addition of equipment (additional operational interventions) and b) energy optimisation interventions for the facilities to reduce the Thessaloniki Wastewater Treatment Plant's energy footprint. It also includes the design, supply, installation and operation of a 1MW photovoltaic park.

«Operation of the Thessaloniki Water Treatment Plant»

As part of tender procedure No. 2B/2019 for the framework agreement on the «Operation of the Thessaloniki Water Treatment Plant», the procedure for concluding the 1st implementing agreement was completed and signed on 12.4.2021. A 10-month contract with contractor for a price of € 1,925,321 plus VAT was signed which states that in addition to general efficient operation, maintenance and overall responsibility of the Thessaloniki Water Treatment Plant, it also includes: a) a training course for EYATH staff and b) an upgrade to the Thessaloniki Water Treatment Plant's SCADA system..

In addition, in 2021 EYATH S.A. signed a MoU with HEDNO S.A. to collect and transfer high density data (in real time) via new HEDNO electrometers which will be generated using smart water meters which EYATH S.A. will install on the water supply network. EYATH S.A. has already signed a contract to supply eighty (80) smart water meters.

Lastly, in 2021, cases of extending sewerage networks with third parties assuming part of the cost were examined. These related to pipelines around 1.0 km long in various areas. Sewerage pipelines around 6 km long were rebuilt/replaced. New water supply pipelines around 12 km long were also relocated and built.

### Preparation of the first Sustainability Report

The company drafted its 2019-2020 Sustainability Report, the first in its history. The report showcases its performance and initiatives on social, environmental, economic and corporate governance issues, in line with the guidelines for preparing GRI sustainability reports.

### The subsidiary EYATH SERVICES S.A.

On 31.12.2016 contracts for work entered into by the subsidiary EYATH SERVICES S.A. expired but were extended to 30.6.2017 under Article 46 of Law 4440/2016. All persons engaged under such contracts sought recourse to the courts and obtained an interim order until the final judgment on the petition for injunctive relief is handed down. Athens Single-Member Court of First Instance judgment No. 1353/2018 was handed down on 1.3.2018 which rejected the injunction of the contract staff against the Company and the subsidiary EYATH SERVICES S.A. and since that date those persons have ceased offering their services to the Company. EYATH SERVICES S.A. has not provided any water supply and sewerage services in the period from 1.3.2018 to the present day. Judgment No. 2623/2020 of the Thessaloniki Single-Member Court of First Instance and irrevocable judgment No. 1248/2021 of the Single-Member Court of Appeal rejected the main action which was heard on 2.4.2019 and accepted it on its alternative basis, and obliged the parent company, EYATH S.A., to pay dismissal compensation to contract staff.

The Annual Ordinary General Meeting of Shareholders of the subsidiary EYATH SERVICES S.A. was held on 14.7.2021 and approved the following items:

- Approval of the annual financial statements prepared in accordance with the IFRS, reports from the Board of Directors and the auditor for the accounting period (1.1.2020 to 31.12.2020).
- Approval of overall management of the Board of Directors for the accounting period 1.1.2020 - 31.12.2020 in accordance with Article 108 of Law 4548/2018 and release of auditors from liability in accordance with Article 117(1) (c) of Law 4548/2018.
- Approval of fees paid to the Chairman, CEO, members and secretary of the Board of Directors during 2020 and setting of fees for 2021.
- Selection of Auditing Firm and approval of its fee for statutory audit of the Annual Financial Statements and tax audit for the period 1.1.2021-31.12.2021.
- Amendment of Article 3 of the Articles of Association relating to the company's registered offices.

On 22.7.2021, the Board of Directors issued decision No. 004/21 in which it decided to change the address of the company's head offices from 127 Egnatias St. to the building at 91 Tsimiski St. and to conclude a private agreement relating to concession of areas on the 5th floor of that building by the parent company EYATH S.A.

The line-up of the Board of Directors of the subsidiary EYATH SERVICES S.A., as specified in Board Decision No. 001/2020 of 30.6.2020 is as follows:

- CHAIRMAN: Agis Papadopoulos, son of Michail, elected on 9.9.2019, whose term in office expires on 9.9.2022.
- CEO: Anthimos Amanatidis, son of Anastasios, elected on 26.6.2020, whose term in office expires on 26.6.2023.
- VICE CHAIRMAN: Sofia Ammanatidou, daughter of Ilias, elected on 26.6.2020, whose term in office expires on 26.6.2023.
- MEMBER: Katerina Tsikaloudaki, daughter of Georgios, elected on 26.6.2020, whose term in office expires on 26.6.2023.
- MEMBER: Parthena Theodoridou, daughter of Antonios, elected on 26.6.2020, whose term in office expires on 26.6.2023.
- MEMBER: Dimitris Alexandris, son of Georgios, elected on 9.9.2019, whose term in office expires on 9.9.2022.
- MEMBER: Despina Lemonidou, daughter of Iordanis, elected on 9.9.2019, whose term in office expires on 9.9.2022.

### Participation in Public International Tender Procedure

Decision No. 003/2020 of the Board of Directors taken on 6.8.2020 decided that EYATH Services S.A. would participate as a member of the grouping «INTRAKAT - SUEZ EAU FRANCE S.A.S - EYATH SERVICES S.A.» in the public international tender procedure via the National Electronic Public Procurement System (ESIDIS) to award a public-private partnership agreement relating to: «IMPLEMENTATION OF THE HAVRIA HALKIDIKI DAM WATER TREATMENT PLANTS AND NETWORKS THROUGH PUBLIC-PRIVATE PARTNERSHIP - Phase I» announced by the MINISTRY OF INFRASTRUCTURE & TRANSPORT / GENERAL SECRETARIAT FOR INFRASTRUCTURE / DG HYDRAULIC, PORT AND BUILDING INFRASTRUCTURE / WATER SUPPLY, SEWERAGE & WASTEWATER

## TREATMENT PROJECTS DIRECTORATE (D18).

The total contractual duration of the project is 30 years and its budget is €86,321,000.00 (3 years) for construction and €80,496,000.00 for operation and maintenance (27 years).

The project award procedure includes two phases (A & B) of which phase B is divided into two stages (B.I & B.II). At present, having completed Phase I and in particular evaluation of the expression of interest dossiers submitted for the project to prequalify candidates, Phase II of the tender procedure is under way (since 7.12.2021) and in particular Stage B. I. - DIALOGUE.

**Recruitment of new staff**

In implementation of Decision No. 794/2021 of the Board of Directors, in the context of tender notice No. ΣΟΧ1/2021, 10 successful secondary-education vehicle drivers were recruited on the basis of a fixedterm private law employment contract of 8 months.

By means of ASEP tender notice No. 10K/2021 (Government Gazette 60/ASEP Bulletin/27.11.2021) procedures were launched to fill forty-eight (48) posts with a private law open-ended employment contract for staff with university, technological and secondary educations in accordance with Article 28 of Law 4765/2021.

**Annual General Meeting of Shareholders**

The Annual Ordinary General Meeting of Shareholders held on 1.6.2021 approved the following items by a majority:

- Approval of the Annual Financial Statements of the Company and the Consolidated Financial Statements of the Group prepared in accordance with International Financial Reporting Standards (IFRS) for 20th accounting period (1.1.2020 - 31.12.2020), the Annual Management Report of the Board of Directors and the Report of the Independent Certified Public Accountants thereon.
- Approval of overall management of the Board of Directors for the accounting period 1.1.2020 - 31.12.2020 in accordance with Article 108 of Law 4548/2018 and release of auditors from liability in accordance with Article 117(1)(c) of Law 4548/2018.
- Approval of distribution of dividends from profits for the 2020 accounting period to Company shareholders.
- Approval of the remuneration and compensation paid to the Board members for the accounting period 1.1.2020 - 31.12.2020, pursuant to the company's remuneration policy and the Report of the Remuneration Committee.
- Selection of Auditing Firm and approval of its fee for the auditing of the Annual Financial Statements, the Report on Review of the Interim Condensed Six-Month Financial Statements and issuing of a Tax Certificate, for the accounting period 1.1.2021 - 31.12.2021.
- Approval of the suitability policy for prospective Board members.
- Approval of the amendments to the Company's Articles of Association.
- Authorising the members of the Board of Directors of the Company and the executives of the Company's Divisions to participate in the Boards of Directors or in the management of other related parties in accordance with IAS 24, and legal persons controlled by them in accordance with IAS 24.

**Changes to the Board of Directors**

The Board of Directors officially met on 23.6.2020 following decision no. 367/2020 and was officially constituted with the line-up below:

- Agis Papadopoulos, son of Michail, Chairman, non-executive member. Elected on 2.8.2019. Term in office ends on: 1.8.2023.
- Anthimos Amanatidis, son of Anastasios, CEO, Executive Member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.
- Grigorios Penelis, son of Georgios, Vice Chairman, independent non-executive member. Elected on 21.2.2019. Term in office ends on: 20.2.2023.
- Theodoros Koulouris, son of Nikiforos, Executive Member. Elected on: 27.8.2019. Term in office ends on: 26.8.2023.

· Nikos Klitou, son of Konstantinos, independent non-executive member, Chairman of the Audit Committee. Elected on 21.2.2019. Term in office ends on: 20.2.2023.

· Georgios Satlas, son of Nikolaos, non-executive member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.

· Sofia Ammanatidou, daughter of Ilias (independent) non-executive member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.

· Katerina Tsikaloudaki, daughter of Georgios, non-executive member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.

· Maria Petala, daughter of Dimitrios, (independent) non-executive member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.

· Georgios Archontopoulos, son of Savvas, employee representative, non-executive member. Elected on 19.6.2020. Term in office ends on: 18.6.2024.

· Ioannis Mitzias, son of Konstantinos, employee representative, non-executive member. Elected on 19.6.2020. Term in office ends on: 18.6.2024.

· The Board of Directors had the same line-up on 1.1.2021.

· By means of Decision No. 501/2021, the Board of Directors accepted the resignation of Mr. Georgios Satlas from his position as a member of the Board of EYATH S.A.

· By means of Decision No. 681/2021, the Board of Directors decided to appoint Mr. Dimitrios Konstantakopoulos as a non-executive member of the Board of Directors of EYATH S.A.

Consequently, on 31.12.2021, the line-up of the Board of Directors was as follows:

- Agis Papadopoulos, son of Michail, Chairman, non-executive member. Elected on 2.8.2019. Term in office ends on: 1.8.2023.
- Anthimos Amanatidis, son of Anastasios, CEO, Executive Member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.
- Grigorios Penelis, son of Georgios, Vice Chairman, independent non-executive member. Elected on 21.2.2019. Term in office ends on: 20.2.2023.
- Theodoros Koulouris, son of Nikiforos, Executive Member. Elected on: 27.8.2019. Term in office ends on: 26.8.2023.
- Nikolaos Klitou, son of Konstantinos, independent non-executive member, Chairman of the Audit Committee. Elected on 21.2.2019. Term in office ends on: 20.2.2023.
- Dimitrios Konstantakopoulos, son of Grigorios, non-executive member. Elected on 16.12.2021. Term in office ends on: 29.4.2024.
- Sofia Ammanatidou, daughter of Ilias (independent) non-executive member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.
- Katerina Tsikaloudaki, daughter of Georgios, non-executive member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.
- Maria Petala, daughter of Dimitrios, (independent) non-executive member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.
- Georgios Archontopoulos, son of Savvas, employee representative, non-executive member. Elected on 19.6.2020. Term in office ends on: 18.6.2024.
- Ioannis Mitzias, son of Konstantinos, employee representative, non-executive member. Elected on 19.6.2020. Term in office ends on: 18.6.2024.

**Change in address of head offices**

Due to the necessary upgrade works, Decision No. 348/2021 of the Board of Directors issued on 24.6.2021 decided to transfer the company's registered offices from the building at 127 Egnatias St. in the Municipality of Thessaloniki to the leased building at 91 Tsimiski St. in the Municipality of Thessaloniki.

**Coronavirus (COVID-19)**

The outbreak of coronavirus (Covid-19) at the start of 2020 and the spread of the pandemic to date have brought



major changes in how global supply and demand fluctuates, making the macroeconomic environment more difficult at both global and local level.

EYATH S.A.’s financial data, after a series of estimates and analyses during the reporting period, only appears to have fluctuated slightly, without there being any major impact from the public health crisis on the company’s business activities and liquidity. Despite that, Management continues to monitor developments carefully so that it can immediately respond to the requirements of the global and domestic environment, based on the major checks and balances it has in place, such as the significant level of cash assets and the general lack of borrowing.

In addition, building on its initial focus on combating the health crisis, motivated by its desire to safeguard its employees and consumers, EYATH S.A. is in constant contact with the National Public Health Organisation (EODY) on issues relating to coronavirus, so that it can immediately receive all instructions and take measures relating to the protection and safety of staff and the general public.

VISION - MISSION

Management’s vision is to develop the company as an efficient manager of water resources, protecting the environment in the wider Thessaloniki and Thermaikos Bay area.

The Company’s mission is to offer quality, comprehensive water supply and sewerage services to old and new consumers who are in need of them, by utilising, improving and extending its infrastructure, through sustainable environmental management practices.

The Company’s strategy aims at fulfilling its obligations as a Utility Company, in combination with increasing the shareholders’ assets. To this end, it seeks to improve the quality of the services it provides through an investment programme, to upgrade its facilities and to expand its technological infrastructures, and the ICT systems it has.

As part of its drive to look outward, EYATH S.A. through its subsidiary EYATH Services S.A., signed a contract in September 2021 to provide technical advice on the techno-economic assessment of various alternative methods for managing wastewater for the Paralimni Sewerage Council (SAP) and for preparing an assessment report.

EYATH S.A.’s special features, such as the natural monopoly it has, its strong cash flow situation, zero borrowing, and its business and investment plan, ensure that the Company grows, remains profitable, and transforms into a robust centre for know-how and entrepreneurship in the wider region.

PROSPECTS

Flood protection works

In March 2019 a framework agreement was signed with the Central Macedonia Region to clean and maintain the rainwater network in the Thessaloniki urban area. The project has a budget of € 4 million and will run for 2 years. This contract expired in March 2021 and a new contract with a budget of € 3 million was signed with a duration of 2 years starting on 1.5.2021. It is currently being implemented.

Strategic and Business Plan

**An exceptionally ambitious investment plan worth around € 175 million was prepared by EYATH S.A. in partnership between Management and specialists within the Company and is currently being implemented. It includes, inter alia, tens of projects and designs involving the maintenance, replacement and extension of infrastructure in the city’s water supply and sewerage system. The investment plan includes some flagship projects such as: extension of the Thessaloniki Water Treatment Plant (Phase A2), with NSRF Funding of € 21.7 million (plus VAT), sewerage works to complete the connection between low-lying areas of Thessaloniki (works in the Dendropotamos area and interchange K16) with a budget of € 6 million (plus VAT), extension to the water supply network SCADA with a budget of € 3.35 million (plus VAT), upgrade of the SCADA system for the sewerage network with a budget of € 1.4 million (plus VAT), the framework agreement to improve and repair the Aravissos aqueduct with a budget of € 3.37 million (plus VAT), sewerage works at pump houses, discharge pipes and the coastal pipeline, with a budget of € 5.4 million (plus VAT), replacement of water meters, extension of the water supply network into new areas and others. As far as the project to improve and repair the Aravissos aqueduct is concerned, implementation of the project commenced in June 2020 and will continue in line with the schedule which has been prepared.**

To help implement its Strategic Plan, framework agreements are in place relating to the provision of technical advisor support services and the preparation of support studies (geological, geotechnical and environmental studies) for a total estimated fee of € 2.05 million (plus VAT).

Board of Directors’ decision no. 414/13-9-2018 approved the updated Strategic and Business Plan for the 2018-2024 period whose objective is to:

- ensure the overall development of its networks and expansion of its operations, through a series of technical projects in order to supply water to areas of both the urban area, and beyond it, to regions which currently are lacking good quality water; and face water supply problems due to over-abstraction, salinization, etc.;
- implement the extension of the Thessaloniki Water Treatment Plant (known as the «refinery») to ensure the necessary extra quantity of water needed to cope with current and mainly future water supply demand for the Thessaloniki urban area;
- ensure uninterrupted, safe operation of the water supply systems, by supplying top quality water, in line with the rules and requirements laid down by the current regulatory framework;
- increase environmental safety in relation to pollution and protection of water resources;
- improve customer service by offering top class water supply and sewerage services at the least possible cost;
- combine business activity with social responsibility;
- upgrade infrastructure to improve the productivity of existing systems, which will lead to lower operating costs for the Company, especially energy costs. In exploring the Company’s potential for using renewable energy sources (RES) to reduce its energy costs, during the first half of 2019 it analysed the legal framework and the relevant procedures so that EYATH S.A. could install RES plants (photovoltaic stations) and operate as a self-producer, thereby making good use of its own properties or newly purchased/ rented ones and benefiting from net metering and virtual net metering. A preliminary technical and economic study was then prepared looking at 3 indicative examples of these options being applied: the Thessaloniki Water Treatment Plant, the Thessaloniki Waste Water Treatment Plant and the Aeneia Waste Water Treatment Plant. Today, the Company is installing PV systems by implementing net metering at the Thessaloniki Waste Water Treatment Plant and the Aeneia Waste Water Treatment Plant;
- raise citizen awareness about environmental issues and brief them about the company’s contribution to society as a whole, and about its business activities.

The Company’s Strategic and Business Plan is being implemented gradually.

Investments in the sewerage sector

The following contracts are currently under way:

A. «Works to complete connection of the Thessaloniki low-lying areas» which consists of 5 individual subprojects within the area in which EYATH S.A. operates. The five (5) individual sub-projects comprising the overall project are as follows:

- *An EYATH pipeline relocation study (alternative solution) under the operation entitled “Construction of the K16 grade-separated interchange at the junction of the PATHE Motorway and the Thessaloniki Inner Ring Road - Phase II”.*
- *Improvement - Upgrading of the A3 wastewater pumping station and construction of a discharge pipe.*
- *Improvement - Upgrading of the A4 wastewater pumping station.*
- *Diversion of wastewater from sewerage collection pipes at Agios Nektarios, Dendropotamos.*
- *Extension of the sewerage collection pipe at pumping station A3 to Kalohoriou St.*

B. “Sewerage works to upgrade pumping stations, discharge pipes, a coastal collection pipeline and the Aeneia Waste Water Treatment Plant central pipe”, which includes sewerage works to improve - upgrade the wastewater pumping station A5 (at the Port) and pumping station A2B (at the Thessaloniki Industrial Area), to replace the sewerage twin discharge pipe at pumping station A5 (at the Port), to build a coastal collection pipe at pumping station B3 and a rainwater drainage pipe, and to upgrade pumping station A17 at Finikas, while the reconstruction of the central sewerage pipeline for the Aeneia Waste Water Treatment Plant has already been completed.



Γ. “Sewerage treatment for wastewater in the Neokastro area, southeast of the village of Galini in the Municipality of Oreokastro”, relating to implementation of the sewerage works in the Neokastro area, southeast of the village of Galini in the Municipality of Oreokastro.

Δ. “First group of urgent sewerage works 2020” which relates to the carrying out of emergency sewerage works (construction of sections of open or closed pipes, construction of access and water collection shafts, etc.), construction of private branch lines to connect properties to the network of sewers, and construction of extensions to the sewerage network including and involving third parties in the cost of such works.

Ε. “First group of urgent sewerage works 2021” which relates to the carrying out of emergency sewerage works (construction of sections of open or closed pipes, construction of access and water collection shafts, etc.), construction of private branch lines to connect properties to the network of sewers, and construction of extensions to the sewerage network including and involving third parties in the cost of such works.

Moreover, amendments to the Special Sewerage Regulations were completed in 2021.

### Investments in the water supply sector

The following contracts are currently under way:

A) 2nd & 3rd Individual (implementing) agreements for the Framework Agreement entitled: «FRAMEWORK AGREEMENT TO REINFORCE - REPAIR THE ARAVISSOS AQUEDUCT» which includes works to improve and repair the Aravissos aqueduct comprised of pre-fabricated concrete pipes Ø165cm and 6.0 m long,

B) “First group of urgent water supply works 2018” whose scope was to carry out urgent water supply works (replacement of pipes and valves, renovations and repairs to the network, lowering and relocation of pipes, removal of old pipes, construction of technical works in the network and on external aqueducts, etc.), construction of branches - extensions to the water supply network and work to add more - replace valves in areas where EYATH S.A. operates.

C) “First group of urgent water supply works 2019” whose scope was to replace / reinstall water supply pipes and valves, renovate and repair the water supply network, lower and relocate pipes, remove old pipes, build pumping stations, water supply shafts and other works (such as PPC meter posts to implement the new SCADA) using reinforced concrete, technical works in the network area and on external aqueducts and to build extensions and junctions which are necessary to supply water to properties in the city.

D) “First group of urgent water supply works 2021” who scope is to install water supply pipes in areas where EYATH S.A. operates. It also includes replacing, reinstalling water supply pipes and valves, renovating and repairing the water supply network, lowering and relocating pipes, removing old pipes, building pumping stations, huts, water supply shafts and other technical works made of reinforced concrete (e.g. PPC meter posts, etc.) in the area of the network and external aqueducts and construction of extensions and branches which are necessary to supply water to city properties. Moreover, the works also include construction of around 150 shafts and huts made of reinforced concrete to install devices and equipment necessary to remotely control and automate the water supply system within EYATH S.A.’s remit. The shafts and huts will be built at the local control stations for the new remote control and automation system for the water supply network, which is currently being installed and financed by the Central Macedonia Region as part of the 2014-2020 NSRF programme.

E) Rehabilitation of part of the drinking water network at the Thessaloniki Industrial Area using nonexcavation technology which seeks to rehabilitate part of the EYATH S.A. drinking water network, namely a water supply pipe around 250 m long, which has constant leaks in the Rizia area of the Thessaloniki Industrial Area. This will be done by using non-excavation technology.

### Other Investments

Την τρέχουσα περίοδο βρίσκονται σε εξέλιξη οι Εργολαβίες:

The following contracts are currently under way:

A) «Upgrade of EYATH S.A.’s management building at 127 Egnatias St.» which relates to the overall upgrade of EYATH S.A.’s management building. More specifically:

(a) Improvement of the building’s load-bearing capacity and harmonisation with the applicable regulations (on earthquake protection, reinforced concrete, etc.).

(b) Energy improvements to the building in line with the specifications in the Building Energy Performance Regulations. Full refurbishment of building façades.

(c) Full reconfiguration of indoor areas in line with new circumstances in terms of staff allocation and the type of

uses.

(d) Adaptation of the building to bring it into line with the applicable provisions of the Building Fire Protection Regulations (Presidential Decree 41/2018, Government Gazette 80/A/7.5.2018).

(e) Full renovation so that the building can be upgraded to a state-of-the-art high-spec office building. All building and electromechanical elements in the building will be fully removed and rebuilt.

(f) Preparing a Final Design and implementation design and all manner of supplementary designs and studies for construction of the said projects.

Moreover, the scope of this contract also includes all works or supplies and installation of equipment which are necessary for integrated construction, and flawless and efficient operation of the Project.

### Functional and technological modernisation

During 2021 steps were taken to evaluate and update the tender documents to implement a new integrated customer service and billing information system. Since the end of 2021 to the present day steps have been taken to explore extending the scope of the tender procedure to cover additional company business sectors.

In the meantime, until EYATH S.A.’s new IT system has been implemented. During 2021 a project was launched to develop a customer e-service portal which interfaces with EYATH S.A.’s existing ERP (solution II), and to upgrade the company’s payment system, which is expected to be completed in the autumn of 2022.

### EYATH S.A.’s digital transformation

EYATH S.A.’s digital transformation is vital for improving its efficiency and competitiveness in a constantly changing technological environment. In order to achieve the goal of digital transformation, a digital strategy with clear priorities and milestones is needed, based on current developments and looking to tomorrow, and taking into account the overriding objective of providing better services to citizens. To that end, a recommendation was submitted to prepare a Digital Strategy.

At the same time, the following actions were taken:

- The technical specifications and budget for the project to implement a new Integrated Customer Service and Pricing System for EYATH S.A. were re-evaluated by examining the SaaS, IaaS and PaaS models.
- A tender procedure was launched and the project initiated at once to immediately improve and upgrade e-services to consumers to ensure more direct service, to modernise the Company’s epayment system, and to develop a web-based centralised customer application platform to remotely service them, while maintaining the existing central customer IT system (the customer portal project).
- A digital strategy plan and digital transformation project plan were prepared.
- Technical specifications were prepared and a tender procedure was launched to digitise the entire Company customer file taking into account the needs of the Customer Service Division.
- Further improvement of e-services provided on the Company’s website.
- Four (4) communications campaigns were run by the Company using new digital communication channels (Viber, SMS, email) and collection / utilisation of conclusions.
- A tender procedure was held and then a project was launched to redesign internal correspondence management and document dispatch procedures and to procure and design the installation and commissioning of an IT system to that end.
- Technical specifications were drawn up and a tender procedure was launched to improve the level of phone and online customer service (switchboard) by incorporating new digital tools.
- The approved digital signature application for Company management and other executives was extended.
- Steps were taken to ensure central printing services at EYATH S.A.’s customer service facilities at Angelaki St. and Vardaris.

## Information System Security and Personal Data Protection

Acknowledging the criticality of the security of its IT systems and the even more urgent requirements brought by the Ministerial Decision (1027, 8/10/2019) on the security of network and information systems for critical infrastructures [NIS Directive (EU) 2016/1148], the Company has taken a number of steps from October 2019 to date to protect the organisation from possible cyber threats: During 2021 the following steps were taken:

- Renewal of cybersecurity contract until June 2022.
- In April 2021 the distance learning course about the NIS Directive and the Company's security policies for all staff was completed.
- Internal security control services were performed and completed via internal penetration testing conducted in January 2021.
- A 24/7 service to monitor and handle cybersecurity incidents was activated in February 2021.
- The project "Evaluation of the security of the Company's existing SCADA and IT systems and development of a Roadmap to fill identified gaps" was completed in December 2021.
- Preparation and distribution of documents entitled «Update and acceptance of the Company's Security Policy» and «Confidentiality Agreement» which were distributed in December 2021 by the HR Department to all employees to be signed.

At the same time, the GDPR compliance system was further improved/updated by preparing 11 new policies to protect the personal data of both customers and employees of EYATH S.A. In addition, the Company's GDPR compliance coordination team was updated, and the personal data protection coordinators team (who are the points of contact in each Division in relation to GDPR) was trained remotely.

## IT actions

The following steps were taken to support these actions in the IT sector:

- Implementing web applications to meet the Company's internal needs.
- Use of interfaces between EYATH S.A. and external third party systems to improve customer service.
- Extended application of the remote work model (teleworking -- tele-training) using modern methods:
  - Procuring the relevant IT terminal equipment for users
  - Ensuring the necessary web-based secure access services
  - Procurement of relevant teleconferencing software d) User support
  - Improving central internet access to the EYATH S.A. Management Building
- Coordination and organisation of transportation of IT infrastructure for the administration building from 127 Egnatias St. to 91 Tsimiski St.
- Design and implementation of a paperless office digital document management project
- Upgrading backup systems.
- Upgrading network infrastructure (wireless network in decentralised areas of the company, upgrading and ensuring top class network services.
- Ensuring a fibre optic network ring at the company's head offices to further improve network interconnection services for the company's IT systems.
- Provision of collocation services for the company's central servers and integration into the central fibre optic ring as part of the renovation of the management building at 127 Egnatias St. and the adoption of modern server business models.
- Ensuring the supply and installation of an electronic signature system for consumers and faceto-face service.
- Implementation of the e-books service based on instructions from the Independent Authority for Public Revenue.
- Procurement of equipment, infrastructure and application for controlling the physical access of tankers to the Waste Water Treatment Facilities.

## Improving customer service

Since 10.6.2019 the Customer Service Division has been operating out of new, cutting edge offices at 6 Angelaki St., handling all day-to-day transactions and requests of EYATH customers. The purpose of relocating is to improve service and communication with consumers inside open-plan, ergonomic, well designed premises, by applying accelerated procedures.

The Company launched its new website in May 2019 which among other things improves the channels

of communication with customers, allowing them to perform certain tasks online. During 2021 we added many additional application forms that customers can submit online without having to visit EYATH S.A.'s offices. Development of EYATH's new IT System will also include an e-services platform which will allow all user requests to be handled electronically using login credentials.

In addition, after a tender procedure during 2021 further improvements were made to the phone and online customer service provided by the Company by implementing an integrated service for receiving, recording and managing customer phone and online requests via the website or email by ensuring a relevant service.

A contract is under way to procure, configure and commission a web customer portal application which is intended to:

1. Modernise the company's e-payments system by redesigning and re-deploying it.
2. Develop a web platform for customer applications to enable them to do things remotely.
3. Develop a mobile application.

## Water supply SCADA

During 2017, following the Central Macedonia Region NSRF funding decision for the remote control and automation system to manage EYATH's water supply system, steps were taken to finalise technical and other requirements in the tender procedure documents for the financed project. The project is designed to ensure automated monitoring and management of the water supply network (pipelines, pumping stations, reservoirs, etc.) by installing a remote control/remote operation system (SCADA). That system will help identify and check drinking water leaks and safeguard the operational status of all E/M equipment installed, thereby supporting moves being made to optimise operations.

In May 2018, the Central Macedonia Region approved the tender documents for the project entitled "Remote control and automation of water supply system within EYATH's remit" with a total budget of € 3,347,049.00 + VAT which is being funded by the NSRF. The last date for submitting tenders was 30.7.2018 and tenders were opened on 24.8.2018 at which time the process of having them evaluated by the competent tender committee commenced. The tender procedure to select a contractor and sign the relevant contract was completed in 2019 with the relevant contract being signed on 17.12.2019, for a total award of € 2,434,777.00 plus VAT. The expenditure is covered by the relevant NSRF programme of the Central Macedonia Region. Projects are progressing based on the time frame prepared. Installation of the remote control and automation system at EYATH's water supply facilities continues as normal to this day. When the implementation schedule for the contract entered into on 16.12.2021 is amended, the project is expected to be completed on 31.5.2023.

## Sewerage system SCADA

During 2018 the design and specification of the project to upgrade the sewerage pump station SCADA system was finalised; most of the systems relate to the Thessaloniki Waste Water Treatment Plant's sewerage system.

On 5.6.2019 international tender procedure No. 17/2019 for the "design, supply, installation and roll out of a sewerage pumping station integrated remote control system" was launched with a budget of € 1,400,000 (plus VAT). The tender procedure to select a contractor was completed in 2021 and the contract is expected to be signed in 2022.

## Pilot projects

- Pilot digitisation of the customer archives was completed. Moreover, the preparation of technical specifications and other technical requirements for a tender procedure to digitise the overall customer archives was completed and a recommendation on this matter was submitted in July 2020 by the Digital Transformation & IT Division. following a previous recommendation made in September 2019 by the team established for this purpose, taking into account the more recent discussions which took place in the meantime with the new Consumers Division.

- The Company is exploring the adoption of smart meter technologies as part of a pilot project; they offer cutting-edge solutions for recording consumption levels, and the aim is to see how they can be adopted on a large scale.

- A system to remotely monitor consumption at Aristotle University of Thessaloniki (AUTH) water meters has been installed, maintained and operated.

It relates to the operation and maintenance of a remote monitoring and consumption management system for water meters at the AUTH campus, where average consumption is 26,000 m<sup>3</sup> per 4 months. Installation of that system was completed in 2019. In March 2020, the contract to maintain and operate the AUTH Water Meters Remote Monitoring and Consumption Management System was renewed for 2 years. This contract has a budget of around € 12,000 and will be completed in March 2022.

Implementing its scope will:

- allow the information recorded by the water meters to be monitored remotely and in real time.
- allow controlled access to available consumption data.
- prevent overconsumption and leaks, and avoid needless charges thereby helping save water.

### Interconnection of technical information (GIS) and commercial information (ERP) systems

The water supply customer database is being corrected based on the standardisation provided by the GIS database to allow consumption to be automatically interconnected to the GIS (hydraulic modelling).

### EYATH S.A. pilot fleet management application

The Geoinformatics, Surveying & Hydraulic Modelling Department undertook in-house pilot development and operation of company vehicle monitoring technology. The project included configuring hardware devices (servers, gps devices, sim cards), their interface software and developing a vehicle management platform by the competent employees of the company.

The objective of the project is to more effectively manage vehicles and works done by company employees, by integrating and combining vehicle monitoring with existing GIS technologies implemented by the company (monitoring network and fault management) based exclusively on the know-how of its staff (implementation using in-house technology).

By implementing the project the company optimises times, costs and procedures with the overriding benefit of providing more efficient services, reduced response times and costs.

### Hydraulic Modelling

- Creation of integrated infrastructure for 3 EYATH S.A. pilot district metering areas (DMAs) (PANORAMA GYMNASIUM, EFKARPIA & EVANGELISTRIA) to systematically check, record, monitor and manage water, and to measure and manage water consumption.
- Preliminary processes are still under way with project technical specifications currently being prepared.
- A hydraulic simulation of the three (3) sub-zones has been carried out (without adjusting/calibrating them to actual data).

Implementation of an integrated hydraulic simulation study for a pilot basin for EYATH S.A.'s sewerage system in the Panorama Municipal Unit area, which includes:

- hydraulic simulation of the existing sewerage network in dry and wet weather;
- adjusting/calibrating the hydraulic model with reliable rainfall and flow data. To this end, two rain meters and a flowmeter with suitable technical characteristics have been installed in the selected pilot basin.

### Preparing a Property Register

To ensure optimal management and utilisation of the Company's water supply and sewerage facilities, a comprehensive property register is being prepared, reviewed and updated.

To ensure that the register is as up-to-date as possible, the first and second sets of diagrams have been prepared or updated, primarily for water supply SCADA purposes and for work at sewerage pumping stations in

tourist areas. The third set of diagrams is currently in preparation.

Lastly, after the ownership regime audit was completed in the context of first posting of the National Cadastre's KT1-19 study (Sindos, Kalohori, Gefyra, etc.) which investigated the ownership regime of 149 company facilities, the necessary steps were taken to EYATH Fixed Assets to correct and supplement errors and omissions..

### EYATH's geographical remit

According to Article 26 of Law 2937/2001, the Company's territorial remit, within which it may provide its services and conduct its business, is the following:

WITH REGARD TO WATER SUPPLY: the Municipalities of Thessaloniki, Ambelokipi - Menemeni, Kalamaria, Neapoli - Sykies, Pavlos Melas, Kordelio - Evosmos, Panorama, Pylea - Hortiati, Oreokastro and the Thessaloniki Industrial Area.

WITH REGARD TO SEWERAGE: the territorial remit of EYATH S.A. is divided into five regions:

«**Region A**» includes the Municipalities of Thessaloniki, Ambelokipi - Menemeni, Kalamaria, Neapoli - Sykies, Pavlos Melas, Kordelio - Evosmos, Pylea - Hortiati, Oreokastro in the districts of Ionia and Kalohori of the Municipality of Delta.

«**Region B**» includes the area surrounded by the rivers Gallikos and Axios, up to the sea, including the industrial zone of the major Thessaloniki area, the district of Sindos of the Municipality of Delta, the districts of Agios Athanasios, Anchialos, Gefyra of the Municipality of Halkidona and the districts of Halastra and Anatoliko of the Municipality of Delta.

«**Region C**» includes the hill zone of the Thessaloniki urban area and includes the community of Pefka and the Districts of Asvestochori, Exochi, Filyro of the Municipality of Pylea-Hortiatis.

«**Region D**» extends to the Municipalities of Kalamaria and Panorama, to the Sedes public baths and the airport of Mikra and includes the Industrial area and the Districts of Thermi, N. Redestos, N. Rysio and Tagarades and Agia Paraskevi in the Municipality of Thermi.

«**Region E**» extends from the airport of Mikra and the districts of N. Rysio and Tagarades of Agia Paraskevi to the sea and includes the Districts of Agia Triada, Perea, N. Epivates, Nea Michaniona, Emvolo and Angelohori in the Municipality of Thermaikos.

The Company, under a contract signed with the corresponding Municipality and EYATH Fixed Assets can undertake the existing network of local government authorities in one of the above regions and the obligation to provide water supply or sewerage services to the corresponding Municipality. The Company, under a contract signed with the corresponding Municipality, EYATH Fixed Assets, and approved by a joint decision of the co-competent ministers, can extend its activity to the territory of local government authorities that are outside the above regions.

Note that the operations of no operating sector have been discontinued.

## GROUP AND COMPANY RESEARCH & DEVELOPMENT OPERATIONS

During the period ended the Group spent € 177 thousand on R&D expenses which related primarily to staff salaries for their participation in research activities and third party fees and expenses for a research programme to use satellites to detect hydrocarbons.

On 1.1.2021 a third research project was launched as part of the European R&D Funding Programme, Horizon 2020, for EYATH entitled: "Copernicus Assisted Lake Water Quality Emergency Monitoring Service" (abbreviated as WQeMS). The project's total budget is € 1,499,506 and EYATH S.A.'s budget is € 56,250, 100% of which will be financed by the EU (EU funding: € 56,250).

Moreover, in 2021 the Company continued to participate in two current research projects under the same R&D Funding Programme, Horizon 2020:

- "Pathogen Contamination Emergency Response Technologies" (PathoCERT), and its general objective is to strengthen the coordination capability of all First Responders in dealing with cases of water contamination caused by pathogens. The project's total budget is € 7.2 million and EYATH S.A.'s contribution to the budget is € 154 thousand, of which 70% will be financed by the European Union (funding: € 154 thousand).



- “Enhancing Standardisation strategies to integrate innovative technologies for Safety and Security in existing water networks” (Aqua3S), to utilise innovative technologies and standardise methodologies for the safety and protection of the end product (drinking water). The project’s total budget is € 6.9 million and EYATH S.A.’s contribution to the budget is € 188 thousand, of which 70% will be financed by the European Union (funding: € 132 thousand)..

At the same time, the research project (funded under the NSRF 2014-2020) entitled: «Smart infrastructure for remote metering of water consumption and management of water demand» (abbreviated as SMART-WATER) which was a research partnership between EYATH S.A., the telecom company Apifon and the IT and Telecommunications Institute of the Centre for Research and Technological Development (CERTH), has continued. The physical and financial scope of the specific project was successfully completed in December 2021 and an imminent publication will take place (presentation at the 39th IAHR 2022 Congress, in Granada).

As part of the nationwide action entitled «Bilateral and Multilateral R&D Cooperation between Greece and China - Competitiveness, Entrepreneurship and Innovation» (Competitiveness, Entrepreneurship and Innovation Operational Programme Managing Authority) continued to implement the project entitled «Monitoring and methodologies for removing emerging pollutants from liquid waste» (abbreviated as MOREM), with a total budget of € 50,000 for EYATH and funding of € 39,000.

Finally, during 2021 the implementation of the research project entitled: “Development and installation of a system for valid and timely detection and information about the presence of hydrocarbons at Polyfytos Reservoir, using satellite surveying methods” also continued. The project is being implemented in the context of a service contract, in collaboration with the Research and Development Department of EYATH S.A. and Infalia Private Company, and has a total budget of € 29,900.

CORPORATE SOCIAL RESPONSIBILITY

Issues of top priority on the international agenda are to secure access for all to water supply / sewerage services by 2030, and proper and sustainable management of water resources for future generations, and are in fact the UN’s 6th sustainable development target.

EYATH S.A. works daily to achieve that target within the context of corporate responsibility: Its strategy includes highlighting the vital relationship it has with the local community, and ensure it has a positive environmental impact on the area. Through dialogue with stakeholders -staff, customers, investors, suppliers, the local community in which it operates- mutual targets can be set which can then be implemented as part of the company’s CSR strategy.

EYATH S.A.’s undisputed role as a public benefit enterprise is reinforced through societal measures designed to improve the quality of life of citizens, to improve their health and protect the environment, all of which are sectors directly related to the Company’s business activities.

We have opted to focus our commitments on 4 key aspects and present our performance in those areas: The environment, society, human resources and culture. EYATH S.A.’s values are therefore being turned into reality in the following areas:

1. Natural resources and the environment
2. Society and vulnerable social groups
3. Human Resources and Training
4. Culture and Sport

With the same philosophy, from the moment the pandemic broke out EYATH took measures to focus on its employees so that staff are and feel safe and active during the crisis. It prepared a business plan for the employment of staff which involved a skeleton staff, tele-working and rotating work depending on staff duties, and closed offices providing services to the public in the spring and only allowed people in by appointment. Immediate implementation of all circulars from ministries to safeguard personal health and hygiene allowed services to be provided as normal to consumers in Thessaloniki over the entire period. In 2021 it also continued to comply with sanitary measures that year, adapting to epidemiological data (teleworking, provision of protection equipment, regular disinfection, etc.).

At the same time, the Company continues to treat new water supply connections as a matter of priority, given the vital importance of water for citizens’ hygiene, while groups and events which contribute to social cohesion and to maintaining normality in the midst of a pandemic are being bolstered. Examples of this include: Assisting

homeless persons through “Schedia” street press, completion of an experiential garden at the «Lighthouse of the World» at Dendropotamos, support for the Smile of the Child and an eco-initiative at the Axios Delta, cleaning of the Thermaikos Gulf during the tourist season, installation of signs with useful information in Braille format about disability accessibility to our services, republication of a book with the «History of Water Supply», which is distributed free of charge, as well as assistance in the population census project in cooperation with the Hellenic Statistical Authority (ELSTAT).

In addition, the company held an innovation and entrepreneurialism competition in partnership with HCAP and MITEF Greece on capturing part of the pollutant load of wastewater at the entrance to the Thessaloniki Wastewater Treatment Facility, using it for green applications and, ultimately, discharging cleaner wastewater into the Thermaic Gulf.

EYATH S.A. continued its valuable public health partnership with the Aristotle University of Thessaloniki to trace coronavirus molecules in wastewater, and made a financial contribution to installing a multisensor at the entrance to the Thessaloniki Wastewater Treatment Plant to analyse even more pandemic data. There are also plans to expand collaboration with the University on other topics so that wastewater can serve as “window into the state of public health” for the entire Thessaloniki urban area. It also assisted the work of the local academic community by purchasing air purifiers for university amphitheatres and by ensuring that classes were conducted more safely.

NATURAL RESOURCES AND THE ENVIRONMENT

Water is our most precious natural resource. That’s why for EYATH S.A. ensuring sustainable water management is synonymous with protecting the natural environment; a concept interrelated with sustainable development.

EYATH S.A.’s commitment to environmental protection takes shape through the Company’s day-to-day practices and all its business activities comply with environmental law.

More specifically:

- it fully implements Community and national environmental law, seeking to minimise the impacts of its activities on the environment;
- it engages in R&D, ever seeking out ways to protect and improve the environment;
- it is planning systematic modernisation of the water supply network to reduce leaks;
- it is working in partnership with similar European companies and bodies as part of research

activities on the impact of climate change on aquifers, helping promote solutions to stimulate sustainable development in our area and the wider SE Europe region. One example is its active participation in EUREAU, the European Federation of National Associations of Water and Wastewater Services;

- it invests in improving its facilities to ensure better performance and reduce energy consumption;

It has a Water Treatment Plant Lab which has been housed in the Drinking Water Testing Lab since November 2020 and is now fully run by EYATH and co-located at the Water Treatment Plant; It carries out lab tests at the entrance to the Thessaloniki Water Treatment Plant at intermediate processing stages in line with the specific programme, at the outlet of the water supply plant (D3) from EYATH’s distribution network and on water from water abstraction sources, complying as a minimum with the company’s legislative obligations before the water is released for consumption; More than 7,000 samples of water are taken each year and at least 50,000 chemical and microbiological tests are carried out in line with the relevant legislation. It systematically participates in inter-laboratory tests and has a quality management system in line with ISO 17025/2017 (Hellenic Accrediation System Certificate No.: 1217) with a special

scope of accreditation which includes all chemical and microbiological tests and the organic parameters required by the legislation on drinking water (319 pesticides, polycyclic aromatic hydrocarbons, volatile organic compounds);

it actively contributes to cleaning the surface of the sea in the bay of Thessaloniki, removing floating objects, oil spills or contaminants;

it removes urban and industrial wastewater from the urban area via an extensive sewerage network, controlled by remotely controlled and operated systems;

it operates a state-of-the-art GIS system for preventative maintenance and rapid response to emergencies.

it implements, when necessary, a programme to re-use water treated at the Thessaloniki Waste Water Treatment Plant to irrigate areas of land in the Halastra - Kalohori plains during droughts;

it has significantly reduced the time required to carry out network-related tasks (new connections, relocations, extensions, etc.);

it also ensures environmentally and socially beneficial management of sewage sludge and seeks to improve the biogas production unit running on sewage sludge which is already in operation at the Sindos Biological Treatment Plant, and to utilise its heat generating capacity;

- it systematically recycles at the workplace and uses environmentally-friendly materials;
- it is focusing on rationalising business travel and on applying environmental criteria to procurement;
- It has a Sewerage & Environment Quality Control Lab which carries out environmental tests every day at the outflows from the wastewater treatment facilities and industries (around 700 test which result in more than 5,000 quality analyses);
- it shares know-how with other water management bodies such as municipal water supply and sewerage companies, and provides training services to bodies and organisations that lack experience and knowledge about how to manage water resources and waste water;
- it participates in financed research programmes.

## SOCIETY AND VULNERABLE SOCIAL GROUPS

In this sector:

- it is exploring innovative procedures and automated processes to optimise day-to-day operations at its facilities and ensure better customer service (e-transactions, web-banking, payments via an extensive network of supermarkets, and other similar ideas);
- it offers a social tariff to vulnerable groups of citizens using the same criteria applied by PPC for its social household tariff, and also offers a broad spectrum of repayment plans for overdue debts for all debtors as well as more favourable terms for the financially disadvantaged;
- it facilitates customers via improved e-services and a wide network of partners and associated businesses (150 super markets in the prefecture of Thessaloniki and neighbouring prefectures of Halkidiki, Pieria, Imathia, Pella and Kilikis at no extra charge, all OPAP agencies, and Hellenic Post Office branches and Banks);
- it makes donations on a case-by-case basis in areas which have been declared in a state of civil emergency;
- it runs info-campaigns for the public about the options available to socially and financially vulnerable population groups;
- it offers work and internships to students and pupils at technical schools as part of their work experience requirements;

· it helps improve the life of refugees in refugee camps in the wider area of Thessaloniki, providing radiators and carrying out infrastructure works (water supply and sewerage facilities at those camps, and repairs to damaged facilities);

· it has a long-standing partnership with a magazine sold in the streets to support the unemployed; its head offices are a 'safe haven' for sellers, and also supports unemployed people in Thessaloniki via the Labour Centre;

· it encourages staff to get involved in volunteering (by collecting food or other items for the poor, participating in running events that share a social cause, etc.);

· collaborates with the academic community at specialist and general events on environmental issues, attracting audiences comprised of students, experts and ordinary citizens.

· it helps students by providing targeted scholarships. The company has signed an open-ended MoU with the Aristotle University of Thessaloniki and is funding two scholarships: Both are annual and are for postgraduate studies in fields relevant to EYATH S.A., while another one is for 4 years to finance the cost of a PhD.

· it prepares educational programmes for children as part of the Thessaloniki International Fair.

· it cultivates ecological awareness among consumers thanks to info-campaigns and above all via daily visits by tens of primary and secondary school pupils, students, associations, and special groups such as refugees, to the Water Supply Museum;

· it participates in World Water Day celebrations on 22 March and World Environment Day events on 5 June, hosting info-events for the general public.

· it is supporting the activities of local bodies and organisations relating to the environment and water;

· it donates electronic equipment to schools in Thessaloniki.

## HUMAN RESOURCES AND TRAINING

In the human resources sector:

- it provides group life and health insurance for employees;
- it invests in developing its employees' skills in life-long learning, offering numerous changes for training both via specialised seminars and post-graduate training;
- it supports the families of staff, covers the costs of kindergartens and summer camps for employees' children;
- it rewards the children of employees who enter university;
- it organises parties for employees' children;
- it implements policies to protect the H&S of all employees;
- it ensures equal opportunities for both genders when it comes to promotions;
- it offers employees a work uniform and personal protection equipment.

## CULTURE AND SPORT

In the well-being and cultural advancement sector:

- it runs the Water Supply Museum which is visited every year by around 7,000 children, associations, disabled persons, refugees and other groups of visitors. The museum remained closed for a long time due to a pandemic and successive lockdowns but during that period digital materials (tours) freely accessible to the public were created.
- it supports sports clubs, associations and social actors;
- it supports cultural activities, sports and artistic events in the city, promoting the idea of culture and the good life;
- it keeps an archive of maps, letters and other documents at the Water Supply Museum which cover the history of water supply in Thessaloniki and are available to any interested parties. During the



pandemic in particular, the task of recording and digitising the archive was accelerated and extended due to the suspension of the museum’s normal operations.

COMPANY BRANCHES

During the year ended, as well as during the previous one, the Company had no branches through which it engages in its business activities, outside the Thessaloniki urban area.

OWN SHARES HELD BY THE GROUP AND THE COMPANY

At year-end no shares of the parent Company were held by the same or another company included in the consolidation.

RISKS

Risk related to the sector in which the Group operates

As regards the possibility of the future deregulation of the market, in relation to EU law and its possible impact on the Group, we note that due to the nature of the installed infrastructure (mainly underground networks and tanks), the water supply - sewerage sector is a typical example of a physical monopoly, where the development of alternative networks and the creation of competition conditions, where customers could choose between different suppliers of processed drinking water, is practically impossible. Moreover, EYATH’s product suffers from inelasticity.

We further note that in all countries of the European Union, as well as the rest of the world, water supplysewerage services are provided by private or state companies or local government authorities without any capability of developing competition within the specific geographical boundaries where these companies provide their services.

The specific characteristics of the water supply and sewerage sector (that differentiate this utility sector), are recognised by the European Union, and never to this date has an issue ever been raised regarding the abolition of the monopoly of the sector, and the development of competition, as for example was the case in the telecommunication services sector.

Therefore, we do not consider possible, at least in the foreseeable future, the possibility of development of competition in this sector.

Financial risk factors

The Group’s main financial tools are cash, bank deposits, trade and other receivables and liabilities. Management examines and periodically reviews the policies and procedures related to financial risk management, such as credit risk and liquidity risk, which are described below:

Market risk

(i) Exchange rate risk

The Group and the Company do not face exchange rate risks, because throughout the year ended they did not carry out transactions in foreign currency and all assets and liabilities were in euro.

(ii) Price risk

As regards price risk, the Group is not exposed to significant risk of fluctuation of the variables that determine both revenues and cost.

(iii) Cash flows and fair value of risk rate

The Group has a limited interest rate risk in interest-bearing assets (time deposits) and therefore the income and the operating cash flows depend, to a point, on the changes to the interest rate market.

There were no loan liabilities on 31/12/2021.

Management is monitoring interest rate fluctuations on an ongoing basis, and evaluates in each case the duration and the type of time deposits.

Credit risk

Credit risk is managed on a group basis. Credit risk arises from cash at hand and cash in banks, as well as credit exposure to customers, including significant receivables and transactions made.

The Company is constantly monitoring its receivables, either separately or per group (customer categories) and incorporates this information into its credit control processes.

Cash and cash equivalents do not entail significant credit risk. Trade and other receivables include receivables from private customers, with a relatively limited degree of risk of losses, mainly due to the broad dispersion of the receivables, whereas for receivables from the State and the broader public sector, the Company examines the possibility of collecting due debts by drawing up contracts or through legislative regulations.

At the end of the period, Management deemed that there is no significant credit risk that is not covered by some collateral or an adequate provision for bad debt.

None of the financial assets has been secured with a mortgage or other form of credit security.

Liquidity risk

Liquidity risk is kept low, by means of ensuring high cash assets.

As regards the Company’s and the Group’s cash, note that it is deposited in sight and time accounts in Greek banks and at the Bank of Greece. On the other hand, the Group operates in the domestic market and is not affected by potential adversities, because it does not have any significant transactions with foreign suppliers, which might have affected its smooth operation.

The Group continues to follow-up these developments carefully, taking any measure needed to ensure the unhindered continuation of its business activity and will inform investors immediately about any effect which the unfolding events may have on its operation, financial position and results.

SIGNIFICANT TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTIES

According to the Group, related parties are members of the Board of Directors, members of Management, as well as the shareholders holding a significant percentage of its share capital (including their related persons). Note that in the 2018 accounting period the Company’s financial statements were included in the consolidated Financial statements of Hellenic Corporation of Assets and Participations S.A. (HCAP S.A.) for the first time. Consequently, the Group considers the entities related to HCAP S.A. to be related parties (see note 31).

The Group’s trading transactions with these related parties during the 1/1/2021-31/12/2021 period were carried out under market terms and in the framework of its usual business activity. The transactions and the balances of the Group’s and Company’s related parties, during the 1/1/2021 - 31/12/2021 period and as at 31/12/2020 respectively, as well as during the previous financial year, are broken down in the following tables (see note 31 of the financial statements):

	THE GROUP		THE COMPANY	
	01/01 – 31/12/2021	01/01 – 31/12/2020	01/01 – 31/12/2021	01/01 – 31/12/2020
Income from subsidiary	-	-	1	24
Income from other related parties consolidated along with HCAP S.A.	168	143	168	143
Expenses to other related parties consolidated along with HCAP S.A.	17.801	13.704	17.801	13.704
Transactions with and fees for executives and board members	998	995	994	995
Transactions with other related parties	-	6	-	6

Transactions with and fees for senior executives and board members relate to salaries and other benefits specified in the Company’s remuneration policy.

Income from other related parties consolidated along with HCAP S.A. relates primarily to water supply and

sewerage network service revenues.

Expenses to other related parties consolidated along with HCAP S.A. relate primarily to services received (expenses for electricity supplied worth € 17,675 thousand) and the leasing of properties..

	THE GROUP		THE COMPANY	
	31/12/2021	31/12/2020	31/12/2021	31/12/2020
Receivables from subsidiary	-	-	25	24
Receivables from other related parties consolidated along with HCAP S.A.	610	601	610	601
Liabilities to other related parties consolidated along with HCAP S.A.	4.578	2.550	4.578	2.550
Receivables from management executives and board members	8	12	8	12
Liabilities to management executives and board members	7	4	5	4

The Company’s receivable from a subsidiary of € 25 thousand mainly related to receivables in lieu of the approved dividend.

Receivables and liabilities from other related parties consolidated along with HCAP S.A. worth € 610 thousand and € 4,578 thousand. Receivables primarily relate to invoiced income from providing water supply and sewerage services and prepaid property rents, while liabilities relate to accrued expenses from receiving services.

Liabilities to management executives and board members related to salaries payable.

The actuarial liability for the Company’s related parties (Management Executives) was € 123 thousand on 31.12.2021.

Explanatory report of the board of directors

[in accordance with Article 4(7) of Law 3556/2007]

STRUCTURE OF THE COMPANY’S SHARE CAPITAL (amounts in €)

The Company’s Share Capital amounts to forty million six hundred and fifty six thousand euro (€ 40,656,000) divided into thirty six million three hundred thousand (36,300,000) ordinary bearer shares with voting rights, of a nominal value of one euro and twelve cents (€ 1.12) each.

Company shares are listed for trading on the Equities Market of the Athens Exchange (Category: Large Capitalisation). The Company’s shareholders rights arising from shares depend on the percentage of capital held which corresponds to the share’s paid value.

Each share grants all the rights specified by law and the Company’s Articles of Association and in particular:

- Right to obtain a dividend from the Company’s annual profits;

35% of the net profits (having deducted the statutory reserve first) are distributed from the profits each fiscal year to shareholders as a first dividend, unless the General Meeting stipulates otherwise. The General Meeting also decides on whether to distribute any additional dividend. Distribution of a dividend of € 0.223/share was approved for 2020. All persons who are shareholders before the dividend cut-off date are entitled to a dividend. The dividend to which each share is entitled shall be paid to the shareholder within two (2) months of the date of approval by the Ordinary General Meeting of the Annual Financial Statements. The method and place of payment is announced on the Athens Exchange and EYATH S.A. websites. The right to collect a dividend becomes statute-barred and the amount involved devolves to the State if not collected within 5 years from the end of the year in which the General Meeting approved distribution.

- The right to receive the contribution paid, upon liquidation or upon the writing off of capital corresponding to the shares, where this is decided upon by the General Meeting.
- The pre-emptive right in each increase of the Company’s share capital with cash and new shares.
- The right to receive a copy of the financial statements and reports of chartered auditors and the Company’s Board of Directors.
- The right to participate in the General Meeting which consists of the following specific rights: legal standing, attendance, participation in discussions, submission of proposals on items on the agenda, entry of views in the minutes and voting rights.
- The General Meeting of the Company’s shareholders shall retain all its rights during the period of liquidation.

Shareholders’ liability is limited to the nominal value of the shares held.

LIMITATIONS TO THE TRANSFER OF THE COMPANY’S SHARES

Shares can be transferred in the manner specified in Article 41 of Law 4548/2018 and there are no restrictions on transfer contained in its Articles of Association. Company shares are dematerialised and listed on the Athens Exchange.

SIGNIFICANT DIRECT OR INDIRECT HOLDINGS WITHIN THE MEANING OF ARTICLES 9 TO 11 OF LAW 3556/2007

Shareholders with a significant holding in the Company’s share capital on 31/12/2021 were as follows:

SHAREHOLDER	Number of shares held	Holding on 31/12/2021
HCAP	18.150.001	50.00% +1
HRADF	8.717.999	24.02%
SUEZ GROUPE	1.982.870	5.46%
Other shareholders	7.449.130	20.52%
Total	36.300.000	100.00%

## HOLDERS OF ALL CLASSES OF SHARES ENTITLING THEM TO SPECIAL RIGHTS OF CONTROL

There are no shares in the Company granting their holders special rights of control.

## LIMITATIONS ON THE VOTING RIGHT - DEADLINES FOR EXERCISING RELEVANT RIGHTS

The Company's Articles of Association contain no restrictions on voting rights deriving from its shares.

## AGREEMENTS BETWEEN COMPANY SHAREHOLDERS

The Company is not aware of the existence of agreements between its shareholders which entail restrictions on the transfer of its shares or the exercise of voting rights deriving from its shares.

## RULES ON THE APPOINTMENT AND REPLACEMENT OF BOARD MEMBERS AND AMENDMENTS OF THE ARTICLES OF ASSOCIATION

The rules contained in the Company's Articles of Association on appointment and replacement of members of the Board of Directors and amendment of the provisions of the Articles of Association are not different from those contained in Law 4548/2018.

## POWERS OF THE BOARD OF DIRECTORS OR SPECIFIC MEMBERS TO ISSUE NEW SHARES OR PURCHASE OWN SHARES

Article 8 of the Company's Articles of Association states that the General Meeting may reach a decision, to be published in the manner required by Articles 12, 13, 14 of Law 4548/2018 as in force, granting the Board of Directors the right to make a decision by a 2/3 majority at least of its members to increase the share capital in whole or in part by issuing new shares up an amount which cannot exceed 3 times the paid-up share capital on the date that the said power was granted to the Board of Directors. The Board of Directors' competence to purchase own shares is no different than that laid down in the provisions of Articles 48, 49 and 52 of Law 4548/2018. There is no provision to the contrary in the Company's Articles of Association.

## ANY SIGNIFICANT AGREEMENT CONCLUDED BY THE COMPANY WHICH ENTERS INTO FORCE, IS AMENDED OR ENDS, IN CASE OF CHANGE IN CONTROL OF THE COMPANY FOLLOWING A TAKEOVER BID

There are no other agreements that enter into force, are amended or end in case of a change in the Company's control, following a takeover bid, beyond the trilateral concession agreement between EYATH SA, EYATH Fixed Assets and the Greek State, which was ratified with Law 2937/2001 Government Gazette 169-A-26.7.2001.

## ANY AGREEMENT BETWEEN THE COMPANY AND ITS BOARD MEMBERS OR STAFF PROVIDING FOR COMPENSATION IF THEY RESIGN OR ARE REDUNDANT WITHOUT VALID REASON OR IF THEIR EMPLOYMENT CEASES BECAUSE OF A TAKEOVER BID

There are no agreements between the Company and members of the Board of Directors or staff which provide for the payment of remuneration specifically in the case of resignation or dismissal without just cause or termination of service or employment due to a takeover bid.

## DIVIDEND POLICY

The General Meeting of 1.6.2021 approved the distribution of a dividend of € 0.223/share, amounting to € 8,095 thousand for 2020, compared to € 9,728 thousand for the previous year, and applicable to all 36,300,000 shares.

The dividend is subject to a 5% withholding tax. The net amount of dividends (after the withholding) cannot be assessed before the dividend is paid and the Hellenic Central Securities Depository is notified because some investors receive special tax breaks and are exempt from the withholding tax.

## CORPORATE GOVERNANCE STATEMENT

The Company has prepared this Corporate Governance Statement (hereinafter the Statement) since its shares are traded on the main market of the Athens Exchange.

This Statement is a special section of the Annual Management Report of the Board of Directors and has been prepared in accordance with the provisions of Article 152 of Law 4548/2018 on reform of the law of societies anonymes, as in force (hereinafter the Law) and Article 18 of Law 4706/2020, as in force, and the provisions of the Hellenic Corporate Governance Code, as in force, published in 2021. This Corporate Governance Statement presents how the Company has applied the key principles of the Code during the year ended on 31 December 2021 and on the date of the Statement.

### 1. Introduction

Law 4706/2020 [«Corporate governance of societies anonymes, modern capital market, transposition into Greek law of Directive (EU) 2017/828 of the European Parliament and of the Council, measures implementing Regulation [(EU) 2017/1131 and other provisions»] was published on 17.7.2020 (Government Gazette 136/A/17.7.2020). As a societe anonyme whose shares are listed on the Athens Stock Exchange, the Company complies with the requirements of that Law on corporate governance.

In response to the new legislative framework, while at the same time complying with the existing one, as specified in Law 4449/2017 and Law 4548/2018, the Company proceeded, pursuant to the DecisionNo. 674/16.12.2021 of the Board of Directors with updating, revising, amending and replacing its (internal) Bylaws to bring them into line with the provisions of Article 14 of Law 4706/2020. A summary of the bylaws has been published on the Company's website: [https://www.eyath.gr/wpcontent/uploads/2021/11/kanonismos\\_esoterikis\\_leitourgias2021](https://www.eyath.gr/wpcontent/uploads/2021/11/kanonismos_esoterikis_leitourgias2021)

### 2. Statement of compliance with the Corporate Governance Code

Pursuant to the decision of its Board of Director of 22.7.2021, the Company adopted and implemented the Hellenic Corporate Governance Code, which was issued in June 2021 by the Hellenic Corporate Governance Council as a national body of recognised repute for issuing a Corporate Governance Code (hereinafter the «Code») which is available on the Hellenic Corporate Governance Council website at the following link: <https://www.esed.org.gr/web/guest/code-listed>.

The Company hereby confirms that it implements the mandatory provisions of Greek law, which as a minimum are included in the Corporate Governance Statement and Special Practices, as self-regulatory provisions introduced by the Code and governed by the «Comply or Explain» principle.

#### 2.1. Deviations from the Special Practices in the Code and reasons for them

In accordance with the above, the Company decided to comply with the Code with deviations from the following Special Practices which are governed by the «Comply or Explain» principle. These deviations are as follows:

1. As regards the Special Practice regarding the calendar of meetings and the annual action plan of the Board of Directors (Part I, Section 1, paragraph 1.17), the Company's Board of Directors, following a relevant meeting that took place at the 1st 4-month period, approved the adoption of a calendar of meetings of the BoD and annual action plan for the current year 2022 and consequently from 2022 it will comply with that Special Practice and there will be no deviation in relation to it. Moreover, in the first quarter of 2022 the Board examined all relevant issues in order to ensure full and timely discharge of its duties, and to examine all issues on which it takes decisions.
2. As regards the Special Practice regarding the framework for filling positions and the succession plan of the members of the Board of Directors, including the CEO (Part A, Section 2, paragraph 2.3.1, 2.3.2, 2.3.3, 2.3.4), the Company is already in the process of preparing and planning a framework/plan for filling positions and succession of Board members, which is expected to be completed within the current year. With regard to the succession of independent members of the Board of Directors in particular, and members of the Committees of the Board most of whom are independent members, the Remuneration and Nominations Committee ensures that persons are identified and evaluated in accordance with the principles in the Company's approved Fit-and-Propor Policy as potentially available and suitable candidates for the Board of Directors whenever there is an issue of replacing members, in conjunction with the periodic evaluation of whether the suitability requirements -and above all the independence requirements- are met. It is estimated that there is no risk from this deviation for such time as it exists

in accordance with the above. The procedure for selecting and evaluating members of the Board of Directors and the CEO was conducted in accordance with the procedures followed by HCAP, which is the majority shareholder in the Company. Consequently, there is no issue of deviation for 2021. The Company's Remuneration and Nominations Committee prepares the succession plan for the CEO and members of the Board of Directors. More specifically, the Committee ensures with the support of the Company's competent executives and informs the Board of Directors to plan and schedule the problem-free succession and continuity of the Board of Directors, taking into account the limitation in Article 9 of the Law on the term in office of independent non-executive members of the Board of Directors to retain independence (namely a total of 9 financial years overall).

3.The following points can be made regarding the special practice relating to the evaluation of the Board of Directors, Chairman, CEO and other members Part I, Section III, paragraphs.3.3.3, 3.3.4, 3.3.5, 3.3.8, 3.3.9, 3.3.10, 3.3.12 and 3.3.15): The Company constantly monitors the suitability of Directors to identify cases where it is considered necessary to re-evaluate their suitability. Due to the entry into effect of the Code, the Company has not implemented these relevant practices and is in the process of developing a structured framework under which the Board of Directors, Chairman, CEO and other members will be evaluated for 2022.

Note that the Company undertakes to comply with these Special Practices and will take suitable steps this year (2022).

### 3. Key features of the Internal Audit System in relation to the procedure for preparing financial statements and financial reports.

#### 3.1 A description of the key features and elements of the Internal Audit System (IAS) (internal audit, risk management, regulatory compliance).

The Company has adopted and implements a corporate governance system in line with the applicable legislation, taking into account the size, nature, extent and complexity of its activities. Among the other elements included in the Corporate Governance System is an adequate and effective Internal Audit System (IAS), including risk management, regulatory compliance systems and the Internal Audit Unit.

The Company has an adequate and effective IAS which covers its activities and contributes to its safe and effective operation. The relevant IAS, which consists of all internal audit mechanisms and procedures, including risk management, internal audit and regulatory compliance, continuously covers all Company activities and contributes to its safe and effective operation.

The Company's IAS seeks to achieve the following objectives:

- a) Consistent implementation of business strategy by effectively using available resources.
- b) Effective operation of the Internal Audit Unit, whose organisation, operation and competences are laid down by law and its Bylaws.
- c) Effective risk management by identifying and managing material risks associated with the Company's business activity and operations.
- d) Ensuring the completeness and reliability of the data and information required for the accurate and timely determination of the Company's financial status and the preparation of reliable financial statements, as well as its non-financial status, in accordance with Article 151 of Law 4548/2018.
- e) Effective compliance by the Company with the regulatory and legislative framework and the bylaws governing Company operations (regulatory compliance).

As far as the procedure for preparing the financial statements is concerned, the Company states that the Issuer's financial reporting system uses an accounting system which is adequate for reporting to Management and external users. The financial statements and other analyses reported to Management on a quarterly basis are prepared on a simple and consolidated basis in accordance with the International Financial Reporting Standards as adopted by the European Union for reporting purposes to Management and for disclosure purposes in accordance with the applicable regulations on a half-yearly and annual basis. Both the management information and the financial information to be published include all necessary information about an updated internal audit system which includes analyses of sales, costs/expenses, operating profits and other data and indicators. All reports to Management include data for the current period which is compared with the corresponding budget approved by the Board of Directors and data for the corresponding period in the year before the report.

All published interim and annual financial statements include all necessary information and disclosures about the financial statements in accordance with the International Financial Reporting Standards as adopted by the European Union, are reviewed by the Audit Committee and approved in their entirety by the Board of Directors.

Checks and balances are in place relating to:

- a) identifying and evaluating risks to the reliability of the financial statements;
- b) administrative planning and monitoring of financials;
- c) fraud prevention and detection;
- d) the roles/responsibilities of the executives,
- e) the year end procedure including consolidation (e.g. recorded procedures, accesses, approvals, agreements, etc.) and
- f) safeguarding the data provided by the IT systems.

Preparation of the internal reports for Management and the reports required by Law 4548/2018, the International Financial Reporting Standards and the supervisory authorities is done by the Financial Services Division, which has suitable and experienced executives for this purpose. Management ensures that these executives are suitably briefed about changes in accounting and tax issues relating to the Company and Group.

The Company has put in place separate procedures to collect the necessary data from subsidiaries and ensures that individual transactions are reconciled and the same accounting policies are applied by companies in the Group.

The Board of Directors ensures that the functions comprising the IAS are independent of the business sectors they audit and that they have suitable financial and human resources, and the powers to effectively operate them, in accordance with the requirements of their role. The reporting lines and the allocation of responsibilities are clear, enforceable and duly documented.

#### 3.1.1 Internal Audit Unit

**The Internal Audit Unit** checks proper implementation of each internal audit procedure and system irrespective of their accounting or other content and evaluates the business by reviewing its activities, acting as a service to Management. Its key mission is to monitor and improve the operations and policies of the Company and its subsidiaries (hereinafter the Group) and to provide advice and support by submitting proposals to the Board of Directors about the Internal Audit System.

The Internal Audit Unit is an independent organisational unit within the Company which seeks to provide reasonable assurance to shareholders about achievement of the Group's objectives and targets.

The head of the Internal Audit Unit has been appointed by the Company's Board of Directors upon proposal by the Audit Committee and is a full-time, exclusive employee who is personally and functionally independent and objective when performing his/her duties and has suitable knowledge and relevant professional experience. In administrative terms, he/she reports to the CEO and in operational terms to the Audit Committee. The head of the Internal Audit Unit meets all formal and substantive selection criteria laid down by law.

Among other things, the Internal Audit System seeks to ensure the completeness and reliability of the data and information required to precisely determine the Company's financial status in good time and to generate reliable financial statements.

#### 3.1.2. Regulatory Compliance and Crisis and Risk Management Unit

**Regulatory Compliance** seeks to assist the Board of Directors in ensuring full, ongoing compliance by the Company (a) with the legislative and regulatory framework applicable from time to time governing its operations and (b) with best corporate governance practices, to achieve continuous compliance by the Company and to have a full picture at all times of the degree to which that objective is achieved. Regulatory Compliance's main mission is to put in place policies and procedures that promote business ethics and transparency as a model of corporate culture and a measure to bolster corporate identity, thereby contributing to minimising risks and legal consequences for the company.

**Risk Management** seeks, via suitable and effective policies, procedures and tools, to assist the Board in identifying, evaluating and managing material risks associated with the business activity and operation of the Company and Group in an adequate and effective manner.



The Board of Directors is briefed about major risks such as financial, operational, environmental, compliance and human resources, and the likelihood and impact of those on its business activities, its financial results and achievement of its objectives.

In line with the Risk Management Policy, the Company has laid down specific, comprehensive management procedures and all senior executives are involved in the process of identifying and primarily assessing risks, to make it easier for the Board of Directors to plan actions and take further decisions to reduce them.

On 22.7.2021 the Company's Board of Directors decided to approve the Risk Management Policy and the Risk Assessment Methodology and at the meeting on 4.11.2021 approved the Risk Register which sets out all forms of risk entailed by the Company's operations, in order to constantly monitor them, as well as the control mechanisms which help reduce them.

At its meetings on 13.1.2022 and 10.03.2022 the Company's Board of Directors approved the Code of Ethics and Professional Conduct, the Communication Policy, the Anti-Corruption & Anti-Bribery and Gifts Policy, and Hospitality & Entertainment Policy, while the Policy against Violence and Harassment in the Workplace and the Whistleblowing Policy and Procedure are in the final stages of preparation.

### 3.2. Evaluating company strategy, main business risks and Internal Audit Systems

The Company's Board of Directors declares that it has examined the main business risks the Group faces and the Internal Audit Systems. Each year the Board of Directors reviews company strategy, main business risks and internal audit systems based on a recommendation from the Audit Committee.

In accordance with Article 14(3)(j) of Law 4706/2020 and decision No. 1/891/30.9.2020 of the Board of Directors of the Hellenic Capital Market Commission, as amended by decision No. 2/917/17.6.2021 of the Board of Directors of the Hellenic Capital Market Commission, the Internal Audit System is periodically evaluated, particularly in relation to the adequacy and effectiveness of financial information, on an individual and consolidated basis, in relation to risk management and regulatory compliance, in accordance with recognised evaluation and internal audit standards, and implementing the provisions on corporate governance set out in Law 4706/2020. This assessment is carried out by an independent assessor who meets the requirements of the above provision of Law 4706/2020 and the above decision of the Board of Directors of the Hellenic Capital Market Commission, in accordance with the relevant policy / procedure of the Company's Internal Audit System. According to that decision of the Board of Directors of the Hellenic Capital Market Commission, as amended and in force, the first evaluation of the Internal Audit System must be completed by 31.3.2023, with a reference date of 31.12.2022 and reference period from the entry into force of Article 14 of Law 4706/2020 (17.07.2021).

Using a reference date of 31.12.2022, the Company will have an independent assessor evaluate the IAS.

### 3.3. Provision of non-audit services to the Company by its statutory auditors and evaluation of the impact this fact may have on the objectivity and effectiveness of the mandatory audit, taking into account the provisions of Law 4449/2017.

In accordance with the approved procedure, the Audit Committee took into account the certified public accountant's annual declaration of independence and discussed with him/her threats which could put his independence at risk, and the ways in which he ensured that those threats were addressed. The Committee also examined to what extent the relations, taking into account the views of the certified public accountant, management and internal audit, as appropriate, appear to be capable of affecting the certified public accountant's independence and objectivity.

The Audit Committee confirmed that the auditing firm has not provided services other than the services required to carry out mandatory accounting and tax audits, with the exception of assurance tasks (a) and (b) below and the permissible non-audit services (c) below:

- a) checking the completeness of the information referred to in Article 112 of Law 4548/2018 in the remuneration reports for 2019 and 2020 of €4,000.00 and €3,000.00 respectively.
- b) audit procedures to place the Company in categories of reduced charges for the Special Greenhouse Gas Emission Reduction Charge in accordance with Government Gazette issue No. ΥΠΕΝ/ΔΗΕ/74949/926 for the period from 2016 to 2018 amounting to €2,000.00.
- c) consultancy services for the AQUA 3S and MOREM research programmes worth € 3,900.00 of which € 900 was invoiced in 2021.

These additional fees do not exceed the limit set by the Audit Committee for the provision of additional services

by an external auditor [70% of the average fees paid in the last 3 consecutive financial years for the statutory audit of the audited entity in accordance with Regulation (EU) No 537/2014 on statutory audits of public interest entities and Law 4449/2017] and, in the opinion of the Audit Committee, do not call into doubt the independence and integrity of the external auditor.

### 3.4 Adoption of Code recommendations in the context of the Internal Audit System

As part of its Internal Audit System, the Company has also adopted the following recommendations in paragraph 6.10 of the Corporate Governance Code:

- Code of Ethics and Professional Conduct and procedures for monitoring its implementation.
- An approved organisational chart in full detail for all hierarchical levels, with a description of the duties of divisions and departments, clearly identifying the area of responsibility per sector/department.
- Line-up and operation of the Audit Committee.
- Organisational structure and operation of the Internal Audit function.
- Full and up-to-date Articles of Association which clearly set out and identify the scope of operations, work and main objectives of the economic operator.
- Recording policies and procedures for major company operations and identifying checks and balances or major omissions.
- Procedures for compliance with the applicable legal and regulatory framework (Regulatory Compliance).
- Risk assessment and management procedures.
- Procedures for the completeness and reliability of financial information.
- Staff recruitment, training, assignment of duties and performance evaluation procedures.
- Procedures for the security, adequacy and reliability of information systems.
- Procedures for safeguarding personnel and assets.
- A description of reporting lines and communication channels inside and outside the organisation.
- A mechanism for monitoring and evaluating the efficiency and effectiveness of procedures.
- Periodic evaluation of the adequacy and effectiveness of the IAS by an independent assessor, communication of results and preparation of a rectification plan.
- Policy on the environmental management system and other environmental, social and governance-related issues (ESG factors).

## 4. Board of Directors

### 4.1 Line-up and operation of the Board

#### 4.1.1 Roles and responsibilities of the Board of Directors

The Company's Board of Directors manages the Company and is responsible for the Company's longterm strategy and operational objectives and in general for control and decision-making in the context of the provisions of Law 4548/2018 and the Articles of Association, as well as compliance with corporate governance principles.

The Board of Directors convenes at the necessary intervals so as to perform its duties effectively. More specifically, the Board has the following indicative powers:

- It determines the Company's long-term strategy and operational objectives.
- It is responsible for checking and making decisions in the context of the provisions of the relevant legislation and the Articles of Association, and for complying with corporate governance principles.
- It lays down the corporate governance system referred to in Articles 1 to 24 of Law 4706/2020, oversees implementation and monitors and periodically evaluates implementation and effectiveness at least every



three (3) financial years.

- It ensures adequate and effective operation of the Company's Internal Audit System which seeks to achieve the following objectives in particular::

- a) Consistent implementation of business strategy by effectively using available resources;
- b) recognition and management of the material risks associated with its business activity and operations;
- c) effective operation of the Internal Audit Unit and the Regulatory Compliance and Crisis and Risk Management Unit;
- d) Ensuring the completeness and reliability of the data and information required for the accurate and timely determination of the Company's financial status and the preparation of reliable financial statements, as well as its non-financial status, in accordance with Article 151 of Law 4548/2018;
- e) compliance with the regulatory and legislative framework and the internal regulations and policies governing Company operations.

4.1.2. Line-up - term in office of the Board of Directors

The Company's Board of Directors consists of between seven (7) and eleven (11) members in accordance with Article 13 of its Articles of Association and its term in office is 4 years. The General Meeting may decide on gradual renewal of the Board of Directors and/or successive expiry of the term in office of its members.

The Company's current Board of Directors consists of 11 members, two of whom are executive members (CEO & one other member), five are non-executive members (Chairman & four members) and four are independent non-executive members (Vice Chairman and three other members). Of the Board members, eight are men and three are women.

The table below shows the members of the Board of Directors from 1.1.2021 to 31.12.2021 and the capacity of each member (executive, non-executive or independent) appointed by the General Meeting or the Board of Directors:

The line-up of the Board of Directors from 1.1.2021 to 31.12.2021 was as follows:

Name-surname of member	Capacity	Term in office
Agis Papadopoulos	Chairman- non-executive member	From 2.8.2019 to 1.8.2023
Anthimos Amanatidis	CEO, Executive Director	From 30.4.2020 to 29.4.2024
Grigorios Penelis	Vice-Chairman, Independent Non executive Director	From 21.2.2019 to 20.2.2023
Nikolaos Klitou	Non executive Director	Από 21/2/2019 έως 20/2/2023
Theodoros Koulouris	Executive member	From 21.2.2019 to 20.2.2023
Ekaterini Tsikaloudaki	Non-executive member	From 30.4.2020 to 29.4.2024
Maria Petala	Independent, non-executive member	From 30.4.2020 to 29.4.2024
Sofia Ammanatidou	Independent, non-executive	From 30.4.2020 to 29.4.2024
Georgios Satlas	Non-executive member	From 30.4.2020 to 24.9.2021
Dimitrios Konstantakopoulos(*)	Non-executive member	From 16.12.2021 to the annual General Meeting
Georgios Archontopoulos	Non-executive member - employee representative	From 19.6.2020 to 18.6.2024
Ioannis Mitzias	Non-executive member - employee representative	From 19.6.2020 to 18.6.2024

(\*) On 16.12.2021 the Board of Directors elected Mr. Dimitrios Konstantakopoulos as its new nonexecutive member to replace the member Mr. Georgios Satlas who had resigned.

4.2. Board of Directors meetings

The Board of Directors shall meet each time the law, the Articles of Association or the Company's needs so require.

The attendance of Board members at meetings in 2021 is shown in the table below:

Line-up of the Board of Directors	No. of meetings held during the members' term in office	No. of meetings held with representatives	% of attendance at meetings
Agis Papadopoulos	40	1	100%
Anthimos Amanatidis	40	-	100%
Grigorios Penelis	40	2	100%
Nikolaos Klitou	40	1	100%
Theodoros Koulouris	40	-	100%
Ekaterini Tsikaloudaki	40	2	100%
Maria Petala	40	1	100%
Sofia Ammanatidou	40	1	100%
Georgios Satlas	27	2	100%
Dimitrios Konstantakopoulos	1	-	100%
Georgios Archontopoulos	40	3	100%
Ioannis Mitzias	40	4	100%

4.3. CVs of members of the Board of Directors

The CVs of the members of the Company's Board of Directors (which show that the composition of the Board of Directors reflects the knowledge, skills and experience required to exercise its competences, in accordance with the Fit-and-Proper Policy and the Company's business model and strategy) are set out in summary form below and in detail on the Company's website.

**Agis Papadopoulos:** He holds a degree in Mechanical Engineering and a graduate of the Aristotle University of Thessaloniki, an MSc in Energy Saving and Environmental Protection (Cranfield University, 1991) and a PhD in Mechanical Engineering (AUTH, 1994). Since 1998 he has been Professor of Energy Systems at the Department of Mechanical Engineering at AUTH and since 2013 Director of the Process Device Manufacturing Lab. He was a member of the Regulatory Authority for Energy (2003-2005) and the Board of Directors Thessaloniki AHEPA Hospital (2005-2007). He has been a visiting professor at the University of Cyprus (2012-2013), the International University of Greece (2011-2019) and from 2015 to the present day at the Technische Universität Hamburg in Germany. From 2014 to 2018 he was Vice President Academic Affairs of the Management Board of the Open University of Cyprus.

**Anthimos Amanatidis:**He holds a degree in mechanical engineering from AUTH and two postgraduate degrees in Sustainable Development and Energy Production and Management. Since 2010 he has been an executive of ERGOSE S.A. Responsible for announcing project tender procedures and for overseeing construction management of large infrastructure projects and E/M facilities. In 2008 he served as Director of ETAD S.A. in tender procedures for projects, concession and operation of its branches in Northern Greece. He served as Advisor to the Central Macedonia Region on environmental rehabilitation issues and Vice President of the Thessaloniki-Thessaly Gas Distribution Company as representative of DEPA, participating in the planning of the

company's development programme for the period 2019-2024.

**Grigorios Penelis:** He is a qualified civil engineer, graduate of the Aristotle University of Thessaloniki, with postgraduate studies in Seismic Engineering at Imperial College London, and a PhD from the Faculty of Engineering of the Aristotle University of Thessaloniki, managing director of Penelis Consulting Engineers S. A. and 3pi Software Ltd.He is the author of the first and second editions of the book «Concrete Buildings in Seismic Regions» by Taylor and Francis (CRC Press), as well as the book «Structural Restoration of Masonry Monuments» by Taylor and Francis (CRC Press 2019). In his professional life he has been involved in the design of new buildings in his capacity as a structural engineer and has twice been awarded the gold medal of the Patriarchate of Alexandria for his contribution.

**Nikolaos Klitou:** He is a graduate of the Department of Accounting and Finance of the University of Macedonia and holds a postgraduate degree in Strategic Financial Accounting and Financial Management from the same University. He has acquired the professional title of certified public accountant (ACCA) and is also certified by the Institute of Certified Public Accountants in Greece (ICPA). Between 2005 and 2015 she worked at Ernst & Young's office in Thessaloniki and at public agencies and non-profit organisations. Since 2015 he has been Deputy CFO of Diamantis Masoutis S.A. as head of financial planning, analysis and monitoring of deviations, and also participates in preparing the annual financial statements. He also sits on the Boards of companies as an independent member and member of audit committees.

**Theodoros Koulouris:** He graduated from the Evelpidon Higher Military School (1984), the Interdisciplinary War School and the NATO Defence College at Rome (NADEFCOL). He also holds a degree in law from the Faculty of Law and Economics of the Aristotle University of Thessaloniki (1996) and a Master of Arts in International Politics from the Centre Européen de Recherché Internationales et Strategiques (CERIS) in Brussels, with his dissertation topic being water management. He speaks English and French. During his career as an officer he has held various positions of responsibility in Greece and abroad, reaching the rank of senior officer (lieutenant general).

**Ekaterini Tsikaloudaki:** She holds a degree in civil engineering and works as an associate professor in the Civil Engineering Department of the Aristotle University of Thessaloniki. She has extensive academic experience and significant scientific and research work. She was actively involved in preparing the Building Energy Performance Regulations, in preparing technical guidelines for the Technical Chamber of Greece on how to implement them, and in preparing manuals to train energy inspectors. She was a member of the national coordination committee to update the legislation on the energy performance of buildings. the relevant committees of the Technical Chamber of Greece and the team which prepared the draft regulatory framework for buildings with almost zero energy consumption

**Maria Petala:** She holds a degree in Chemical Engineering from the Aristotle University of Thessaloniki and a PhD from the AUTH Faculty of Engineering. Since 2000 she has been engaged in research on environmental engineering and since 2013 has been a permanent member of the teaching staff at the Laboratory of Environmental Engineering and Design / AUTH School of Civil Engineering. Her scientific work has been published in respected international scientific journals and has been presented at international scientific conferences. She also serves as Technical Advisor to national and local public bodies on issues of managing water resources, improving water supply networks and water quality. She has served as assistant scientific officer in research programmes and is the co-author of a book on environmental engineering.

**Sofia Ammanatidou:** She is a graduate of the Department of Business Administration and holds a postgraduate degree in Information Systems Management from the University of Macedonia. She works as a grade A insolvency administrator and grade A economist/accountant. She has been involved in liquidation - resolution procedures for companies such as ELVO S.A. , Hellenic Sugar Industry S.A. , AXON HOLDINGS S.A., among others. Since 2017 she has been an accredited mediator and member of the Insolvency Management Committee of the Ministry of Finance. She has obtained certification in Financial Accounting from the Harvard Business School and International Accounting Standards from the Association of International Accountants and ESG EXECUTIVE from the ATHEX Academy.

**Dimitrios Konstantakopoulos:** He is a graduate of the Athens University School of Economics and holds a Master of Arts in Finance and Investments from Exeter University, Devon UK. He has worked in the banking sector for more than 30 years. Since 1994 he has worked for the National Bank of Greece Group (ETEVA & NBG) both in providing consultancy services on major infrastructure projects (Athens International Airport, Rio-Antirrio Bridge, Attiki Odos, intercity motorway concession projects) and PPP projects and in financing long-term concession projects and PPPs, working as Deputy Director of the Special Project Finance Division of NBG. Since 2018 he has been working for HCAP as Investments & Concessions Manager, as portfolio manager for the HCAP-owned companies, EYDAP, EYATH and HRADE.

**Georgios Archontopoulos:** He is a car technician. He has worked for EYATH since 1999 and has sat on the Board of Directors of EYATH as an elected employee representative since May 2009.

**Ioannis Mitzias:** He is a surveyor engineer. He has worked for EYATH since 2017 and has sat on the of Directors of EYATH as an elected employee representative since May 2020.

4.4. Other professional commitments of Board members

Members of the Board of Directors have notified the Company of the following other professional commitments (including major non-executive commitments to companies and non-profit institutions) as shown in the table below:

Name-surname of member	Name	Professional commitment
Agis Papadopoulos	EYATH SERVICES S.A.	Chairman of the Board of Directors
	Aristotle University of Thessaloniki	Professor
Anthimos Amanatidis	EYATH SERVICES S.A.	CEO and member of the Board of Directors
Grigorios Penelis	PENELIS CONSULTANT ENGINEERS S.A.	CEO
	3PI-PENELIS SOFTWARE LTD	CEO
Nikolaos Klitou	ALUMIL S.A.	Chairman of the Audit Committee
	D. MASOUTIS S.A.	Deputy CFO
Ekaterini Tsikaloudaki	EYATH SERVICES S.A.	Non-executive board member
	Aristotle University of Thessaloniki	Asst. Professor
Maria Petala	Aristotle University of Thessaloniki	Member of the teaching staff of the School of Civil Engineering
Sofia Ammanatidou	EYATH SERVICES S.A.	Vice-Chairman and executive member of the Board of Directors
Dimitrios Konstantakopoulos	Hellenic Corporation of Assets and Participations S.A. (HCAP)	Investments & Concessions Manager
	Athens Water Supply and Sewerage Co. S.A. (EYDAP)	Non-executive board member
Georgios Archontopoulos	EYATH S.A.	President of the Trade Union
Ioannis Mitzias	EYATH S.A.	Secretary of the Trade Union

Note that:

a) **Members of the Board of Directors do not hold shares in the Company** and in all events are obliged to notify transactions in accordance with Regulation (EU) No 596/2014 and the transaction notification procedure laid down by the Company.

b) **Independent non-executive members** of the Board of Directors and persons closely associated with them shall notify any relationship of dependence in accordance with Article 9 of Law 4706/2020 and **the procedure laid down by the Company**, in decision No. 111/2022 of the Board of Directors **to ensure compliance with the conditions of independence and to verify compliance with those conditions on an annual basis** and before publication of the annual financial report, which includes the relevant finding.

The conditions for independence were ascertained by examining the following conditions and via questions /

answers submitted to and received by the Regulatory Compliance and Crisis and Risk Management Unit, the Shareholders Service, the Finance Division and shareholders with a holding of more than 10%.

Moreover, members submitted solemn declarations declaring the points made in paragraph 1 and all the sub-cases of paragraph 2 Article 9 of Law 4706/20.

In implementation of the above, the Regulatory Compliance and Crisis and Risk Management Unit investigated whether the independent non-executive members, both during their appointment and during their term in office:

- did not directly or indirectly hold more than 0.5% of the Company's share capital
- did not receive any fee or benefit from the Company or an affiliated company apart from the fee for participating in the Board of Directors or its committees in accordance with the Company's Remuneration Policy.
- did not have (directly or indirectly through participation in another entity) a business relationship during the last three (3) financial years prior to their appointment with the Company, or a person related to the Company, or a shareholder who directly or indirectly holds a holding equal to or greater than ten percent (10%) of the Company's share capital, provided that this relationship affects or could affect the business activity of either the Company or a member of the Board or a person closely associated with it. Such a relationship exists, in particular, when the person is an important supplier or important customer of the Company.

These points were also checked for the natural and legal persons with whom members are considered to have «close ties» and it was ascertained that they were met upon appointment and the conditions of independence continue to be met.

Moreover, members submitted solemn declarations to support fulfilment of the independence requirements.

c) The Company has adopted and **implements a policy and procedure for preventing and handling conflicts of interest**, which was approved by decision No. 674/2021 of its Board of Directors.

This Policy identifies cases which constitute or could lead to a conflict of interest and sets out the procedures to be followed and measures to be taken in the case where such a situation arises.

The procedure states that before taking up an administrative or management post which is controlled in terms of conflict of interest in accordance with the Policy, the relevant person must disclose business or other activities or posts he holds in other organisations which could give rise to a conflict of interest. In addition, it provides for ways to manage such a situation where it exists, such as for example for that person to refrain from any procedure or action of the Company relating to that situation.

d) The Company has adopted and **applies a procedure to comply with the obligations in Articles 99 to 101 of Law 4548/2018 on transactions with related parties** which was approved by decision No. 112/2022 of its Board of Directors, approved More specifically, in the context of implementing the International Accounting Standards and in accordance with International Accounting Standard (IAS) 24 «Related Party Disclosures», the Company is obliged to disclose its transactions with related parties and the legal persons controlled by them in accordance with International Accounting Standard 27 in its periodic financial statements.

Moreover, according to the provisions of Articles 99-101 of Law 4548/2018, contracts between the Company and related parties, as well as the provision of collateral and guarantees to third parties in favour of these persons, are only permitted with the approval of the Board of Directors or the General Meeting.

Information about these transactions is included in the report accompanying the Company's financial statements..

#### e) Training policy

The Company's Board of Directors has decided to adopt a training policy for members of the Board of Directors, senior executives and other executives, especially those involved in internal audit, risk management, regulatory compliance and IT systems. The relevant policy lays down the procedure followed by the Company to provide introductory briefings to members of its Board of Directors and other executives referred to above, and to meet their training needs.

#### 4.5. CVs of senior executives and company secretary

**NOPI THEODORIDOU:** General Manager She is a Civil Engineer (Democritus University of Thrace). She has worked for EYATH since 2002 and has held managerial posts since 2017 and has held general management posts since 2020.

**NIKOLAOS ARAMBATZIS:** Admin. and Operations Manager. He is a Graduate of the Dept. of Business Administration (Alexandrio Technological Educational Institute). He has worked for EYATH since 1995 and for the Admin. and Operations Division since 2017.

**DIMITRIOS ALEXANDRIS:** CFO. He is a graduate of Economics (University of Macedonia) and Business Administration (Alexandrio Technological Educational Institute). He has worked for EYATH since 1996 and for the Finance Division since 2017.

**PANAGIOTIS PETRIDIS:** Consumer Director He is a Civil Engineer. He has worked for EYATH since 1986 and has held managerial posts since 2007 and Consumer Director posts since 2020.

**GEORGIOS ANGELOU:** Digital Transformation & IT Director. He is an Electrical & Computer Engineer (Democritus University of Thrace) with a postgraduate degree in Management of Technological Systems and Radio-Telecommunication Engineering and a PhD in Information Systems (Decision-Making- Investments). He has worked for EYATH since 2002 and has held managerial posts since 2007 and has held posts in the Digital Transformation & IT Division since 2020.

**ALEXANDROS MENTES:** Director of Strategic Planning, Projects and Development. He is a Civil Engineer (AUTH) with a postgraduate degree in Business Administration for executives (IHU) and a PhD from the School of Civil Engineering from the Faculty of Engineering (AUTH). He has worked for EYATH since 2006. He has held managerial posts since 2017 and posts in the Strategic Planning, Projects and Development Division since 2020.

**CHRISTOS TRAGANOS:** Sewerage Networks Manager. He is a Civil Engineer (AUTH). He has worked for EYATH since 1995. He has held managerial posts since 2017 and posts in the Sewerage Network Division since 2020.

**SPYRIDON LAZARIDIS:** Water Supply Networks Manager. He is a Civil Engineer (AUTH) with a postgraduate degree in INTERNATIONAL CONSTRUCTION MANAGEMENT AND ENGINEERING. He has worked for EYATH since 2007 and for the Water supply network Division since 2021.

**KONSTANTINOS KOTOULAS:** Sewerage Facilities Manager. He is a chemical engineer (AUTH) with a postgraduate degree in Health Sciences from the National Centre for Public Administration and Local Government (EKDDA). He has worked for EYATH since 2002 and for the Water Sewerage Facilities Division since 2020.

**GEORGIA SERETOUDI:** Water Supply Facilities Manager. She is a chemist (AUTH) with a PhD from the Department of Chemistry, Faculty of Sciences, AUTH. She has worked for EYATH since 2002 and for the Water Supply Facilities Division since 2020.

**GEORGIOS KAFETZIS:** Head of the Internal Audit Unit. He is a graduate of Business Administration (University of Macedonia) with a postgraduate degree in INTERNATIONAL BANKING AND FINANCIAL SERVICES. He has worked for EYATH since 2017 and as head of the Internal Audit Unit since 2022.

**MARIA SAMARA:** Head of the Regulatory Compliance and Crisis and Risk Management Unit. She is a graduate of the School of Economics (AUTH). She has worked for EYATH since 1995 and has held managerial posts since 2010. She has been head of the unit since 2020.

**CHRYSOULA PAPADOPOULOU:** ΓSecretary of the Board of Directors. She is a Graduate of the Dept. of Business Administration (Alexandrio Technological Educational Institute). She has worked for EYATH since 1996 and has been company secretary since 2001.

Management executives do not hold shares in the Company with the exception of the head of the Regulatory Compliance and Risk Management Unit, which holds 800 shares, and in all events are obliged to notify their transactions in accordance with Regulation (EU) No 596/2014 and the transaction notification procedure laid down by the Company.

#### 4.6. Remuneration for members of the Board of Directors and pay for executive members of the Board

The executive members of the Board of Directors receive pay based on a contract with the Company and



additional benefits (company expenses / group insurance policy / company car, etc.). In particular, the executive members of the Board of Directors, namely the CEO and Executive Director do not receive a fee for their participation in the Board of Directors, since that is part of their duties.

For the CEO, the fee is gross and annual, at 75% of the average market price reported in an independent consultant's survey. For the Executive Director, the fee is gross and annual at 90% of the average market price mentioned in the independent consultant's survey. Both of them will have additional attendance fees of 12% of their gross pay, which is paid ex post after submitting expense invoices. Payments are equal to 12 salaries.

The Chairman of the Board of Directors is paid a fixed and annual fee which is around 60% of the average market price, gross, which reflects the increased obligations from his role and the time required to perform his duties. There are additional attendance fees of 12% of the gross fee which are paid ex post after submitting expense invoices.

Other non-executive members of the Board of Directors are paid fees per meeting of the Board of Directors. These fees are paid at the maximum for two (2) meetings per month or twenty-four (24) per year and in calculating them, the total length of employment and the duties and responsibility of each member for participating in meetings of the Board of Directors are taken into account. The maximum annual remuneration for Board members is around 70% of the average market price. Fees take into account the number of meetings and the total length of employment, duties and responsibility for each member's participation in Board meetings.

The annual maximum (gross) amount for Board meetings is € 8,000 and for up to 24 meetings a year. Any meetings after the 24th are not remunerated.

The participation fee for members participating in the Audit Committee has the same structure as that for participation in the Board of Directors' meetings (fixed and per meeting). The fee is assessed based on duties and competences, it is the same irrespective of whether the member is executive or not and no other benefits are provided. Regarding the participation of members of the Board of Directors in Board committees and in particular the role of Chairman of the Committee, there is a fixed fee to cover the time required by the Chairman of the Committee to coordinate and organise the work of each Committee and to prepare meetings. In this context and in accordance with HCAP's principles, the remuneration of Committee members is lower than that of the Chairmen and is calculated per meeting, with a maximum limit of 12 meetings per year for the Audit Committee and the technical committees and 4 meetings per year for the Remuneration and Nominations Committee.

In principle, fees are paid per meeting irrespective of whether each Member participates or not. However, breach of the attendance requirements set out in detail in the Board/committee attendance policy results in a pay adjustment depending on the attendance rate at the end of the year.

Moreover, the pay for members of the Audit Committee is higher due to the increased responsibilities of members of the specific committees.

In addition to the above fees, the Board of Directors of the Company also receive additional benefits which may change, such as:

- Use of the company management car when representing the Company
- Mobile telephony handsets for the Chairman the Board of Directors, the CEO and Executive Director and inclusion in the relevant tariff plan (airtime, data volume, number of SMSs).
- Travel expenses for work-related reasons (travel - accommodation - meals) which are not deemed to be remuneration.

## 5. Audit Committee

### 5.1 Line-up, operation, work, competences and description of issues discussed at Audit Committee meetings

Under its current Bylaws, the Audit Committee which consists of at least three (3) members, may be (a) a committee of the Board of Directors comprised of non-executive members or (b) an independent committee comprised of non-executive members of the Board of Directors and third parties or (c) an independent committee comprised only of third parties. Third party means any person who is not a Board Member. The type of Audit Committee, its term in office, the number and posts of its members is decided on by the Company's General Meeting of Shareholders. The term in office of members of the Audit Committee is the same as that of members of the Board of Directors. The members of the Audit Committee may be re-elected. The members of the Audit Committee are appointed by the Board of Directors when it is its committee or by the Company's General Meeting of Shareholders when it is an independent committee and they are in their majority independent of the Company, in accordance with the provisions on independence in force from time to time (Article 9 of Law 4706/2020). The Chairman of the Audit Committee is appointed by its members at its meeting to officially establish it and he is independent of the Company.

All members of the Audit Committee have adequate knowledge of the sector in which the Company operates. At least one (1) member of the Audit Committee who is independent of the Company, with adequate knowledge and experience in auditing or accounting, must attend the Audit Committee meetings relating to approval of the annual separate and consolidated financial statements.

The Company's Extraordinary General Meeting of Shareholders decided on 30.4.2020 to appoint the Audit Committee as a Board of Directors committee comprised of three (3) independent non-executive members of the Company's Board of Directors in accordance with Article 44 of Law 4449/2017, as in force. The members appointed as members of the Audit Committee are as follows:

**Nikolaos Klitou:** non-executive member of the Board of Directors,

**Sofia Ammanatidou:** Independent non-executive member of the Board of Directors and

**Maria Petala:** Independent non-executive member of the Board of Directors

EYATH S.A. Board of Directors' Decision No. 291/2020 specified the line-up of the Board's Audit Committee and appointed Mr. Nikolaos Klitou, an independent non-executive member of the Board of Directors, as Chairman. He has adequate knowledge and experience in auditing and accounting.

The key mission of the Audit Committee is to assist the Board of Directors in performing its duties by overseeing financial reporting procedures, the completeness and correctness of the annual separate and consolidated financial statements, the Company's policies and internal audit system [Article 2(7)of Law 4706/2020] and evaluating the adequacy, effectiveness and efficiency of internal control systems [Article 44(3)(c) of Law 4449/2017], the audit function of the internal audit unit and external auditors, to ensure the independence, quality, formal qualifications and performance of auditors.

The Audit Committee examines and ensures the independence of the Company's External Auditors and takes cognisance of their findings and the Audit Reports on the annual or interim financial statements of the Company. At the same time, it recommends corrective actions and procedures so as to deal with any findings or failures in areas of Financial Reports or other important functions of the of the company.

The Chairman of the Audit Committee submits the Committee's Annual Report to the Annual Ordinary General Meeting of Shareholders based on its competences.

The Audit Committee meets at the Company's seat or, wherever provided for in its Articles of Association, in accordance with Article 90 of Law 4548/2018, as in force. The Audit Committee meets regularly to examine and take decisions on all issues within its remit.

### 5.2 No. of Audit Committee meetings and frequency of each member participating in meetings

The Audit Committee met 13 times in 2021. The frequency at which members of the Audit Committee participated in its meetings in 2021 was as follows:

Name-surname of member	No. of meetings	Participation	Percentage
Nikolaos Klitou	13	13	100.00%
Sofia Ammanatidou	13	13	100.00%
Maria Petala	13	13	100,00%

5.3. Audit Committee activities

In the context of its powers under the relevant legislation and its Bylaws, the Audit Committee meets at least four times a year. The final number of meetings during the year is determined by the requirements for performing its duties. In that context, during 2021 (1.1.2021-31.12.2021) the Committee held thirteen (13) meetings.

All members of the Committee were present at all meetings and depending on the item on the agenda either members of the Internal Audit Unit or senior executives charged with managing and administering company business, affairs and activities or members of the team of certified public accountants were present.

The relevant minutes were prepared at all Committee meetings in 2021. The following specific issues were examined:

- The internal audit plan for 2021, the timeframe and the Training Criteria.
- Repeat examination of Internal Audit Findings from 2020 and corrective actions taken by management.
- Quarterly Internal Audit Reports and the corresponding Findings – Follow-up during 2021 and monitoring of the Internal Audit unit’s activities.
- The procedure for preparing the financial statements for 2020, the interim financial statements as at 30.6.2021 and the completeness and integrity of the relevant financial information.
- Grant Thornton’s audit and Supplementary Report on the separate and consolidated financial statements for 2020 and the review of the Half-Yearly Financial Statements as at 30.6.2021.
- The procedure for obtaining approvals for the assignment of work to certified public accountants, approval for the receipt of non-audit services and evaluation of the independence of the ordinary certified public accountants.
- Approval of the budget for the relevant fees of certified public accountants.
- Submission of a recommendation/proposal to the Board of Directors to renew the statutory audit services provided by Grant Thornton which provided the same services in 2020 for 2021.
- Submission of a recommendation/proposal to the Board of Directors to «adopt an Enterprise Risk Management (E.R.M) Plan» in accordance with Hellenic Capital Market Commission Decision No. 1/891/30-9-2020 which includes a review of the risk assessment procedure, the company’s risk response procedures and the risk monitoring procedures. Based on that, a) a Register was prepared to identify and evaluate innate risks based on likelihood and impact on the Company’s activities and objectives, b) Risk Management Policy and Guidelines on how to implement the methodology for evaluating them, c) a Brief presentation of risk management and graphs per Division and d) an Action Plan to continue the process of checking and monitoring risks.
- Submission of a recommendation/proposal to the Board of Directors to update the Bylaws of the Internal Audit Unit and the Audit Committee in accordance with the provisions of Law 4706/2020.
- Implementation of proposals from the Internal Audit Unit to run training courses for staff in the Internal Audit Unit and to attend seminars organised by the Hellenic Institute of Internal Auditors in the context of implementing the International Standard for the Professional Practice of Internal Auditing 1230 «Continuous Professional Development» according to which internal auditors must improve their knowledge, capabilities and other skills through continuous professional development.
- Monitoring the Company’s Sustainability Policy, which reflects Management’s approach to and commitment to sustainability and responsible operations.

6. Remuneration and Nominations Committee

6.1 Line-up, operation, work and competences of the Remuneration and Nominations Committee

Under its current Bylaws, the Remuneration and Nominations Committee, as a single committee, exercises the competences of both the Remuneration Committee (under Article 11 of Law 4706/2020) and the Nominations Committee (under Article 12 of Law 4706/2020) which have been assigned to the Committee in accordance with paragraph Article 10(2) of Law 4706/2020, pursuant to a relevant decision of the Company’s Board of Directors. The Remuneration and Nominations Committee has three members and consists in its entirety of non-executive members of the Company’s Board of Directors, at least two (2) of whom are independent. The Committee’s term in office is the same as that of the Board of Directors.

At its meeting on 4.3.2021 the Company’s Board of Directors issued decision No. 124 appointing the following persons as members of the Remuneration and Nominations Committee: Grigorios Penelis, independent non-executive member, as Chairman of the Committee, Nikolaos Klitou, independent nonexecutive member and Georgios Satlas, non-executive member. At its meeting on 30.9.2021 the Board of Directors decided in decision No. 514 to replace the member Georgios Satlas who had resigned, with Ekaterini Tsikaloudaki, as a member of the Committee.

The committee’s main duties are listed below:

- submitting proposals to the Board about the fee of each executive member;
- examining and submitting proposals to the Board of Directors about the total size of annual variable remuneration (other than salary) for the Company;
- submitting proposed performance targets;
- regularly re-examining the salary of executive members of the Board and other terms of their contracts with the Company;
- submitting proposals to the BoD on any remuneration-related business policy;
- evaluation of executive member performance targets.

In performing its task the Committee takes serious account of the size of the public undertaking, the spread and complexity of the Company’s activities, the regulatory and statutory environment (e.g. monopolistic compared to competitive undertakings) and the financial situation, as well as challenges (e.g. financial, regulatory, technological, etc.) and other important parameters as appropriate which may apply.

- Remuneration: Transparency and objectivity in determining remuneration (namely pay and benefits) for members of the Board of Directors are factors which make a substantive contribution to the Company’s successful performance and to promoting and preserving its value over time. Determination and supervision of proper compliance with this procedure was assigned to the Remuneration and Nominations Committee.

The fees of members of the Board of Directors are determined taking into account the following:

- i) the statutory framework covering the Company;
- ii) the market survey prepared by the independent consultant firm of the Remuneration and Nominations Committee which set the maximum and minimum pay thresholds in the market for companies of similar size and scope listed on ATHEX;
- iii) fees were weighted based on EYATH’s registered offices in Thessaloniki where there is a lag in remuneration levels compared to Athens.

The fees were weighted based on EYATH’s monopolistic nature.

Nominations:

- it monitors effectiveness and re-examines the planning and implementation of the Company’s Fit-and-Proper Policy and periodically evaluates it at regular intervals or when major events or changes occur;
- it identifies and proposes persons suitable for membership of the Board of Directors and Board committees to the Board of Directors, taking into account factors and criteria of individual and collective suitability;
- it evaluates the performance of members of the Board of Directors and Company committees, evaluating the skills, knowledge and experience of members of the Board of Directors and Company committees and



informs the Board of Directors accordingly;.

- it evaluates the structure, line-up and size of the Company's Board of Directors and submits proposals about appropriate changes;
- it constantly monitors the suitability of members of the Board of Directors, and in particular to identify cases in light of any relevant new event where it is considered necessary to re-evaluate their suitability in accordance with the relevant definitions in the Fit-and-Propor Policy;
- it examines the independence of independent non-executive members of the Board of Directors periodically, at least once a year, and in the case where a new Board of Directors is elected or a member is elected to replace a deceased independent member thereof, and on an extraordinary basis whenever required, and submits proposals to the Board of Directors about the appropriate steps and/or changes to the line-up;
- it examines the policy for selecting senior management executives (within the meaning of Article 2(13) of Law 4706/2020).

6.2 No. of meetings of the Remuneration and Nominations Committee and frequency of each member participating in meetings

The Remuneration and Nominations Committee meets at the Company's seat or, where provided for in its Articles of Association, as in force, in accordance with Article 90 of Law 4548/2018, as in force, at regular intervals and on an extraordinary basis whenever deemed necessary by the Chairman or any member thereof.

The Committee met 10 times in 2021. The main issues addressed by the Remuneration and Nominations Committee at its meetings were as follows:

- The 2020 remuneration report and approval thereof based on the remuneration policy.
- Preparation and recommendation for approval by the Board of Directors on the Remuneration and Nominations Committee's Bylaws.
- Preparation and recommendation for approval by the Board of Directors on the Company's nominations policy.
- Recommendation to the CEO to complete deliverables from the Committee's Independent External Consultant.
- Evaluation of prospective members of the Board of Directors for a post on the Board of Directors of the Company.
- Recommendation to the Company's Board of Directors to elect an interim nonexecutive member to replace a non-executive member who had resigned.

The frequency at which members of the Committee participated in its meetings in 2021 was as follows:

Name-surname of member	No. of meetings	Participation	Percentage
Grigorios Penelis	10	10	100.00%
Nikolaos Klitou	10	10	100.00%
Georgios Satlas	8	8	100.00%
Ekaterini Tsikaloudaki	2	2	100.00%

7. Fit-and-Propor Policy

The current Fit-and-Propor Policy for members of the Company's Board of Directors (in accordance with Article 3 of Law 4706/2020, hereinafter the «Fit-and-Propor Policy») was approved by the Ordinary General Meeting of Shareholders on 1.6.2021.

The Fit-and-Propor Policy is an essential part of the Company's Corporate Governance System. It seeks to ensure quality staffing, effective operation and performance of the role of the Board of Directors based on the Company's general strategy and medium to long-term business objectives to promote the company's interests. Implementation ensures the acquisition and retention of persons with abilities, knowledge, skills, experience, independence of judgement, guarantees of morality and good reputation which ensure sound and effective management for the benefit of the Company, shareholders and all parties involved.

The Company evaluates both individual suitability criteria which include the adequacy of knowledge and skills, the guarantees of morality and reputation, independence of judgement, the allocation of adequate time, incompatibilities relevant to members of the Board of Directors and collective suitability criteria which mean the suitability of all members of the Board of Directors so that it can effectively exercise its leading role in corporate issues, managing corporate affairs for the benefit of the Company, shareholders and all stakeholders, and ensure sound and effective corporate governance and implementation of corporate strategy by executive management.

The Fit-and-Propor Policy and all material amendments to it are proposed to the Company's Board of Directors by the Company's Remuneration and Nominations Committee in cooperation with the Internal Audit Unit and the Company's Legal Department, and are then approved by the Company's Board of Directors and submitted to the Company's General Meeting for approval.

The Company has and implements a diversity policy (within the Fit-and-Propor Policy) to promote a suitable level of diversity within the Board of Directors and a diverse group of members. By collecting a wide range of qualifications and skills when selecting members of the Board of Directors, a range of views and experiences are ensured so that proper decisions can be taken. The Fit-and-Propor Policy includes/refers to the diversity policy to ensure that this issue has been taken into account when appointing new members of the Board of Directors. There is an express provision for adequate representation per gender with at least 25% of all members of the Board of Directors being from one gender, based on the current 11-member Board of Directors, there being a minimum of three (3) women or men and no exclusion on grounds of sex, race, colour, ethnic or social origin, religion or belief, assets, birth, disability, age or sexual orientation. The Company's diversity policy also includes employee representation on the Board of Directors in order to enrich knowledge and experience about the Company's internal operations on a daily basis. The Fit-and-Propor Policy is available on the Company's website at the following link: <https://www.eyath.gr/>

The line-up of the Company's existing Board of Directors (since its election on 1.6.2021 Ordinary General Meeting of the Company's shareholders and thereafter the meeting of 23.12.2021 as stated above) meets the requirements and suitability and diversity criteria (individual and collective) laid down in Law 4706/2020 and the Fit-and-Propor Policy, as ascertained by the Company's Remuneration and Nominations Committee at the level of prospective members, before the election of the Board of Directors and each member to replace a missing member, and by the Board of Directors during the corresponding election.

Moreover, at the Board of Directors meeting on 15.4.2021, following a recommendation to that effect by the Company's Remuneration and Nominations Committee, the Board re-examined and ascertained that the conditions for independence in Article 9(1) and (2) of Law 4706/2020 were met for the existing independent non-executive members of the Board of Directors.

8. Sustainability policy

In accordance with the provisions of Article 44(1) of Law 4449/2017, as replaced by the provisions of Article 74(4) (9) of Law 4706/2020, the Audit Committee is required to include in the annual activity report to the Ordinary General Meeting a description of the sustainability policy followed by the Company.

The Company's strategy focuses on optimising the quality of services provided via the investment plan, improving facilities, expanding technological infrastructure using cutting-edge software packages, implementing

best practices for managing water resources (automation, new technologies, digital transformation, etc.), making investments to upgrade the network and developing specialised computer applications.

The Company implements a Sustainability Policy and over time has sought to generate value for stakeholders, namely shareholders, customers, employees and society as a whole.

This policy is an integral part of corporate governance, since it summarises the commitment to and approach to sustainability issues and is geared towards preparing specialised policies relating to HR training and development, occupational health and safety and environmental protection. The policy focuses on the important issues related to the company's activities and seeks to ensure its continuous development, always as a responsible corporate citizen, focusing on four pillars: Environment, Market, People, Society.

To achieve that goal, the Company places particular emphasis, among other things, on training and developing human resources, on occupational health and safety and on respecting the environment, by following the principles of sustainable operation and development.

The Company's Sustainability Policy reflects the Management's approach and commitment to sustainability and responsible operations. Responsible operation is an ongoing commitment to substantive actions that aim to generate value for all stakeholders who respond to society's modern needs and contribute to its prosperity in general. The Company has a specific strategy which focuses on the important issues relating to its operations and seeks to ensure continuous, responsible growth by focusing on the critical pillars of business responsibility: Economy, Society, Environment. The sustainability policy is an integral part of the Company's business practices and corporate culture.

The Company has recognised that it is obliged to operate its business in a sustainable manner and Management is committed to implementing the Sustainability Policy at all levels of the Company and in all sectors in which it operates. In this context, even though there is no legal obligation, modern sustainability requirements have been adopted in all aspects of its operations. To that end, it is a key strategic choice to adopt the UN 2030 agenda, as expressed in the 17 Sustainable Development Goals, and to integrate the ESG criteria into both the Company's investment and business planning. In addition, a Sustainability Report is prepared to fully and comprehensively brief Company stakeholders about responsible operating practices. The report is prepared in accordance with the GRI-G4 guidelines and the provisions of the Hellenic Sustainability Code and the Athens Exchange ESG Reporting Guide.

Integrated management of Company operations in line with the Sustainability Policy contributes both to responsibly addressing environmental and social issues and to bolstering the Company's economic value.

For a Company that operates the critical water supply and sewerage infrastructure of the wider Thessaloniki Urban Area, sustainability is not only a strategic objective but also a tool for addressing climate change in the medium term and protecting sensitive aquatic ecosystems.

The Company implements the principles of corporate responsibility with particular emphasis on environmental protection, through investments and actions aimed at reducing its water and energy footprint, as it moves towards sustainability and the transition from a linear to a circular economy.

Each individual stakeholder group has a specific channel and frequency of communication based on needs and requirements to achieve the best possible interaction. Moreover, as far as the ability to record views and comments on sustainability issues is concerned, a special online form is available to be filled out by anyone interested.

Each year during the preparatory phase of the Sustainability Report, a materiality analysis is carried out to constantly improve the Group's approach to sustainability and social responsibility issues, to rank Group issues which have the most important economic, social and environmental impacts and those which significantly affect stakeholders. The material issues are set out in the report and are associated with achieving the Sustainable Development Goals via responsible operations, programmes and the relevant results.

Communication and dialogue with stakeholders via the channels established for each joint venture is supervised in its entirety by Company Management and has an impact on operations and decisionmaking and also contributes to improved trust-based relationships.

Stakeholders are informed about the work being carried out in the Sustainability sector via a report published in accordance with internationally accepted Sustainable Development standards. To facilitate Company stakeholders, the Corporate Responsibility Report is posted on EYATH's official website [www.eyath.gr](http://www.eyath.gr). The Company's Investment Programme Office is responsible for providing more information and clarifications about the content of the Report..

## 9. Other management and administrative bodies

### 9.1 Management Board

The Management Board is a coordinating body for Management and consists of the CEO as Chairman, the General Manager and the Managers. Its operation and competences are governed by special regulations, the Management Board's Bylaws, which are attached as an Annex. All decisions of the Management Board are subject to approval by the Board of Directors.

#### Competences of the Management Board:

1. The Management Board coordinates and contributes to the consistency of Company operations, prevents cases of overlaps and resolves issues that require collaboration between various Divisions.
2. It handles requests from citizens relating to water supply or sewerage issues, water supply or sewerage charges, exemptions from or reductions in them. The relevant decisions shall be approved by the Board of Directors.
3. It schedules overtime and on call work or work on holidays or non-working days based on the work schedule presented to the Management Board by the competent Director. It evaluates and makes recommendations to the Board of Directors about exceedance in the planned overtime work of staff.
4. It evaluates strategic planning and programming proposals, suggestions and ideas for research programmes relating to company business, proposals on IT and development issues and staff training as well as communication policy issues.

### 9.2. Staff Boards

The Staff Boards are divided into First and Second Instance boards and operate with the same composition as Disciplinary Boards (at First and Second Instance). The establishment, competences and running of such boards are regulated by the relevant article of the Company's Staff Regulations.

### 9.3. Technical Council

It is an advisory body to Management on issues of project, design and service assignments. It reports to the General Manager. The establishment and operation of the Technical Council is governed by a special regulation, the Technical Council's Bylaws, which are attached as an Annex and constitute an integral part thereof, subject to any amendment or supplementation by decision of the Board of Directors.

## 10. Public takeover offers - Information

- There are no binding takeover bids and/or rules of mandatory assignment and mandatory takeover of the Company's shares or any statutory provision on takeover.
- There are no third-party public offers to take over the Company's share capital during the last and current year.
- In case the Company decides to takes part in such a procedure, this will take place in the context of European laws and applicable Greek laws.

## 11. General Meeting of shareholders and rights of shareholders

The General Meeting of Shareholders is the Company's supreme body in law and is entitled to decide on all corporate affairs. It is convened and operates in accordance with the provisions of the Articles of Association and the relevant provisions of Law 4548/2018, as in force.

The Company makes the requisite publications and in general takes the necessary measures to inform shareholders in good time about how to exercise their rights. The latter is ensured by publishing the invitations to General Meetings and uploading them on the Company's website, the text of which contains a detailed description of shareholders rights and how these are exercised.

As part of its corporate governance system, the Company has developed adequate and effective communication mechanisms with shareholders to make it easier for them to exercise their rights and engage in active dialogue with them. The Company has a Shareholder Relations and Corporate Announcements Department to provide information directly to all shareholders on an equal footing, to support them in exercising their rights and to brief them by publicising all corporate events.

### 11.1 Modus operandi and powers of the General Meeting of Shareholders

The modus operandi and powers of the General Meeting of Shareholders and the rights of shareholders and how they can be exercised are set out in detail in Articles 29 to 39 of the Company's Articles of Association which are available on the Company's website at the following link: <https://www.eyath.gr/>

According to the Articles of Association, the General Meeting of Shareholders is the supreme management body which decides on all corporate affairs and its lawful decisions are binding on all shareholders.

The General Meeting of Shareholders is convened by the Board of Directors and meets regularly at the place and time specified by the Board of Directors within the first six months from the end of each financial year.

The General Meeting convenes where 20 whole days before the meeting an invitation was published which clearly sets out the place and time of the meeting, the items on the agenda, and the procedure to be followed by shareholders to participate and exercise their voting rights.

The General Meeting meets and has a quorum where 51% of the share capital is present and represented at it, apart from cases where a 2/3 qualified quorum is required by the Articles of Association.

Shareholders who participate in the General Meeting and have voting rights elect the Chairman and Secretary. The items on the agenda are then discussed and decisions are taken on those matters by absolute majority.

The results of voting are announced by the Chairman of the Meeting once ascertained and published on the Company's website within five (5) days from the General Meeting.

Minutes are kept of the items discussed and decided on by the General Meeting signed by the Chairman and Secretary of the meeting.

The General Meeting is the sole body competent to decide on:

- a) Extension of the Company's effective term, transformation, merger or winding up.
- b) Amendment of the Articles of Association.
- c) Share capital increases or decreases.
- d) The election of members of the Board, auditors and valuers.
- e) Approval of the annual financial statements.
- f) Profit distribution.

### 11.2 Rights of Company shareholders

The rights of shareholders and the rights of shareholders with non-controlling interests are set out in the aforementioned articles of the Articles of Association.

The rights of Company shareholders deriving from its shares depend on their holding in the capital which corresponds to the paid-up value of each share. Each share grants all the rights specified by Law 4548/2018 as amended and in force, and the Company's Articles of Association and in particular:

- Right to obtain a dividend from the Company's annual profits. 35% of the net profits (having deducted the statutory reserve first) are distributed from the profits each fiscal year to shareholders as a first dividend. The General Meeting decides on whether to distribute any additional dividend. Each shareholder entered in the register of shareholders maintained by the Company on the holder-of-record date are entitled to a dividend. The dividend will be paid to the shareholders within 2 months from the date of the Ordinary General Meeting that approved the annual financial statements. The place and manner of payment is announced in the press. The right to collect a dividend becomes statute-barred and the amount involved devolves to the State if not collected within 5 years from the end of the year in which the General Meeting approved distribution.
- The pre-emptive right in each increase of the Company's share capital with cash and new shares.
- The right to receive a copy of the financial statements and reports of chartered auditors and the Company's Board of Directors.
- The right to participate in the General Meeting which consists of the following specific rights: legal standing, attendance, participation in discussions, submission of proposals on items on the agenda, entry of views in the minutes and voting rights.
- The right to receive the contribution paid, upon liquidation or upon the writing off of capital corresponding to the shares, where this is decided upon by the General Meeting.

The General Meeting of the Company's shareholders shall retain all its rights during the period of liquidation.

Company shareholders' liability is limited to the nominal value of the shares held.

## EVENTS OCCURRING AFTER THE BALANCE SHEET DATE

### Decision of the CoS on the Shareholding Composition of EYATH S.A.

Judgment No. 191/2022 of the Plenary Session of the Council of State, published on 4.2.2022, held that the transfer under Law 4389/2016 by the State to HCAP S.A. of more than 50% of the share capital of EYATH S.A. is contrary to the provisions of Article 5(5) and 21(3) of the Constitution which state that the provision of water supply and sewerage services to the population of the wider Thessaloniki area is not an activity integral to the core of state power and that under current conditions, namely under conditions where those services are provided on a monopolistic basis, it is constitutionally necessary for EYATH S.A. to be controlled by the Greek State, not simply by the exercising supervision over it but via its share capital. Although the State is the sole shareholder of HCAP S.A. (the shareholder hereinafter of EYATH S.A.) it does not exercise control over the Board of Directors of HCAP and consequently the constitutional condition which requires EYATH S.A. to be controlled by the Greek State, not just by exercising supervision over it but also via its share capital, is not met, and in addition HCAP S.A., a body governed by private law which intervenes between the State and EYATH S.A., seeks above all to achieve cash flow and money saving objectives and has been organised and is run in such a way as to achieve those objectives.

### EYATH SERVICES S.A.'s share capital increase

At the Extraordinary General Meeting of EYATH Services S.A. held on 11.2.2022 it was decided to increase the share capital by payment of cash and to amend Article 5 of the Articles of Association. More specifically, it was decided to increase the share capital by € one million (1,000,000) paid in cash by issuing two million (2,000,000) registered shares of € fifty cents (0.50) each. The share capital increase was made to cover losses and the medium-term cash flow needs of the company in order to finance its investment programme.

At the meeting of the Board of Directors of EYATH Services S.A. on 10.3.2022, Decision No. 002/2022 of the Board of Directors confirmed payment of the share capital increase for EYATH SERVICES S.A.

Thessaloniki, 14 April 2022

ON BEHALF OF THE BOARD OF DIRECTORS

Agis Papadopoulos	Anthimos Amanatidis	Nikos Klitou
Chairman of the Board of Directors	CEO	Board member Chairman of the Audit Committee
ID Card No. AN 201633	ID Card No. AE 125155	ID Card No. AM 674658

Independent Certified Public Accountant

To the Shareholders of “THESSALONIKI WATER SUPPLY & SEWERAGE Co. S.A.”

Report on the audit of the Separate and Consolidated Financial Statements

Opinion

We have audited the accompanying separate and consolidated financial statements of “THESSALONIKI WATER SUPPLY & SEWERAGE Co. S.A.”(the Company), which comprise the separate and consolidated statement of financial position as at December 31, 2021, the separate and consolidated statements of comprehensive income, changes in equity and cash flows for the year then ended and notes to the separate and consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying separate and consolidated financial statements present fairly, in all material respects, the financial position of the Company and its subsidiary (the Group) as at 31 December 2021, their financial performance and consolidated cash flows for the year then ended in accordance with International Financial Reporting Standards as adopted by the European Union.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) as they have been incorporated into the Greek Legislation. Our responsibilities under those standards are further described in the “Auditor’s Responsibilities for the Audit of the Separate and Consolidated Financial Statements” section of our report. We are independent of the Company and the subsidiaries included in the consolidation throughout our entire appointment, in accordance with the International Ethics Standards Board for Accountants’ Code of Ethics for Professional Accountants (IESBA Code) incorporated into the Greek Legislation and ethical requirements that are relevant to the audit of separate and consolidated financial statements in Greece, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the separate and consolidated financial statements of the current period. These matters, as well as the related risk of significant misstatements, were addressed in the context of our audit of the separate and consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key Audit Matters	How our audit addressed the key audit matter
Trade Receivables – Trade Receivables Recoverability Assessment	



As at 31.12.2021, the Group and Company's trade and other receivables stood at € 99,399 thousand and € 102,251 thousand respectively, whereas the relevant accumulated impairment referred to in Notes 14 and 15 of the attached financial statements stood at € 38,967 thousand for the Group and Company.

At the period end, the Management reviews the recoverability of the Group and Company's trade and other receivables, so that they are reflected in their recoverable amount, recognizing the required impairment provisions for expected credit losses. This process includes important judgements and estimates, in relation to the proper application of IFRS 9 «Financial Instruments», which was adopted by the Group on 1/1/2018 by the method of cumulative effect.

Given the significance of trade and other receivables and the level of judgement and estimates required, we consider the review of the recoverability of trade and other receivables as an area of particular audit interest.

The Group and Company disclosures about recognition of impairment of trade and other receivables are included in Notes 5.1, 14 and 15 of the attached financial statements.

- Our audit procedures to assess the recoverability of trade and other receivables included:
- Assessment of the assumptions and methodology used by Management to identify the recoverability of trade and other receivables or characterise them as bad debt.
  - Examination of the attorney's confirmation letter regarding bad receivables handled during the year and identification of any indication of doubtful accounts.
  - Assessment of the level of impairment of trade and other receivables, taking into account specific debtors classifications and factors, such as maturity, substantial debtors and high risk debtors.
  - Assessment of recoverability of balances through comparing the year end closing balances with subsequent amounts collected / settlements.
  - Assessment of the application of the methodology, in accordance with IFRS 9, as well as the accuracy and completeness of the data used by the Management in the calculation model.
  - Assessment of the adequacy and appropriateness of the Company and Group's disclosures in Notes 5.1, 14 and 15 of the attached financial statements.

Contingent liabilities and provisions for litigation

As at 31.12.2021, the Group is engaged in numerous litigation claims and arbitration procedures totalling approximately € 46 million, for which a provision is recognized amounting to approximately €1.4 million. The relative reference is provided in Notes 5.6, 20 and 32 of the attached financial statements.

Management uses legal advisors who periodically examine all significant legal cases. If the potential loss from litigation is considered probable and the amount can be estimated reliably, Management recognizes the relevant provision in the financial statements.

Management's assessment in respect of the outcome of legal cases involves subjectivity, as it requires significant judgment to include assessments based on the latest available information, determination of potential risk and reliable data on similar court cases. Negative outcome in the course of litigations or on the basis of estimates made by Management and external legal advisors could result in recognizing impairment losses that may have a material impact on the Group's income statement.

Given the above factors, significant Management's estimates and the amount of provisions and contingent liabilities, we consider this issue to be one of the key audit matters.

- Our audit procedures regarding contingent liabilities and provisions for litigations include, among others, the following:
- Analysis of provisions that have been made in comparison with the detailed checklist of pending court cases held by the Company's Legal Department.
  - Receiving direct external confirmation letter from legal advisors handling pending court cases.
  - Discussion with the Group's Legal Department on legal cases and their potential outcome, and assessment of reasonableness of estimates as well as the evidence on which Management's assessment is based.
  - Assessment of the adequacy and appropriateness of the Company and Group's disclosures in Notes 5.6, 20 and 32 of the attached financial statements.

Other Information

Management is responsible for the other information. The other information comprises the information included in the Board of Director's Report, the reference to which is made in the "Report on Other Legal and Regulatory Requirements" section of our Report, and Statements of the Members of the Board of Directors, but does not include the financial statements and our auditor's report thereon

Our opinion on the separate and consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the separate and consolidated financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the separate and consolidated financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement therein, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Separate and Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the separate and consolidated financial statements in accordance with International Financial Reporting Standards that have been adopted by the

European Union and for such internal control as Management determines is necessary to enable the preparation of separate and consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the separate and consolidated financial statements, Management is responsible for assessing the Company's and the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless Management intends to liquidate the Company and the Group or to cease operations or has no other realistic alternative but to do so.

The Company's Audit Committee (Article 44, Law 4449/2017) is responsible for overseeing the Company's and the Group's financial reporting process.

### Auditor's Responsibilities for the Audit of the Separate and Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the separate and consolidated financial statements as a whole, are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs, as transposed into Greek law, will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to affect the economic decisions of users taken on the basis of these separate and consolidated financial statements.

As part of an audit in accordance with ISAs, as transposed into Greek law, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the separate and consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's and the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.
- Conclude on the appropriateness of Management's use of the going concern basis and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's and the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the separate and consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company and the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the separated and consolidated financial statements, including the disclosures, and whether the separate and consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding financial information of the entities or business activities within the Group to express an opinion on the separate and consolidated financial statements. We are responsible for the direction, supervision and performance of the Company and the Group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of

most significance in the audit of the separate and consolidated financial statements of the current period and are therefore the key audit matters.

### Report on other Legal and Regulatory Requirements

#### 1. Board of Directors' Report

Taking into consideration the fact that Management is responsible for the preparation of the Board of Directors' Report and the Corporate Governance Statement included in this report, under the provisions of Article 2(5) (Part B) of Law 4336/2015, we note the following:

1. The Board of Director's Report includes the Corporate Governance Statement that provides the information required by Article 152 of Law 4548/2018.
2. In our opinion, the Board of Directors' Report has been prepared in compliance with the applicable legal requirements of Articles 150 and 153, and Article 152(1)(c) and (d) of Law 4548/2018 and its content is consistent with the accompanying separate and consolidated financial statements for the year ended as at 31/12/2021.
3. Based on the knowledge we acquired during our audit of "THESSALONIKI WATER SUPPLY & SEWERAGE Co. S.A." and its environment, we have not identified any material inconsistencies in the Board of Directors' Report.

#### 2. Additional Report to the Audit Committee

Our opinion on the accompanying separate and consolidated financial statements is consistent with our Additional Report to the Company's Audit Committee, prepared in compliance with Article 11 of Regulation (EU) No 537/2014.

#### 3. Provision of Non-Audit Services

We have not provided to the Company and its subsidiary the prohibited non-audit services referred to in Article 5 of Regulation (EU) No 537/2014.

Authorized non-audit services provided by us to the Company during the year ended as at December 31, 2021 are disclosed in Note 26 of the attached separate and consolidated financial statements.

#### 4. Auditor's Appointment

We were first appointed as auditors of the Company by the Annual General Meeting of Shareholders on 4.8.2011. Since then, our appointment has been renewed annually for a total uninterrupted period of 11 years following the decisions of the Annual General Meetings of Shareholders.

#### 5. Bylaws

The Company has Bylaws in line with the content specified in the provisions of Article 14 of Law 4706/2020.

#### 6. Assurance Report on the European Single Electronic Format

We examined the digital files of the company THESSALONIKI WATER SUPPLY SEWERAGE CO S.A. (hereinafter the Company) which were prepared in accordance with the European Single Electronic Format (ESEF) laid down in Commission Delegated Regulation (EU) 2019/815 as amended by Regulation (EU) 2020/1989 (hereinafter the ESEF Regulation) which include the separate and consolidated financial statements of the Company and Group for the period ended on 31.12.2021 in XHTML format (21380054CNOGH2BJQJ59-2021-12-31-el.xhtml) and the required XBRL file (21380054CNOGH2BJQJ59-2021-12-31-el.zip), suitable indications being provided on the aforementioned consolidated financial statements.

#### Regulatory framework

Digital files in the European Single Electronic Format are prepared in accordance with the ESEF Regulation and Commission Interpretative Communication 2020/C 379/01 of 10 November 2020, as specified in Law 3556/2007 and

the relevant announcements of the Hellenic Capital Market Commission and the Athens Exchange (hereinafter the «ESEF Regulatory Framework»). In short, this Framework includes the following requirements, among others:

- All annual financial reports should be prepared in XHTML format.
- As far as the consolidated financial statements prepared in line with the International Financial Reporting Standards are concerned, the financial information included in the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Equity and the Cash Flow Statement must be marked with XBRL tags in line with the ESEF Taxonomy, as in force. The technical specifications for ESEF, including the relevant taxonomy, are set out in the ESEF Regulatory Technical Standards.

The requirements laid down in the applicable ESEF Regulatory Framework are suitable criteria for expressing conclusions that provide a reasonable assurance.

**Management and governance responsibilities**

Management is responsible for preparing and submitting the separate and consolidated financial statements of the Company and Group for the period ended on 31.12.2021, in accordance with the requirements laid down in the ESEF Regulatory Framework, and for such internal checks and balances as Management considers necessary to make it possible to prepare the digital files free of material misstatement due to fraud or error.

**Auditor's responsibilities**

Our responsibility is to plan and carry out this assurance work in accordance with decision No. 214/4/11-02- 2022 of the Board of Directors of the Accounting Standardisation and Auditing Committee (ELTE) and the «Guidelines on the work and assurance report of certified public accountants in the European single electronic reporting format (ESEF) for issuers with transferable securities listed on a regulated market in Greece», as issued by the Institute of Certified Public Accountants on 14/02/2022 (hereinafter the «ESEF Guidelines»), in order to obtain reasonable assurance that the separate and consolidated financial statements of the Company and the Group prepared by management in accordance with ESEF comply in all material respects with the applicable ESEF Regulatory Framework.

Our work was carried out in accordance with the Code of Ethics for Professional Auditors issued by the International Ethics Standards Board for Accountants (IESBA Code) which has been transposed into Greek law and we have also performed our ethical independence obligations in accordance with Law 4449/2017 and Regulation (EU) No 537/2014.

The assurance work we carried out only covers the items included in the ESEF Guidelines and was carried out in accordance with the International Standard on Assurance Engagements 3000, «Assurance Projects Beyond Control or Review of Historical Financial Information». Reasonable assurances are high level assurances but are not a guarantee that this work will always identify a material error in relation to noncompliance with the requirements of the ESEF Regulatory Framework.

**Conclusion**

Based on the work carried out and the evidence obtained, we can draw the conclusion that the separate and consolidated financial statements of the Company and Group for the period ended on 31.12.2021 in XHTML file format (21380054CNOGH2BJQJ59-2021-12-31-el.xhtml) and the requisite XBRL file (21380054CNOGH2BJQJ59-2021-12-31-el.zip) with suitable indications in the aforementioned consolidated financial statements have been prepared in all material respects in accordance with the requirements of the ESEF Regulatory Framework.

Athens, 15 April 2022

The Certified Public Accountant

Andreas Sofis  
ICPA (GR) Reg. No. 47771



Annual Financial Statements

For the period 1/1 – 31/12/2021

In accordance with the International Financial Reporting Standards (IFRS)

Statement of Financial Position

		THE GROUP		THE GROUP THE COMPANY	
	Note:	31/12/2021	31/12/2020 Adjusted*	31/12/2021	31/12/2020 Adjusted*
ASSETS					
Non-Current Assets					
Tangible assets	7	66.806	62.813	62.813	65.898
Intangible assets	8	88	155	155	217
Participations in subsidiaries	10	-	-	60	60
Deferred tax assets	29	3.377	3.831	3.377	3.831
Other long-term assets	11	2.863	3.126	4.019	3.571
Right-of-use assets	9	1.743	690	1.743	690
Financial assets measured at fair value through other comprehensive income	12	50	50	50	50
Total non-current assets		74.928	70.666	74.988	70.726
Current Assets					
Inventories	13	1.820	1.542	1.820	1.542
Trade receivables and contractual assets	14	57.095	65.033	57.050	65.017
Other receivables	15	3.337	2.190	3.300	2.214
Cash and cash equivalents	16	91.305	81.916	91.019	81.358
Total current assets		153.557	150.681	153.189	150.130
TOTAL ASSETS		228.485	221.347	228.177	220.856
LIABILITIES					
Equity					
Share capital	17	40.656	40.656	40.656	40.656
Premium on capital stock	17	2.830	2.830	2.830	2.830
Reserves	18	30.610	30.610	30.587	30.587
Results carried forward		115.157	111.895	114.999	111.528
Total equity		189.253	185.991	189.072	185.601
Non-controlling interests		-	-	-	-
Total equity		189.253	185.991	189.072	185.601
Liabilities					
Long-term liabilities					
Provisions for employee benefits	19	1.265	1.208	1.265	1.208
Provisions for contingencies and expenses	20	1.603	3.564	1.603	3.564
Grants	21	695	943	695	943
Long-term lease liabilities	23	859	266	859	266
Other long-term liabilities	22	16.303	15.833	16.303	15.833
Total long-term liabilities		20.725	21.814	20.725	21.814
Short-term liabilities					
Trade and other liabilities	24	17.533	12.590	14.407	12.503
Short-term lease liabilities	23	628	172	628	172
Dividends payable		40	42	40	42

Short-term tax liabilities	25	307	738	306	724
<b>Total short-term liabilities</b>		<b>18.507</b>	<b>13.542</b>	<b>18.381</b>	<b>13.441</b>
<b>Total Liabilities</b>		<b>39.232</b>	<b>35.356</b>	<b>39.105</b>	<b>35.255</b>
<b>TOTAL OWNERS' EQUITY AND LIABILITIES</b>		<b>228.485</b>	<b>221.347</b>	<b>228.177</b>	<b>220.856</b>

The comparative amounts in the Statement of Financial Position have been adjusted due to the change in accounting policy for retirement benefit liabilities in accordance with IAS 19. A relevant analysis is provided in note 2.3.

Notes:

The disclosures on pages 80 to 131 constitute an integral part of these financial statements.

Statement of Comprehensive Income

	Note:	THE GROUP		THE COMPANY	
		01/01-31/12/2021	31/12/2020 Adjusted*	01/01-31/12/2021	01/01-31/12/2020
-					
<b>Sales</b>		73.626	71.911	73.626	71.911
Less: Cost of sales	26	(50.549)	(44.289)	(50.549)	(44.289)
<b>Gross profit margin</b>		<b>23.077</b>	<b>27.622</b>	<b>23.077</b>	<b>27.622</b>
Other operating income	27	7.156	2.748	7.099	2.676
		<b>30.233</b>	<b>30.370</b>	<b>30.176</b>	<b>30.298</b>
Selling and distribution expenses	26	(7.252)	(5.798)	(7.252)	(5.798)
Administrative expenses	26	(6.056)	(5.226)	(5.791)	(5.208)
Research and development expenses	26	(177)	(269)	(177)	(269)
Other operating expenses	27	(1.383)	(2.715)	(1.383)	(2.715)
<b>Operating results</b>		<b>15.364</b>	<b>16.362</b>	<b>15.572</b>	<b>16.308</b>
Net financial income	28	389	364	389	363
<b>Normal operating results</b>		<b>15.753</b>	<b>16.725</b>	<b>15.961</b>	<b>16.671</b>
Income from investments		-	-	-	-
<b>Results before tax</b>		<b>15.753</b>	<b>16.725</b>	<b>15.961</b>	<b>16.671</b>
Income tax	29	(4.417)	(4.845)	(4.417)	(4.831)
<b>Results net of tax</b>		<b>1.335</b>	<b>11.881</b>	<b>11.543</b>	<b>11.840</b>
<b>Allocated among:</b>					
Parent shareholders		11.335	11.881	11.543	11.840
Non-controlling interests		-	-	-	-
<b>Other comprehensive income net of tax:</b>					
Data that will not be subsequently classified in the Income Statement:					
Actuarial Results		22	(34)	22	(34)



<b>Total comprehensive income net of tax</b>		<b>11.357</b>	<b>11.847</b>	<b>11.565</b>	<b>11.806</b>
<b>Allocated among:</b>					
Parent shareholders		11.357	11.847	11.565	11.806
Non-controlling interests		-	-	-	-
<b>Earnings per share (in euro per share)</b>		<b>30</b>	<b>0,3123</b>	<b>0,3273</b>	<b>0,3180</b>
Basic					

The comparative amounts in the Statement of Comprehensive Income have been adjusted due to the change in accounting policy for retirement benefit liabilities in accordance with IAS 19. A relevant analysis is provided in note 2.3.

Notes:

The disclosures on pages 80 to 131 constitute an integral part of these financial statements.

Statement of Changes in Equity

Statement of changes in equity (Group)

	Share capital	Share premium	Statutory Reserve	Other reserves	Other comprehensive income / results carried forward	Total
<b>Balance on 1/1/2021 according to IFRS</b>	<b>40.656</b>	<b>2.830</b>	<b>13.574</b>	<b>17.035</b>	<b>111.897</b>	<b>185.991</b>
Earnings after tax 01/01 - 31/12/2021	-	-	-	-	11.305	11.335
Other Comprehensive Income for the period 1/1 - 31/12/2021	-	-	-	-	22	22
Dividends distributed	-	-	-	-	(8.095)	(8.095)
<b>Balance on 31/12/2021 according to IFRS</b>	<b>40.656</b>	<b>2.830</b>	<b>13.574</b>	<b>17.035</b>	<b>115.158</b>	<b>189.253</b>
<b>Balance on 1/1/2020 according to IFRS</b>	<b>40.656</b>	<b>2.830</b>	<b>13.310</b>	<b>17.035</b>	<b>109.381</b>	<b>183.212</b>
Earnings after tax 01/01 - 31/12/2020	-	-	264	-	11.617	11.881
Other Comprehensive Income for the period 1/1 - 31/12/2020	-	-	-	-	(34)	(34)
Dividends distributed	-	-	-	-	(9.728)	(9.728)
<b>Balance on 31/12/2020 according to IFRS</b>	<b>40.656</b>	<b>2.830</b>	<b>13.574</b>	<b>17.035</b>	<b>111.897</b>	<b>185.991</b>

Statement of changes in equity (Company)

	Share capital	Share premium	Statutory Reserve	Other reserves	Other comprehensive income / results carried forward	Total
<b>Balance on 1/1/2021 according to IFRS</b>	<b>40.656</b>	<b>2.830</b>	<b>13.552</b>	<b>17.035</b>	<b>111.528</b>	<b>185.601</b>
Earnings after tax 01/01 - 31/12/2021	-	-	-	-	11.543	11.543
Other Comprehensive Income for the period 1/1 - 31/12/2021	-	-	-	-	22	22
Dividends distributed	-	-	-	-	(8.095)	(8.095)

<b>Balance on 31/12/2021 according to IFRS</b>	<b>40.656</b>	<b>2.830</b>	<b>13.552</b>	<b>17.035</b>	<b>114.999</b>	<b>189.072</b>
<b>Balance on 1/1/2020 according to IFRS</b>	<b>40.656</b>	<b>2.830</b>	<b>13.288</b>	<b>17.035</b>	<b>109.715</b>	<b>183.524</b>
Earnings after tax 01/01 - 31/12/2020	-	-	264	-	11.576	11.840
Other Comprehensive Income for the period 1/1 - 31/12/2020	-	-	-	-	(34)	(34)
Dividends distributed	-	-	-	-	(9.728)	(9.728)
<b>Balance on 31/12/2020 according to IFRS</b>	<b>40.656</b>	<b>2.830</b>	<b>13.552</b>	<b>17.035</b>	<b>111.528</b>	<b>185.601</b>

The comparative amounts in the Statement of Financial Position have been adjusted due to the change in accounting policy for retirement benefit liabilities in accordance with IAS 19.

Notes:

The disclosures on pages 80 to 131 constitute an integral part of these financial statements.

Cash Flow Statement

Indirect method

Note:	THE GROUP		THE COMPANY	
	01/01-31/12/2021	01/01-31/12/2020 Adjusted*	01/01-31/12/2021	01/01-31/12/2020 Adjusted*
<b>Cash flow from operating activities</b>				
Profit / (loss) before income tax (continuing operations)	15.753	16.725	15.961	16.671
<b>Plus/(Minus) adjustments for:</b>				
Depreciation	7.8	5.300	6.241	6.241
Depreciation of rights-of-use	9	555	353	353
Depreciation of fixed asset investment subsidies	21	(248)	(348)	(348)
Provisions		4.627	5.261	5.261
Offsetting of prior period provisions	20	(2.224)	(355)	(355)
Interest and related (income) / expenses		(389)	(364)	(363)
		<b>23.014</b>	<b>27.513</b>	<b>23.237</b>
Decrease/ (increase) in inventories		(278)	50	(278)
Decrease/(increase) in trade and other receivables		6.484	(5.343)	6.559
Increase/(decrease) of trade and other liabilities (except loans)		899	(1.207)	874
Decrease/(increase) in other long-term receivables		263	(389)	263
Interest charges and related expenses paid		(120)	(107)	(120)
Tax paid		(3.540)	(2.173)	(3.540)
<b>Total inflow/(outflow) from operating activities (a)</b>		<b>26.722</b>	<b>18.345</b>	<b>26.995</b>
<b>Cash Flows from Investing Activities</b>				
Purchases of tangible assets	7	(9.211)	(3.035)	(9.211)
Purchase of intangible assets	8	(16)	(73)	(16)

Sales of fixed assets		0	14	0	14
Interest received		512	818	512	818
<b>Total inflow/(outflow) from investing activities (b)</b>		<b>(8.714)</b>	<b>(2.276)</b>	<b>(8.714)</b>	<b>(2.276)</b>
<b>Cash flows from financing activities</b>					
Leasing arrangement liabilities paid	23	(607)	(372)	(607)	(372)
Dividends paid		(8.012)	(9.625)	(8.012)	(9.625)
<b>Total inflow/(outflow) from financing activities (c)</b>		<b>(8.620)</b>	<b>(9.996)</b>	<b>(8.620)</b>	<b>(9.996)</b>
<b>Net increase/(decrease) in cash and cash equivalents for the period (a) + (b) + (c)</b>		<b>9.388</b>	<b>6.072</b>	<b>9.661</b>	<b>6.029</b>
Cash assets and equivalents at start of year		81.916	75.844	81.358	75.329
<b>Cash assets and equivalents at end of period</b>	<b>16</b>	<b>91.305</b>	<b>81.916</b>	<b>91.019</b>	<b>81.358</b>

The comparative amounts in the Cash Flow Statement have been adjusted due to the change in accounting policy for retirement benefit liabilities in accordance with IAS 19.

Notes:

The disclosures on pages 80 to 131 constitute an integral part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS

1. GENERAL INFORMATION ABOUT THE COMPANY AND THE GROUP

The **THESSALONIKI WATER SUPPLY AND SEWERAGE CO. S.A.**, trading as EYATH S.A. (hereinafter the Company) has its registered offices at 91 Tsimiski St., Thessaloniki GR-54635, and has been listed since 2001 with its shares traded in the High Cap category on the Athens Exchange. It provides water supply and sewerage services to more than 1 million citizens in the wider Thessaloniki urban area.

Thessaloniki Water Supply and Sewerage Co. S.A. (EYATH) is a societe anonyme which was established by Article 20 of Law 2651/1998 (Government Gazette 248/A) following the merger of the companies «Thessaloniki Water Supply Organisation S.A.» (OYTH S.A.) and «Thessaloniki Sewerage Organisation S.A.» (OATH S.A.). Article 18 of Law 2937/2001 states that EYATH S.A. is governed by the provisions of Law 4548/2018, Article 22 of Law 2733/1999 which applies to EYATH S.A. from publication of that law, and also by the provisions of Emergency Law 1563/1939, Legislative Decree 787/1970, Presidential Decrees 156/1997 and 157/1997 and Article 20 of Law 2651/1998, and is under the supervision of the Ministers of Finance and Macedonia-Thrace.

Decision no. ΕΓΑ/606/26-7-2001 of the Ministers of Economy-Finance-Macedonia-Thrace was issued pursuant to Article 18(9) of Law 2937/2001 (Government Gazette 989/B/30.07.2001), and the Company's Articles of Association were drawn up. These Articles of Association, as amended and codified on 20.12.2019, were lawfully entered in the GCR on 9.3.2020 with entry number 2099211 (notice no. 1919394).

Article 18(2) of Law 2937/2001 and Article 4(1)(a) of its Articles of Association expressly state that EYATH S.A.'s objects include the provision of water supply and sewerage services, the design, construction, installation, operation, running, management, maintenance, extension and renewal of water supply and sewerage systems. To achieve its objects, the Company can (among other things) enter into all manner of contracts.

Moreover, under Article 20 of Law 2937/2001 and the tripartite agreement of 27.7.2001 signed by the Greek State, EYATH S.A. Fixed Assets and EYATH S.A., an exclusive right to provide water supply and sewerage services in the geographical areas within its remit, as defined in Article 26(1) of that same Law was conferred on EYATH S.A.

Moreover, via the subsidiary EYATH SERVICES S.A., the Group seeks to provide telecom services via the water supply and sewerage networks and is also involved in the generation and sale of electricity, which is primarily

generated by utilising water from springs, dams, aqueducts and pipelines..

Board of Directors:

- 1. Agis Papadopoulos, Chairman, non-executive member
- 2. Anthimos Amanatidis, CEO, executive member
- 3. Grigorios Penelis, Vice Chairman, independent non-executive member.
- 4. Theodoros Koulouris, executive member
- 5. Nikolaos Klitou, independent non-executive member, Chairman of the Audit Committee.
- 6. Dimitrios Konstantakopoulos, non-executive member
- 7. Sofia Ammanatidou, independent non-executive member
- 8. Katerina Tsikaloudaki, non-executive member
- 9. Maria Petala, independent non-executive member
- 10. Georgios Archontopoulos, employee representative, non-executive member
- 11. Ioannis Mitziias, employee representative, non-executive member

Companies Reg. No. 41913/ 06/ B/ 98/ 32

General Commercial Reg. No. 58240404000

Auditing Company: GRANT THORNTON SA  
58 Katehaki Ave., GR-11525  
Athens, Greece  
ICPA (GR) Reg. No. 127

2. BASIS FOR THE PREPARATION OF FINANCIAL STATEMENTS

2.1 Basis of preparation of the financial statements

These financial statements have been prepared in accordance with the International Financial Reporting Standards (IFRS), including the International Accounting Standards (IAS) and the interpretations issued by the IFRIC Committee, as adopted by the European Union up to 31 December 2021. The key accounting policies implemented for drawing up the financial statements for the period that ended on 31 December 2021 are the same as those followed when drawing up the annual financial statements of the year ended on 31 December 2020, and are described in them. Where necessary, the comparable data have been reclassified to reconcile with any changes to the presentation of the current period's data. Any differences between the amounts reported in the financial statements and the respective amounts in the notes are due to rounding.

The financial statements have been prepared based on historical cost and the going concern principle, as disclosed below in the Company's accounting policies, have been approved by the BoD on 14/04/2022 and are subject to approval by the General Meeting.

Preparing the financial statements in accordance with the IFRS requires the adoption of certain estimates and assumptions. It also requires Management to use its discretion when implementing the Company's accounting policies. Areas entailing a high degree of subjectivity or which are complex or where assumptions and estimates are significant for the financial statements are cited in Note 5 below.

These financial statements are presented in Euro (€), which is the currency of the primary economic environment in which the company operates.

2.2 Standards and Interpretations mandatory for the financial year ended

Specific new standards, amendments to standards and interpretations have been issued which are mandatory for accounting periods which commence on or after 1.1.2021. Where not otherwise stated, other amendments and interpretations which applied for the first time in 2021 have no impact on the consolidated financial statements. The Company and Group did not engage in early adoption of standards, interpretations or amendments which have been issued by the IASB and adopted by the EU, which are not mandatorily applicable in the 2021 period.

**Standards and interpretations mandatory for the current financial year****IFRS 4 (Amendment) “Extension of the Temporary Exemption from Applying IFRS 9”**

In June 2020, the IASB issued amendments which postponed the date of initial application of IFRS 17 for two years, in other words it will apply to annual periods beginning on or after 1.1.2023. As a result of this, the IASB also extended the set end date for the temporary exemption from the application of IFRS 9 “Financial Instruments” included in IFRS 4 “Insurance Contracts”, meaning that economic entities are required to apply IFRS 9 for annual periods beginning on or after 1.1.2023.

**IFRS 9, IAS 39, IFRS 7, IFRS 4 and IFRS 16 (Amendments) “Interest Rate Benchmark Reform - Phase 2”**

In August 2020, the IASB completed the process of evaluating and responding to the change in interbank interest rates and other interest rate benchmarks by issuing a series of amendments to five Standards. The amendments complement those issued in 2019 and focus on the effects on financial statements when a company replaces the old interest rate benchmark with an alternative benchmark rate as a result of the reform. More specifically, the amendments relate to how a company will account for changes in the contractual cash flows of financial instruments, how it will account for changes in its hedging relationships, and the information which must be disclosed.

**IFRS 16 (Amendment): Covid-19 Related Rent Concessions after 30.6.2021**

In March 2021, the IASB issued amendments regarding the practical application of IFRS 16, which extends the implementation period by one year to include Covid-19-related rent concessions that reduce lease payments that become payable on or before 30.6.2022.

**IAS 19 (Employee Benefits) «Attributing Benefits to Periods of Service»**

In May 2021, IFRIC issued a decision about IAS 19 «Employee Benefits» and in particular about how the accounting principles and requirements in the International Accounting Standards apply to the allocation of benefits to periods of service. The Group and Company have fully implemented this decision as of 31.12.2021. The impact of this decision on the Company's Financial Statements is outlined in Note 2.3.

**Standards and Interpretations mandatory for later accounting periods****IFRS 17 “Insurance contracts” and Amendments to IFRS 17** (effective for annual accounting periods beginning on or after 1.1.2023)

IFRS 17 was issued in May 2017 and along with amendments to IFRS 17 issued in June 2020, it replaces IFRS 4. IFRS 17 establishes the principles of recognition, measurement and presentation of insurance contracts which fall within the standard's scope and the relevant disclosures. The objective of the standard is to ensure that an entity provides relevant information that faithfully represents those contracts. The new standard solves the comparison problems created by IFRS 4 by requiring all insurance contracts to be accounted for in a consistent manner. Insurance obligations will be accounted for using current values – instead of historical cost. The standard has not yet been adopted by the European Union.

**IAS 16 (Amendment) “Property Plant and Equipment – Proceeds before intended use”** (effective for annual accounting periods beginning on or after 1.1.2022)

The amendment prohibits an entity from deducting from the cost of property plant and equipment any proceeds received from the sale of items produced while the entity is readying the asset for its intended use. It also requires entities to disclose separately the amounts of income and expenses related to such items produced which are not the result of the entity's normal activities. This amendment has not yet been adopted by the European Union.

**IAS 37 (Amendment) “Onerous Contracts — Cost of Fulfilling a Contract”** (effective for annual accounting periods beginning on or after 1.1.2022)

The amendment clarifies that “the cost of fulfilling a contract” comprises the costs that relate directly to the contract and the allocation of other costs that relate directly to fulfilling the contract. The amendment also

clarifies that, before recognising a separate provision for an onerous contract, an entity must recognise any impairment losses on the assets used to fulfil the contract, and not on assets dedicated only to the specific contract. This amendment has not yet been adopted by the European Union..

**IFRS 3 (Amendment) «Reference to the Conceptual Framework»** (effective for annual accounting periods beginning on or after 1.1.2022)

The amendment updated the standard to refer to the Conceptual Framework for Financial Reporting issued in 2018 when it is necessary to determine what constitutes an asset or liability in a business combination. In addition, an exception was added for certain types of liabilities and contingent liabilities acquired in a business combination. Lastly, it should be clarified that the acquirer must not recognise contingent assets as defined in IAS 37 on the acquisition date. This amendment has not yet been adopted by the European Union.

**IAS 1 (Amendment) “Classification of liabilities as current or non-current”** (effective for annual accounting periods beginning on or after 1.1.2023)

This amendment clarifies that liabilities are classified as current or non-current based on the rights in force at the end of the reporting period. Classification is not affected by the entity's expectations or by events after the reporting date. Moreover, the amendment clarifies the meaning of the term ‘settlement’ of an obligation under IAS 1. This amendment has not yet been adopted by the European Union.

**IAS 1 (Amendments) «Presentation of Financial Statements» and IFRS Practice Statement 2 «Disclosure of Accounting Policies»** (effective for annual accounting periods beginning on or after 1.1.2023)

The amendments require companies to provide information about their accounting policies when they are material, and provide guidance about the concept of materiality when applied to accounting policy disclosures. These amendments have not yet been adopted by the European Union.

**IAS 8 (Amendments) “Accounting Policies, Changes in Accounting Estimates and Errors: “Definition of Accounting Estimates”** (effective for annual accounting periods beginning on or after 1.1.2023)

The amendments clarify how companies should distinguish changes in accounting policies from changes in accounting estimates. This distinction is important since a change in an accounting valuation is applied without retroactive effect and only for future transactions and other future events, compared to a change in an accounting policy which has retroactive effect and applies to transactions and other past events. These amendments have not yet been adopted by the European Union.

**IAS 12 (Amendments) “Deferred Tax related to Assets and Liabilities arising from a Single Transaction”** (effective for annual accounting periods beginning on or after 1.1.2023)

The amendments require companies to recognise deferred tax in specific transactions which, upon initial recognition, leads to equal amounts of taxable and deductible interim differences. This usually applies to transactions such as leases for lessees and decommissioning obligations. These amendments have not yet been adopted by the European Union.

**IFRS 17 (Amendments) «Insurance Contracts: First-time adoption of IFRS 17 and IFRS 9 - Comparative Period Information»** (effective for annual accounting periods commencing on or after 1.1.2023)

In December 2021, the IASB issued a narrow-scope amendment to the transition requirements in IFRS 17 to address a major issue related to temporary accounting mismatches between insurance contract liabilities and financial assets in comparative reporting in the context of first-time adoption. IFRS 17 «Insurance Contracts» and IFRS 9 «Financial Instruments». This amendment seeks to improve the utility of financial information presented in the comparator period for users of Financial Statements. These amendments have not yet been adopted by the European Union.

**Annual improvements to the IFRS 2018-2020** (effective for annual accounting periods beginning on or after 1.1.2022)

The amendments presented below describe the basic changes to four IFRSs. These amendments have not yet been adopted by the European Union.

**IFRS 1 “First-time adoption of International Financial Reporting Standards”**

This amendment allows the subsidiary to apply paragraph D16(a) of the Appendix to IFRS 1 to measure cumulative foreign exchange differences using the amounts reported by the parent company which are based on the parent company’s transition date to IFRS.

**IFRS 9 «Financial instruments”**

The amendment examines which costs should be included in the ten per cent test for derecognition of financial liabilities. The relevant costs or fees could be paid either to third parties or to the creditor. Under the amendment, the cost or fees paid to third parties will not be included in the ten per cent test.

**IFRS 16 “Leases”**

The amendment removed the example for payments by the lessor relating to lease improvements in explanatory example 13 of the standard in order to remove any possible confusion about how lease incentives are handled.

**IAS 41 “Agriculture”**

This amendment has abolished the requirement for entities to exclude tax cash flows when measuring fair value in accordance with IAS 41.

**2.3 Change in accounting policy on the allocation of defined employee benefits to periods of service in accordance with IAS 19 «Employee Benefits»**

In May 2021, the IFRS Interpretations Committee issued a final agenda decision entitled «Attributing benefits to periods of service in accordance with International Accounting Standard (IAS) 19» which includes explanatory material about how benefits are to be allocated to periods of service in a specific defined benefit plan similar to that specified in Article 8 of Law 3198/1955 on the provision of retirement compensation (the «Defined Benefit Plan under Labour Law»).

This Decision differentiates the way in which the basic principles of IAS 19 were applied in Greece in the past in this regard, and consequently, in accordance with the provisions of the IASB Due Process Handbook (para. 8.6)” entities preparing their financial statements in accordance with the IFRS must amend their accounting policy accordingly in this regard.

Until the agenda decision was issued, the Group and Company applied IAS 19 by allocating the benefits specified in Article 8 of Law 3198/1955, Law 2112/1920 and its amendment by Law 4093/2012 to the period from recruitment to the employee retirement date.

Application of this final Decision to the attached financial statements results in benefits being allocated over the last 16 years up to the date on which employees retire using the scale set out in Law 4093/2012.

In light of the above, application of the final Decision has been treated as a change in accounting policy, applying the change retroactively from the start of the first comparator period in accordance with paragraphs 19 to 22 of IAS 8.

The adjusted accounts in the statement of financial position as at 31.12.2020 and 31.12.2019 and the adjusted statement of comprehensive income for the comparator period 1.1-31.12.2020 are set out below:

**i. Statement of Financial Position as at 1.1.2020 and 31.12.2020:**

	THE GROUP			THE GROUP		
	Published on 31/12/2020	Impact of Change IAS 19	Adjusted on 31/12/2020	Published on 31/12/2019	Impact of Change IAS 19	Adjusted on 1/1/2020
<b>ASSETS</b>						
<b>Non-Current Assets</b>						
Deferred tax assets	4.019	(188)	3.831	3.571	(209)	3.362
<b>Total non-current assets</b>	<b>70.854</b>	<b>(188)</b>	<b>70.666</b>	<b>73.780</b>	<b>(209)</b>	<b>73.571</b>
<b>TOTAL ASSETS</b>	<b>221.535</b>	<b>(188)</b>	<b>221.347</b>	<b>218.579</b>	<b>(209)</b>	<b>218.370</b>
<b>LIABILITIES</b>						
<b>Equity</b>						
Results carried forward	111.298	596	111.895	109.380	661	110.041
<b>Total equity</b>	<b>185.394</b>	<b>596</b>	<b>185.991</b>	<b>183.212</b>	<b>661</b>	<b>183.873</b>
<b>Liabilities</b>						
<b>Long-term liabilities</b>						
Provisions for employee benefits	1.993	(784)	1.208	2.044	(870)	1.174
<b>Total long-term liabilities</b>	<b>22.598</b>	<b>(1.207)</b>	<b>21.814</b>	<b>22.785</b>	<b>(870)</b>	<b>21.916</b>
<b>Total Liabilities</b>	<b>36.140</b>	<b>(784)</b>	<b>35.356</b>	<b>35.367</b>	<b>(870)</b>	<b>34.497</b>
<b>TOTAL OWNERS' EQUITY AND LIABILITIES</b>	<b>221.535</b>	<b>(188)</b>	<b>221.347</b>	<b>218.579</b>	<b>(209)</b>	<b>218.370</b>

	THE COMPANY			THE COMPANY		
	Published on 31/12/2020	Impact of Change IAS 19	Adjusted on 31/12/2020	Published on 31/12/2019	Impact of Change IAS 19	Adjusted on 1/1/2020
<b>ASSETS</b>						
<b>Non-Current Assets</b>						
Deferred tax assets	4.019	(188)	3.831	3.571	(209)	3.362
<b>Total non-current assets</b>	<b>70.914</b>	<b>(188)</b>	<b>70.726</b>	<b>73.840</b>	<b>(209)</b>	<b>73.631</b>
<b>TOTAL ASSETS</b>	<b>221.044</b>	<b>(188)</b>	<b>220.856</b>	<b>218.132</b>	<b>(209)</b>	<b>217.924</b>
<b>LIABILITIES</b>						
<b>Equity</b>						
Results carried forward	110.932	596	111.528	109.054	661	109.715
<b>Total equity</b>	<b>185.005</b>	<b>596</b>	<b>185.601</b>	<b>182.863</b>	<b>661</b>	<b>183.524</b>
<b>Liabilities</b>						
<b>Long-term liabilities</b>						
Provisions for employee benefits	1.993	(784)	1.208	2.044	(870)	1.174
<b>Total long-term liabilities</b>	<b>22.598</b>	<b>(784)</b>	<b>21.814</b>	<b>22.785</b>	<b>(870)</b>	<b>21.916</b>
<b>Total Liabilities</b>	<b>36.039</b>	<b>(784)</b>	<b>35.255</b>	<b>35.269</b>	<b>(870)</b>	<b>34.400</b>
<b>TOTAL OWNERS' EQUITY AND LIABILITIES</b>	<b>221.044</b>	<b>(188)</b>	<b>220.856</b>	<b>218.132</b>	<b>(209)</b>	<b>217.924</b>



ii. Statement of Comprehensive Income as at 31.12.2020:

	THE GROUP		
	Published 1/1-31/12/2020	Impact of Change IAS 19	Adjusted 1/1-31/12/2020
Sales	71.911		71.911
Less: Cost of sales	(44.290)	1	(44.289)
Gross profit margin	27.621	1	27.622
Selling and distribution expenses	(5.798)	0	(5.798)
Administrative expenses	(5.227)	0	(5.226)
Operating results	16.360	1	16.362
Net financial income	349	15	364
Normal operating results	16.709	16	16.725
Results before tax	16.709	16	16.725
Income tax	(4.841)	(4)	(4.845)
Results net of tax	11.868	12	11.881
Allocated among:			
Parent shareholders	11.868	12	11.881
Other comprehensive income net of tax:			
Data that will not be subsequently classified in the Income Statement:			
Actuarial Results	43	(77)	(34)
Total comprehensive income net of tax			
Allocated among:	11.911	(65)	11.847
Parent shareholders	11.911	(65)	11.847

	THE COMPANY		
	Published 1/1-31/12/2020	Impact of Change IAS 19	Adjusted 1/1-31/12/2020
Sales	71.911		71.911
Less: Cost of sales	(44.290)	1	(44.289)
Gross profit margin	27.621	1	27.622
Selling and distribution expenses	(5.798)	0	(5.798)
Administrative expenses	(5.208)	0	(5.208)
Operating results	16.307	1	16.308
Net financial income	348	15	363
Normal operating results	16.655	16	16.671
Results before tax	16.655	16	16.671
Income tax	(4.828)	(4)	(4.831)
Results net of tax	11.827	12	11.840
Allocated among:			
Parent shareholders	11.827	12	11.840
Other comprehensive income net of tax:			
Data that will not be subsequently classified in the Income Statement:			
Actuarial Results	43	(77)	(34)
Total comprehensive income net of tax			
Allocated among:	11.870	(65)	11.806
Parent shareholders	11.870	(65)	11.806

3. MAIN ACCOUNTING POLICIES

3.1 Investments in subsidiaries

Subsidiaries are businesses over which the Group exerts control. The parent company acquires and exercises control via voting rights. The existence of any potential voting rights which are exercisable at the time the financial statements are prepared is taken into account in order to determine whether the parent company exercises control over subsidiaries. Subsidiaries are fully consolidated from the date on which control of them is acquired and they cease to be consolidated from the date on which such control no longer exists.

The purchase method of accounting is used to account for the acquisition of subsidiaries. The cost of acquiring a subsidiary is the fair value of the assets given, the shares issued and the liabilities assumed on the transaction date plus any cost directly associated with the transaction. Individual assets, liabilities and contingent liabilities acquired in a business combination are measured at acquisition at fair value regardless of the holding. The cost of acquisition above fair value of the specific assets acquired is posted as goodwill. If the total acquisition cost is lower than the fair value of the individual assets acquired, the difference is directly recorded in the profit and loss account.

Intra-group transactions, balances and unrealised profits from transactions between companies in the group are crossed out. Unrealised losses are also crossed out but are taken into account as indications of impairment of the asset transferred. The subsidiary's accounting policies have been changed, where necessary, so that they are identical with those adopted by the Group.

Investments in subsidiaries in the parent company's separate financial statements are valued at acquisition cost less any accumulated impairment losses.

3.2 Basis of consolidation:

The consolidated financial statements consist of the financial statements of the parent Company and the subsidiary of the Group. The following table presents the parent and the subsidiary included in the consolidation, together with the corresponding participation percentages, the country where they are registered as well as their activity.

COMPANIES	% GROUP	COUNTRY	ACTIVITY
THESSALONIKI WATER SUPPLY AND SEWERAGE CO. S.A. (EYATH)	PARENT COMPANY	GREECE	Water supply & Sewerage Services
EYATH SERVICES S.A.	100%	GREECE	Provision of all types of Water supply & Sewerage Services, telecommunication services & production / sale of electricity

3.3 Tangible fixed assets

Tangible assets are measured at acquisition cost less accumulated depreciation and impairment. The cost of acquisition includes all directly payable expenses for acquiring assets. Subsequent expenses are recorded as an increase to the book value of the fixed assets or as a separate asset only where it is likely that the future financial benefits accruing to the Group and the cost can be reliably measured. The cost of repair and maintenance works is recognised in profit and loss when the said works are carried out.

Fixed assets under construction include assets being constructed presented at cost. Fixed assets under construction are not depreciated until the asset is completed and available for the purpose for which it is intended.

Plots – lots are not depreciated. Depreciation of other tangible assets is calculated using the straight line method, charged in equal amounts over the asset's expected useful life, so as to write off the cost at residual value, as follows:

Buildings and technical works 9 to 40 years	9 έως 40 έτη
Machinery and installations 10-25 years	10-25 έτη
Transportation equipment 10-15 years	10-15 έτη
Furniture and other equipment 5-15 years	5-15 έτη

Residual value and the useful life of tangible assets are subject to re-examination on each balance sheet date. When the book value of tangible assets exceeds the recoverable value the differences (impairment) are posted as expenses to the results.

When the tangible assets are sold, differences between the price received and the book value are posted as profits or losses in the income statement. Financial expenses which relate to the construction of assets are capitalised for the time required to complete construction. All other financial expenses are recognised in the income statement.

3.4 Intangible assets

3.4.1 Software

Software here means the cost of purchasing or developing such software, such as payrolling, materials and services, as well as all expenses incurred to develop software in order for it to be put into service. Costs which improve or extend the performance of software beyond initial specifications are recognised as capital expenditure and added to the initial cost of the software.

Depreciation on software is imputed to the income statement using straight line depreciation over the entire useful life of the asset. The estimated useful life is 6 years.

3.4.2 Product Research and Development (R&D) cost

The R&D cost is recognised in the Income Statement when incurred. Development costs are incurred mainly for the development of new products and production methods. The costs incurred for developing a separate program are recognised as intangible assets only when the requirements of IAS 38 «Intangible assets» are met.

3.5 Financial assets

a) Classification, recognition and measurement

To a large extent IFRS 9 retains the existing requirements in IAS 39 on classification and measurement of financial liabilities. However, it removes the previous IAS 39 categories on financial assets: assets held to maturity, loans and receivables, and assets available for sale.

In accordance with IFRS 9, the Group and Company’s financial instruments are measured at fair value through profit and loss, at amortised cost or at fair value through other comprehensive income.

Classification is based on two criteria:

- the business model within which the financial asset is held, namely whether the objective is to hold it to collect contractual cash flows or collect contractual cash flows and sale financial assets and
- whether the contractual cash flows form a financial asset which consists Solely of Payments of Principal and Interest on the outstanding capital balance (the SPPI criterion).

Normal purchases and sales of investments are recognised on the date the transaction takes place, which is the date the Group and Company undertake to purchase or sell the asset.

Upon initial recognition, the Group and the Company measure a financial asset at fair value plus, in the case of a financial asset not measured at fair value through profit or loss, transaction costs directly attributable to the acquisition of the financial asset. Transaction costs of financial assets measured at fair value through profit or loss are recognised directly in profit or loss.

Investments cease to be recognised when the rights to receive cash flows from financial assets expire or are transferred and the Group and the Company have transferred substantially all the risks and rewards of ownership.

The Group and Company use the following categories to classify and measure financial assets:

Financial assets at amortised cost

Financial assets are measured at amortised cost if held in the context of a business model for the purpose of retaining them and collecting contractual cash flows which meet the SPPI criterion. Interest earned from those assets is included in financial income and recognised using the effective interest rate. Any profit or loss arising from deletion is recognised immediately in the Income Statement.

The Financial assets classified in this category are “trade and other receivables”. Trade and other receivables are initially recognised at fair value and are subsequently valued at amortised cost using the effective interest rate method, unless the results of discounting, less any impairment losses, are not significant.

Financial assets measured at fair value through other comprehensive income

According to the relevant requirements of IFRS 9, upon initial recognition, the Group and Company may irrevocably opt to present subsequent changes in the fair value of an equity investment not intended for commercial exploitation, in other results directly in equity.

Gains and losses from those financial assets are never recycled in the results for the period. Dividends are recognised as other income in the income statement when the payment entitlement has been established unless the Group and the Company benefit from such income as recovery of part of the cost of the financial asset, in which case those profits are recognised in the statement of comprehensive income. Equity instruments designated at fair value through comprehensive income are not subject to impairment testing.

This is done for each individual equity instrument.

The Group and the Company have chosen to classify investments in this category (see note 12).

(b) Impairment

The Group and Company recognise provisions for impairment for expected credit losses for all financial assets apart from those measured at fair value through profit and loss. The relevant methodology depends on whether there is a significant increase in credit risk.

For contractual assets and customer receivables, the Group and the Company apply the simplified approach permitted by IFRS 9. Based on this approach, the Group and the Company recognise the credit losses that are expected over the lifetime of these receivables.

3.6 Trade receivables

Trade receivables are the balances owed by customers from the sale of goods or provision of services in the context of the Group’s normal operations. If it is expected that these balances will be collected within a year or less (or more if this is part of the normal business cycle) then the receivables are classified as current assets. If not, they are classified as non-current assets.

Trade receivables are posted initially at fair value and subsequently valued at amortised cost using the effective interest rate less impairment losses.

3.7 Inventories

Inventories are valued at acquisition cost or net realisable value, whichever is lower. The cost is calculated using the average weighted cost method. The financial cost is not included in the acquisition cost of inventories. Net realisable value is assessed based on current sale prices of inventories in the context of normal activities less any sales expenses which apply in the case.

More specifically, inventories/stocks consisting of specialist spare parts for machinery purchased when the machinery is purchased are considered to be an integral part of the machinery’s value and are depreciated along with the machinery, while replacements for used spare parts are expensed at the time of purchase. On the contrary though, consumables for machinery maintenance and spare parts for general use are included in inventories and are expensed at the time of consumption.

3.8 Cash assets

Cash also includes cash equivalents such as sight deposits and short-term time deposits. Overdrafts payable upon first demand, which are an integral part of managing the Group and Company’s cash are included as an integral part of cash for the purpose of preparing the cash flow statement.

### 3.9 Share capital

Expenditure paid to third parties related directly to the issuing of new shares is recorded in equity, less the corresponding tax, as a reduction in the premium on capital stock.

When acquiring own shares, the price paid including relevant expenses are presented as reducing equity.

### 3.10 Income tax

Current and deferred income tax is calculated based on the relevant financial statement accounts, in accordance with taxation laws which apply in Greece. Current income tax relates to tax on the taxable profits of the Group and Company adjusted in accordance with tax law requirements and calculated based on the current tax rate.

Deferred taxation is calculated using the liability method on all interim differences on the balance sheet date between the taxation basis and the book value of the assets and liabilities.

Expected tax impacts from interim tax adjustments are determined and presented either as future (deferred) tax liabilities or as deferred tax assets.

Deferred tax assets are posted for all tax deductible interim difference and tax losses carried forward to the extent that this is likely that there will be taxable profits available in respect of which the interim difference can be utilised.

The book value of deferred tax assets is revised on each balance sheet date and reduced to the extent that it is not considered likely that there will be sufficient taxable profits for which all or part of the deferred tax assets can be used.

Current tax assets and liabilities for the current and past accounting periods are valued at the figure expected to be paid to the tax authorities (or recovered from them) using tax rates (and tax laws) which have been adopted or substantively adopted by the balance sheet date.

### 3.11 Dividends

Dividends payable are presented as a liability at the time they are approved by the General Meeting of Shareholders.

### 3.12 Provisions for employee benefits

The Company's and Group's obligation to staff employed by them for future payment of benefits depending on their length of previous service is measured and presented based on the accrued right expected to be paid to each employee, on the balance sheet date, discounted at present value, compared to the expected time of payment.

The relevant obligation is calculated based on the financial and actuarial assumptions and is specified using the actuarial valuation method called the projected unit method. The net cost of retirement in the period is included in payrolling cost in the attached statement of comprehensive income and consists of the present value of benefits which became accrued during the year, interest on the benefit obligation, the cost of past service, actuarial profits or losses, and any other additional pension costs.

### 3.13 Provisions for contingencies and expenses

Provisions are formed when the Group has a legal or presumed obligation as a result of some past event and it is considered likely that an outflow of resources will be required to settle the liability, and that amount can be reliably estimated.

The Company re-examines the need to form provisions at the end of each year and adjusts them so that they reflect the best possible assessments and in the case where this is considered necessary discounts them based on a reasonable pre-tax discount rate. Contingent liabilities are not posted to the financial statements but are disclosed unless the likelihood of a resource output incorporating financial benefits is minimal. Contingent assets are not posted to the financial statements but are disclosed where the inflow of financial benefits is likely.

### 3.14 Grants

Grants are initially recognised at their nominal value when there is a reasonable assurance that the grant will be received and that the Company will comply with all specified terms and conditions laid down for payment.

Grants for current expenditure are recognised in the results during the period when the grant is needed, in order to be matched to the expenditure it is intended to offset. Grants for the purchase of tangible (fixed) assets are included in long-term liabilities as deferred income and are recognised as income and transferred to the income statement over the useful life of the subsidised asset.

### 3.15 Revenue recognition

Revenue is defined as the amount which an economic entity expects to be entitled to as consideration for the goods or services which were transferred to a customer, apart from amounts collected on behalf of third parties (VAT, other sales taxes).

An economic entity recognises revenues when (or as) it fulfils the contract performance obligations, by transferring the goods or services it has promised to the customer. The customer acquires control of the goods or services where he can direct how they are to be used and in effect enjoys all the financial benefits from the goods or services. Control is transferred over a period or at a specific point in time.

#### 3.15.1 Revenue from the supply of water and sewerage services and related services

The Group and Company are involved in providing water supply and sewerage services. Revenue for each of the two performance obligations mentioned above is recognised over time as the customer receives -and at the same time uses- the benefits of water consumption and usage of the sewerage network. Revenue is measured on the basis of the quantities of water consumed and the current price lists. The Group and the Company bill customers for water and sewerage services mainly on a quarterly basis, based on relevant meter readings.

The customer receivable is recognised when there is an unconditional right for the entity to receive the price for the contractual obligations performed for the customer. A contract asset is recognised when the Group (or Company) has satisfied its performance obligations before the customer makes payment or before the payment is due, for example when the goods or services are transferred to the customer before the Group's (or Company's) right to issue a bill.

The contractual obligation is recognised when the Group (or the Company) receives a consideration from the client (prepayment) or when it reserves the right to a price that is unconditional (deferred income) before the performance of the obligations of the contract and the transfer of the goods or services. The contractual obligation is de-recognised when the contractual obligations are performed and the revenue is recorded in the income statement

For the Group and Company, liabilities from contracts with customers arise from down payments made in lieu of water consumption and water supply services, which customers pay when they sign the water supply and sewerage services agreement. Those liabilities are accounted for and included in the "Other long-term liabilities" lines in the statement of financial position.

Down payments for water consumption and the provision of water supply services are returned to customers when the contract is terminated. The Group reached the conclusion that the best approach is to present the above liabilities from contracts with customers as long-term liabilities since they can be expected to be settled at a period more than 12 months hence.

#### 3.15.2 Income from interest

Income from interest is recognised based on the accrual principle.

#### 3.15.3 Income from dividends

Income from dividends is recognised as revenue on the date distribution is approved.

### 3.16 Cost of financing

The net cost of financing consists of accrued interest on loans taken out, calculated using the effective interest rate method.

### 3.17 Earnings per share

The basic earnings per share are calculated by dividing net profits for the period by the average weighted number of shares in circulation during the specific period, apart from the average number of ordinary shares

acquired by the Group as own shares.

3.18 Leases

3.18.1 The Group and Company as lessee

Asset leases where the Group or Company substantially retains all risks and rewards of ownership are classed as finance leases. Finance leases are capitalised at the lease’s inception at the lower of the fair value of the assets and the present value of the minimum lease payments. The corresponding liabilities from lease payments net of financial charges are presented as liabilities. That part of financial expenses relating to finance leases is recognised in the income statement over the term of the lease.

Leases where in effect the risk and rights of ownership remain with the lessor are posted as operating leases. Payments made under operating leases are recognised in the income statement on a straight line basis over the term of the lease.

3.18.2 The Group and Company as a lessor

Leases where the Group and Company do not in effect transfer all risks and rewards of ownership are characterised as operating leases. Income generated by operating leases, including advances received, is recognised in the income statement using the straight line method pro rata over the term of the lease. The initial direct costs incurred by lessors when negotiating an operating lease are added to the book value of the leased asset and are recognised during the term of the lease on the same basis as the lease income.

3.19 Group operations by segment

A Group’s sector or segment of activity is each distinct business activity with special features in terms of the nature of the activity and the business risks entailed (business segment). A similar distinction can be drawn based on the business environment within which it carries on activity (geographical segment).

The Group primarily operates in the water supply – sewerage segments in the wider area of the Prefecture of Thessaloniki, in order to rationally manage water resources on the one hand, and collect and process waste water so as to provide top level services to society as a whole, to safeguard hygiene and a clean environment.

3.20 Set-off

Financial assets and liabilities are set off and the net amount is shown in the balance sheet when there is an applicable legal right to set off and the intention is for them to be paid by set-off.

3.21 Rounding off

The amounts in these financial statements have been rounded off to thousands of euro. Due to that, discrepancies which may arise are due to such rounding off.

4. FINANCIAL RISK MANAGEMENT

The Group is exposed to various financial risks, the most important of which are price risk and credit risk. The Group’s risk management policies aim to minimise the negative impacts that those risks could have on the Group’s financial position and performance. Risk management is primarily done by the Company’s general management and the relevant policies are approved by the Board of Directors. Financial risk management includes recognition, calculation and hedging of financial risks in close collaboration with the Group’s operating units.

4.1 Market risk

(i) Exchange rate risk

The Group and the Company do not face exchange rate risks, because throughout the year ended they did not

carry out transactions in foreign currency and all assets and liabilities were in euro.

(ii) Price risk

As regards price risk, the Group is not exposed to significant risk of fluctuation of the variables that determine both revenues and cost.

There were no loan liabilities on 31/12/2021.

(iii) Cash flows and fair value of risk rate

The Group has a limited interest rate risk in interest-bearing assets (time deposits) and therefore the income and the operating cash flows depend, to a point, on the changes to the interest rate market.

Management is monitoring interest rate fluctuations on an ongoing basis, and evaluates in each case the duration and the type of time deposits.

4.2 Credit risk

The Group applies the expected credit loss model to trade receivables and non-current receivables from currently earned income. The Group applies the simplified approach permitted under IFRS 9 to these receivables, under which the Group recognises the credit losses expected over the lifetime of the receivables.

To calculate expected credit losses, trade receivables and non-current receivables from currently earned income were grouped together based on common credit risk characteristics and days past due. Non-current receivables from currently earned income have the same risk features as trade receivables and so the same methodology was followed to calculate the expected credit losses.

For trade receivables and non-current receivables from currently earned income from the public sector, the expected credit losses were calculated as the difference between the contractual cash flows and the present value of the expected cash flows, taking into account the possibility of default by the State over the lifetime of the those receivables.

4.3 Liquidity risk

Liquidity risk is kept low, by means of ensuring high cash assets.

The maturity of Group and Company financial assets on 31.12.2021 can be broken down as follows:

FINANCIAL LIABILITIES MATURITY AS AT 31.12.2021								
	THE GROUP				THE COMPANY			
	SHORT-TERM	LONG-TERM			SHORT-TERM	LONG-TERM		
	Within 1 year	1 to 5 years	Over 5 years	Total	Within 1 year	1 to 5 years	Over 5 years	Total
Long-term lease liabilities		859	-	859		859	-	859
Other long-term liabilities	-	-	16.303	16.303	-	-	16.303	16.303
Short-term lease liabilities	628			628	628			628
Suppliers and other liabilities	17.572	-	-	17.572	17.447	-	-	17.447
Short-term tax liabilities	307	-	-	307	306	-	-	306
Total	18.507	859	16.303	35.669	18.381	859	16.303	35.543

The maturity of Group and Company financial assets on 31.12.2020 can be broken down as follows:



## FINANCIAL LIABILITIES MATURITY AS AT 31.12.2020

	THE GROUP				THE COMPANY			
	SHORT-TERM	LONG-TERM			SHORT-TERM	LONG-TERM		
	Within 1 year	1 to 5 years	Over 5 years	Total	Within 1 year	1 to 5 years	Over 5 years	Total
Long-term lease liabilities		256	10	266		256	10	266
Other long-term liabilities	-	-	15.833	15.833	-	-	15.833	15.833
Short-term lease liabilities	172			172	172			172
Suppliers and other liabilities	12.632	-	-	12.632	12.545	-	-	12.545
Short-term tax liabilities	738	-	-	738	724	-	-	724
<b>Total</b>								
<b>Σύνολο</b>	<b>13.542</b>	<b>256</b>	<b>15.843</b>	<b>29.641</b>	<b>13.441</b>	<b>256</b>	<b>15.843</b>	<b>29.540</b>

#### 4.4 Capital risk management

The Group's aim when managing capital is to ensure the ability to continue operating, to generate profits for shareholders and benefits for other stakeholders and to maintain its capital structure which will reduce the cost of capital.

Capital is reviewed based on the gearing ratio. This ratio is calculated as net debt / total capital. Net debt is calculated as total borrowing (including short- and long-term loans presented in the balance sheet) less cash assets. Total capital is calculated as equity presented in the balance sheet plus net debt. More specifically:

	THE GROUP		THE COMPANY	
	31/12/2021	31/12/2020	31/12/2021	31/12/2020
Total borrowing	-	-	-	-
Less: Cash assets	(91.305)	(81.916)	(91.019)	(81.358)
<b>Net debt</b>	<b>(91.305)</b>	<b>(81.916)</b>	<b>(91.019)</b>	<b>(81.358)</b>
Total equity	189.253	185.991	189.072	185.601
<b>Total capital</b>	<b>97.948</b>	<b>104.074</b>	<b>98.053</b>	<b>104.244</b>
<b>Gearing ratio</b>	<b>-93,22%</b>	<b>-78,71%</b>	<b>-92,83%</b>	<b>-78,05%</b>

#### 4.5 Determination of fair value

The fair value of financial instruments traded on active markets (Stock Exchanges) (e.g. derivatives, shares, bonds, mutual funds) is determined by the published prices which apply on the financial statements reference date. The fair value of financial instruments not traded on active markets is determined using valuation techniques and the use of valuation methods and assumptions based on market data on the financial statements reference date.

The amounts shown in the balance sheets for cash, short-term receivables and liabilities are close to the relevant fair values due to their short-term maturity. The nominal value less provisions for bad trade debts is deemed to be close to the actual value.

## 5. MAJOR ACCOUNTING ESTIMATES AND ASSUMPTIONS

Preparation of the financial statements in accordance with the IFRS requires the use of certain important accounting estimates, which may affect the book balances in the balance sheet with the disclosures required, and the exercise of judgement by Management in applying and implementing accounting policies. Moreover, it requires the use of certain calculations and assumptions which affect the value of assets and liabilities mentioned, the disclosure of contingent receivables and liabilities on the date of preparation of the financial statements and the income and expenses for the duration of year being reported on. Despite the fact that these calculations are based on Management's best possible knowledge of current conditions and activities, the actual future results may in fact differ from those calculations. The estimates and judgements made by Management are re-examined continuously and are based on historical data and expectations about future events which are considered reasonable in light of current circumstances. The basic estimates and evaluations referring to data whose development could affect the financial statements' accounts in the upcoming 12 months are as follows:

### 5.1 Bad debt

The Group and Company apply the simplified approach in IFRS 9 to calculate expected credit losses, according to which the impairment provision is always measured at the amount of expected lifetime losses of customer receivables and contractual assets. The Group and Company have formed provisions for bad debt to adequately cover the loss which can be reliably assessed as coming from those receivables. The provision formed is adjusted in each reporting period, with changes in it being recognised in the results for the period (more information in Notes 14 and 15).

### 5.2 Provision for income tax

The provision for income tax is calculated by estimating the taxes to be paid to the tax authorities and includes the current income tax for every financial year and a provision for surtaxes that may emerge in future tax audits. In order to determine the size of the Group and Company's provision for income tax, a proper understanding of these matters is required. The final statement of income tax payable may differ from the amounts entered in the Group and Company's financial statements and those differences may affect income tax and provisions for deferred tax.

### 5.3 Provisions for employee benefits

Employee benefit obligations are calculated based on a study prepared by independent actuaries. The final obligation may differ from the actuarial figure due to various facts related to the discount rate, inflation, pay rises, as well as demographic and other data.

### 5.4 Depreciation of tangible and intangible assets

The Group calculates depreciation on tangible and intangible assets based on estimates of their useful life. The residual value and useful life of those assets are re-examined and determined on each balance sheet date if that is considered necessary.

### 5.5. Impairment of tangible assets and holdings

Tangible assets are tested for impairment in case events or changes in the circumstances suggest that the accounting value may not be recoverable. In order to estimate the current value, Management estimates future cash flows arising from the asset or cash generating unit and chooses the suitable discount rate in order to estimate the future cash flows present value. Alternatively, it selects another reasonable method which it considers reflects the recoverable value of tangible assets at the end of the period in a reliable manner.

The book value of holdings is re-assessed for possible need for impairment when events or conditions indicate that their reported value may not be recovered.

### 5.6 Pending litigation

The Group is involved in legal proceedings and claims for compensation in the normal course of its operations. Calculating the contingent liabilities associated with pending litigation and claims is a complex process which includes value judgements about the likely consequences and also interpretations of laws and regulations. If the potential loss from litigation is considered probable and the amount can be estimated reliably, Management

recognizes the relevant provision in the financial statements.

Assessing court cases entails subjectivity, since it requires major judgments to be made which include estimates based on the most recently available information, determining the likelihood of the risk and reliable information from relates court cases.

Changes in judgements or estimates may lead to the Group’s contingent liabilities decreasing or increasing in the future.

5.7 Provision for accrued but not yet invoiced supply of water and sewerage services

Revenues are recognised in accordance with the accounting policy in paragraph 3.15. In cases where the Group and Company have not measured the quantities consumed by the reporting date, they estimate the quantities consumed based on historical data and recognise the relevant revenue. The actual amounts which are eventually invoiced may differ from those forecast.

6. SEGMENTAL REPORTING

The Group’s Management (Chief Operating Decision Maker) responsible for taking financial decisions, after evaluating the Group’s activity, has designated the Provision of Water Supply Services and the Provision of Sewerage Services as its operating segments. The break-down per segment of activity is as follows:

6.1 Break-down per Business Segment (primary reporting type)

6.1.1 Distribution of income statement per business segment

	Group data for the period 01.01 - 31.12.2021		
	Provision of Water Supply Services	Provision of Sewerage Services	GROUP TOTAL
Sales to third parties	47.928	25.698	73.626
Less: Total cost of sales	(27.051)	(23.498)	(50.549)
Gross Profit	20.877	2.200	23.077
Other operating income	3.781	3.375	7.156
Selling and distribution expenses	(4.528)	(2.725)	(7.252)
Administrative expenses	(3.375)	(2.681)	(6.056)
Research and development expenses	(116)	(62)	(177)
Other operating expenses	(829)	(554)	(1.383)
Earnings / (losses) before taxes, financial and investment results	15.810	(446)	15.364
Net Financial Income	281	108	389
Normal operating results	16.091	(338)	15.753
Results before tax	16.091	(338)	15.753
Income tax	(4.486)	69	(4.417)
Results net of tax	11.605	(270)	11.335
Earnings before taxes, financial and investment	20.494	477	20.971

results and depreciation

Other income statement information

Depreciation of fixed assets	4.684	1.171	5.855
Depreciation of grants	-	(248)	(248)
Sales to third parties	47.324	24.587	71.911
Less: Total cost of sales	(24.492)	(19.797)	(44.290)
Gross Profit	22.832	4.789	27.621
Other operating income	1.331	1.417	2.748
Selling and distribution expenses	(3.657)	(2.141)	(5.798)
Administrative expenses	(2.981)	(2.246)	(5.227)
Research and development expenses	(153)	(116)	(269)
Other operating expenses	(1.671)	(1.045)	(2.715)
Earnings / (losses) before taxes, financial and investment results	15.702	659	16.360
Net Financial Income	304	45	349
Normal operating results	16.006	703	16.709
Results before tax	16.006	703	16.709
Income tax	(4.645)	(196)	(4.841)
Results net of tax	11.361	507	11.868
Earnings before taxes, financial and investment	20.977	1.629	22.606
results and depreciation			
Other income statement information			
Depreciation of fixed assets	5.275	1.319	6.594
Depreciation of grants	-	(348)	(348)

6.1.2 Distribution of Assets and Liabilities per business segment

Group data	Group data as at 31/12/2021		
	Provision of Water Supply Services	Provision of Sewerage Services	GROUP TOTAL
Fixed Assets	39.042	29.596	68.638
Trade receivables, contractual assets and other receivables	39.339	21.093	60.432
Non-allocated assets	-	-	99.415

<b>Total Assets</b>	<b>78.381</b>	<b>50.689</b>	<b>228.485</b>
Future subsidy income	-	695	695
Liabilities	12.407	6.652	19.059
Non-allocated Liabilities	-	-	208.730
<b>Total Liabilities</b>	<b>12.407</b>	<b>7.347</b>	<b>228.485</b>

Group data	Group data as 31.12.2020		
	Provision of Water Supply Services	Provision of Sewerage Services	GROUP TOTAL
Fixed Assets	36.210	27.449	63.658
Trade receivables, contractual assets and other receivables	43.695	23.528	67.223
Non-allocated assets	-	-	90.654
<b>Total Assets</b>	<b>79.904</b>	<b>50.977</b>	<b>221.535</b>
Future subsidy income	-	943	943
Liabilities	8.495	4.574	13.070
Non-allocated Liabilities	-	-	207.522
<b>Total Liabilities</b>	<b>8.495</b>	<b>5.517</b>	<b>221.535</b>

6.2 Break-down per Geographical Segment (secondary reporting type)

The Group's registered offices are in Greece and all the activities take place in Greece.

7. TANGIBLE ASSETS

The Group's tangible assets can be broken down as follows:

	THE GROUP						
	Plots – lots	Buildings and building facilities	Machinery & Mechanical Installations	Transportation equipment	Furniture and other equipment	Fixed assets under construction	Total
<b>Acquisition or valuation value</b>							
<b>Balance on 1/1/2021</b>	<b>18.896</b>	<b>5.940</b>	<b>121.613</b>	<b>1.853</b>	<b>4.790</b>	<b>3.352</b>	<b>156.444</b>
Additions 1/1 – 31/12/2021	-	122	1.930	-	155	7.003	<b>9.211</b>
Redistributions 1/1 – 31/12/2021	-	44	2.094	-	-	(2.138)	-
Sales 1/1 – 31/12/2021	-	-	-	(17)	-	-	<b>(17)</b>
<b>Total on 31/12/2021</b>	<b>18.896</b>	<b>6.107</b>	<b>125.637</b>	<b>1.836</b>	<b>4.945</b>	<b>8.217</b>	<b>165.638</b>
<b>Accumulated depreciation</b>							
<b>Balance on 1/1/2021</b>	-	<b>2.511</b>	<b>86.138</b>	<b>1.378</b>	<b>3.559</b>	-	<b>93.631</b>
Depreciation of period 1/1 – 31/12/2021	-	178	4.693	83	264	-	<b>5.218</b>

1/1 – 31/12/2021 – 178 4,693 83 264 – 5,218	-	-	-	(17)	-	-	(17)
<b>Total on 31/12/2021</b>	<b>-</b>	<b>2.689</b>	<b>90.876</b>	<b>1.444</b>	<b>3.823</b>	<b>-</b>	<b>98.832</b>
<b>Net carried value on 31/12/2020</b>	<b>18.896</b>	<b>3.429</b>	<b>35.430</b>	<b>475</b>	<b>1.230</b>	<b>3.352</b>	<b>62.813</b>
<b>Net carried value on 31/12/2021</b>	<b>18.896</b>	<b>3.418</b>	<b>34.761</b>	<b>392</b>	<b>1.122</b>	<b>8.217</b>	<b>66.806</b>

	THE GROUP						
	Plots – lots	Buildings and building facilities	Machinery & Mechanical Installations	Transportation equipment	Furniture and other equipment	Fixed assets under construction	Total
<b>Acquisition or valuation value</b>							
<b>Balance on 1/1/2020</b>	<b>18.896</b>	<b>5.940</b>	<b>118.683</b>	<b>1.881</b>	<b>4.393</b>	<b>3.644</b>	<b>153.437</b>
Additions 1/1 – 31/12/2020	-	-	368	-	397	2.270	<b>3.035</b>
Redistributions 1/1 – 31/12/2020	-	-	2.562	-	-	(2.562)	-
Sales 1/1 – 31/12/2020	-	-	-	(28)	-	-	<b>(28)</b>
<b>Total on 31/12/2020</b>	<b>18.896</b>	<b>5.940</b>	<b>121.613</b>	<b>1.853</b>	<b>4.790</b>	<b>3.352</b>	<b>156.444</b>
<b>Accumulated depreciation</b>							
<b>Balance on 1/1/2020</b>	-	<b>2.352</b>	<b>80.552</b>	<b>1.307</b>	<b>3.328</b>	-	<b>87.539</b>
Depreciation of period 1/1 – 31/12/2020	-	159	5.631	85	231	-	<b>6.106</b>
1/1 – 31/12/2021 – 178 4,693 83 264 – 5,218	-	-	-	(14)	-	-	<b>(14)</b>
<b>Total on 31/12/2020</b>	<b>-</b>	<b>2.511</b>	<b>86.183</b>	<b>1.378</b>	<b>3.559</b>	-	<b>93.631</b>
<b>Net carried value on 31/12/2019</b>	<b>18.896</b>	<b>3.589</b>	<b>38.131</b>	<b>574</b>	<b>1.064</b>	<b>3.644</b>	<b>65.898</b>
<b>Net carried value on 31/12/2020</b>	<b>18.896</b>	<b>3.429</b>	<b>35.430</b>	<b>475</b>	<b>1.230</b>	<b>3.352</b>	<b>62.813</b>

The Company's tangible assets can be broken down as follows:

	THE COMPANY						
	Plots – lots	Buildings and building facilities	Machinery & Mechanical Installations		Furniture and other	Fixed assets under construction	Total
<b>Acquisition or valuation value</b>							
<b>Balance on 1/1/2021</b>	<b>18.896</b>	<b>5.940</b>	<b>121.613</b>	<b>1.853</b>	<b>4.790</b>	<b>3.352</b>	<b>156.444</b>
Additions 1/1 – 31/12/2021	-	122	1.930	-	155	7.003	<b>9.211</b>
Redistributions 1/1 – 31/12/2021	-	44	2.094	-	-	(2.138)	-
Sales 1/1 – 31/12/2021	-	-	-	(17)	-	-	<b>(17)</b>
<b>Total on 31/12/2021</b>	<b>18.896</b>	<b>6.107</b>	<b>125.637</b>	<b>1.836</b>	<b>4.945</b>	<b>8.217</b>	<b>165.638</b>
<b>Accumulated depreciation</b>							
<b>Balance on 1/1/2021</b>	-	<b>2.511</b>	<b>86.183</b>	<b>1.378</b>	<b>3.559</b>	-	<b>93.631</b>

Depreciation of period 1/1 - 31/12/2021	-	178	4.693	83	264	-	<b>5.218</b>
Sales 1/1 - 31/12/2021	-	-	-	(17)	-	-	<b>(17)</b>
<b>Total on 31/12/2021</b>	<b>-</b>	<b>2.689</b>	<b>90.876</b>	<b>1.444</b>	<b>3.823</b>	<b>-</b>	<b>98.832</b>
<b>Net carried value on 31/12/2020</b>	<b>18.896</b>	<b>3.429</b>	<b>35.430</b>	<b>475</b>	<b>1.230</b>	<b>3.352</b>	<b>62.813</b>
<b>Net carried value on 31/12/2021</b>	<b>18.896</b>	<b>3.418</b>	<b>34.761</b>	<b>392</b>	<b>1.122</b>	<b>8.217</b>	<b>66.806</b>

	THE COMPANY						
	Plots – lots	Buildings and building facilities	Machinery & Mechanical Installations		Furniture and other	Fixed assets under construction	Total
<b><u>Acquisition or valuation value</u></b>							
<b>Balance on 1/1/2021</b>	<b>18.896</b>	<b>5.940</b>	<b>118.683</b>	<b>1.881</b>	<b>4.393</b>	<b>3.644</b>	<b>153.437</b>
Additions 1/1 – 31/12/2021	-	-	368	-	397	2.270	<b>3.035</b>
Redistributions 1/1 – 31/12/2021	-	-	2.562	-	-	(2.562)	-
Sales 1/1 – 31/12/2021	-	-	-	(28)	-	-	<b>(28)</b>
<b>Total on 31/12/2021</b>	<b>18.896</b>	<b>5.940</b>	<b>121.613</b>	<b>1.853</b>	<b>4.790</b>	<b>3.352</b>	<b>156.444</b>
<b><u>Accumulated depreciation</u></b>							
<b>Balance on 1/1/2021</b>	<b>-</b>	<b>2.352</b>	<b>80.552</b>	<b>1.307</b>	<b>3.328</b>	<b>-</b>	<b>87.539</b>
Depreciation of period 1/1 – 31/12/2021	-	159	5.631	85	231	-	<b>6.106</b>
Sales 1/1 – 31/12/2021	-	-	-	(14)	-	-	<b>(14)</b>
<b>Total on 31/12/2021</b>	<b>-</b>	<b>2.511</b>	<b>86.183</b>	<b>1.378</b>	<b>3.559</b>	<b>-</b>	<b>93.631</b>
<b>Net carried value on 31/12/2020</b>	<b>18.896</b>	<b>3.589</b>	<b>38.131</b>	<b>574</b>	<b>1.064</b>	<b>3.644</b>	<b>65.898</b>
<b>Net carried value on 31/12/2021</b>	<b>18.896</b>	<b>3.429</b>	<b>35.430</b>	<b>475</b>	<b>1.230</b>	<b>3.352</b>	<b>62.813</b>

No encumbrances have been registered on the Company's and the Group's assets.

Additions to assets under construction worth € 7,003 thousand relate to works to extend and improve water supply and sewerage networks.

The reallocations to assets under construction amounting to € (2,138 thousand) pertain to the consolidation of new investments made ready for use during the 2021 financial year in the categories of «Buildings and building facilities» and «Machinery and mechanical facilities».

## 8. INTANGIBLE ASSETS

The intangible assets of the Company and the Group can be broken down as follows:

	THE GROUP		THE COMPANY	
	Software Applications	Total	Software Applications	Total
<b>Acquisition or valuation value</b>				
<b>Balance on 1/1/2021</b>	1.723	1.723	1.723	1.723
Additions 1/1 - 31/12/2021	16	16	16	16
<b>Total on 31/12/2021</b>	<b>1.739</b>	<b>1.739</b>	<b>1.739</b>	<b>1.739</b>
<b>Accumulated depreciation</b>				
<b>Balance on 1/1/2021</b>	1.568	1.568	1.568	1.568
Depreciation of period 1/1 - 31/12/2021	82	82	82	82
<b>Total on 31/12/2021</b>	<b>1.651</b>	<b>1.651</b>	<b>1.651</b>	<b>1.651</b>
<b>Net carried value on 31/12/2020</b>	<b>155</b>	<b>155</b>	<b>155</b>	<b>155</b>
<b>Net carried value on 31/12/2021</b>	<b>88</b>	<b>88</b>	<b>88</b>	<b>88</b>
	THE GROUP		THE COMPANY	
	Software Applications	Total	Software Applications	Total
<b>Acquisition or valuation value</b>				
<b>Balance on 1/1/2020</b>	1.650	1.650	1.650	1.650
Additions 1/1 - 31/12/2020	73	73	73	73
<b>Total on 31/12/2020</b>	<b>1.723</b>	<b>1.723</b>	<b>1.723</b>	<b>1.723</b>
<b>Accumulated depreciation</b>				
<b>Balance on 1/1/2020</b>	1.433	1.433	1.433	1.433
Depreciation of period 1/1 - 31/12/2020	135	135	135	135
<b>Total on 31/12/2020</b>	<b>1.568</b>	<b>1.568</b>	<b>1.568</b>	<b>1.568</b>
<b>Net carried value on 31/12/2019</b>	<b>217</b>	<b>217</b>	<b>217</b>	<b>217</b>
<b>Net carried value on 31/12/2020</b>	<b>155</b>	<b>155</b>	<b>155</b>	<b>155</b>



## 9. RIGHT-OF-USE ASSETS

The recognised right-of-use assets which are presented in the assets in the Group and Company's statement of financial position are right-of-use buildings. The right-of-use assets of the Company and the Group can be broken down as follows:

	THE GROUP / THE COMPANY	
	Buildings and building facilities	Total
<b>Recognition value</b>		
<b>Balance on 1/1/2021</b>	<b>1.396</b>	<b>1.396</b>
Additions 1/1 - 31/12/2021	1.605	1.605
Settlements 1/1 - 31/12/2021	4	4
<b>Total on 31/12/2021</b>	<b>3.004</b>	<b>3.004</b>
<b>Accumulated depreciation</b>		
<b>Balance on 1/1/2021</b>	<b>706</b>	<b>706</b>
Depreciation of period 1/1 - 31/12/2021	555	555
<b>Total on 31/12/2021</b>	<b>1.261</b>	<b>1.261</b>
<b>Net carried value on 31/12/2021</b>	<b>1.743</b>	<b>1.743</b>

The additions to the Group's rights-of-use (€ 1,605 thousand) relate to the new lease agreement for 91 Tsimiski St. and the renewal of the lease agreement for 98 Tsimiski St. Settlements in the value of right-of-use assets of € 4 thousand relate to adjustments due to the re-measurement of the Group's leases as at 1.1.2021 to more accurately reflect them.

## 10. PARTICIPATIONS IN SUBSIDIARIES

Company participations in subsidiaries and the relevant transactions for the year can be broken down as follows:

	31.12.21	31.12.20
<b>Opening balance</b>	<b>60</b>	<b>60</b>
Share capital increase / (decrease) in holdings	-	(2.000)
Decrease / (Increase) in impairment provisions	-	2.000
<b>Closing balance</b>	<b>60</b>	<b>60</b>

## 11. LONG-TERM RECEIVABLES

Long-term receivables on 31.12.2021 primarily represented guarantees provided to PPC worth € 426 thousand (2020: € 395 thousand ) and long-term trade receivables after arrangements made to pay them, worth € 2,437 thousand (2020: € 2,731 thousand).

## 12. FINANCIAL ASSETS MEASURED AT FAIR VALUE THROUGH OTHER COMPREHENSIVE INCOME

	31.12.2021	31.12.2020
<b>Opening balance</b>	50	<b>50</b>
<b>Closing balance 50</b>	<b>50</b>	<b>50</b>

The financial assets measured at fair value through other comprehensive income include the purchase of 1,783 shares in the Metropolitan Development Agency of Thessaloniki acquired during 2018.

Fair value was measured in accordance with Level 3: Prices from valuation models not based on observable market data" and there was no change in fair value.

	THE GROUP/THE COMPANY		
	31-Δεκ-21	31-Δεκ-20	Fair value scale
<b>Assets</b>			
Financial assets measured at fair value through other comprehensive income	50	50	Level 3

## 13. INVENTORIES

Group and Company inventories can be broken down as follows:

	THE GROUP/THE COMPANY	
	31.12.2021	31.12.2020
Raw direct and indirect materials - consumables - spare parts	1.855	1.549
Advances for stocks / inventories	-	28
Impairment of inventories	(35)	(35)
<b>Total after impairment</b>	<b>1.820</b>	<b>1.542</b>

There is an impairment provision of € 35 thousand on the Group's inventories (2020: € 35 thousand). Moreover, there are no pledges on the Group's inventories.

## 14. TRADE RECEIVABLES AND CONTRACTUAL ASSETS

Group and Company trade receivables can be broken down as follows:

	THE GROUP		THE COMPANY	
	31.12.2021	31.12.2020	31.12.2021	31.12.2020
Trade receivables	42.980	51.080	42.935	51.064
Doubtful – disputed customers and debtors	38.116	34.178	38.100	34.178
Contractual assets	13.309	12.716	13.309	12.716

Non-current receivables from currently earned income	806	1.237	806	1.237
	<b>95.211</b>	<b>99.210</b>	<b>95.151</b>	<b>99.195</b>
Less: Provision for bad debt	(38.116)	(34.178)	(38.100)	(34.178)
<b>Total trade receivables and contractual assets</b>	<b>57.095</b>	<b>65.033</b>	<b>57.050</b>	<b>65.017</b>

The “contractual assets” account worth € 13,309 thousand relates to accrued, uninvoiced income from customers from supplying water and sewerage services, which will be invoiced for in the subsequent period.

The “Non-current receivables from currently earned income” account includes a provision for uninvoiced revenues for 2021 from the Central Macedonia Region for the part of the relevant bilateral agreement which was implemented.

The book values of the above receivables represent their fair value and no discounting is required on the Balance sheet date.

On the balance sheet date 15% of the value of trade receivables comes from one customer, however, since it is a Greek state agency, the company considers that there is no question of it not being able to pay the amounts owed to the Company, nor any concentration risk from providing credit to the specific customer.

As far as the rest of the trade receivables portfolio is concerned, there is no concentration of credit risk since the Company has a large number of customers and the credit risk is spread.

The change in bad debts (trade and other receivables) and the provision formed can be broken down as follows:

	THE GROUP		THE COMPANY	
	31.12.2021	31.12.2020	31.12.2021	31.12.2020
<b>Balance on 1 January in accordance with IFRS 9</b>	<b>35.028</b>	<b>32.001</b>	<b>35.028</b>	<b>32.001</b>
Provisions (expenses) for current period	4.920	3.640	4.905	3.640
Provisions used in current period	(982)	(613)	(982)	(613)
<b>Balance on 31 December 2021 / 31 December 2020</b>	<b>38.967</b>	<b>35.028</b>	<b>38.951</b>	<b>35.028</b>

To measure expected future credit losses, the Group and Company divide up receivables based on maturity. The loss rates for each category of receivables were estimated based on historical data and taking into account current conditions.

The parent company sends bills to customers - consumers of water three times a year. Each bill is for the consumption of water of a calendar quarter.

15. OTHER RECEIVABLES

Group and Company other receivables can be broken down as follows:

	THE GROUP		THE COMPANY	
	31.12.2021	31.12.2020	31.12.2021	31.12.2020
Loans and other receivables from staff	478	393	478	393
Short-term receivables from related parties	-	-	25	24
Sundry debtors	2.416	973	2.415	972
Advances and credit control account	110	109	110	109
Prepaid expenses	105	98	105	98
Non-current receivables from currently earned income	932	620	932	620
Greek State - Other Receivables	147	847	86	847

	<b>4.188</b>	<b>3.041</b>	<b>4.151</b>	<b>3.065</b>
Less: Provision for bad debt	(851)	(851)	(851)	(851)
<b>Total other receivables</b>	<b>3.337</b>	<b>2.190</b>	<b>3.300</b>	<b>2.214</b>

The «Loans and other receivables from staff” account includes interest-free short-term payrolling advances, cash assistance and short-term interest-bearing loans to staff.

The advances and credit management account on 31/12/2021 mainly included receivables-bills for payment of the Company’s collectors and other associates.

The «Greek State - Other Receivables» account consists of other tax withholdings for the current period and trade and other receivables from the Greek State. The reduction in this account is due to payment of income tax for 2020 in 2021.

16. CASH AND CASH EQUIVALENTS

Cash assets can be broken down as follows:

	THE GROUP		THE COMPANY	
	31.12.2021	31.12.2020	31.12.2021	31.12.2020
Cash	2	3	2	3
Sight deposits	80.302	46.413	80.017	45.855
Time deposits	11.000	35.500	11.000	35.500
<b>Total</b>	<b>91.305</b>	<b>81.916</b>	<b>91.019</b>	<b>81.358</b>

Cash assets include cash in hand for the Company and its subsidiary, and bank deposits available upon demand.

The rating of cash assets based on the credit ratings of FITCH is:

	THE GROUP		THE COMPANY	
	31.12.2021	31.12.2020	31.12.2021	31.12.2020
B-	46.902	42.101	46.9021	42.101
CCC+	2.329	2.728	2.329	2.728
CCC	285	3.163	-	2.604
Sight and time deposits in banks not rated by Fitch	41.787	33.921	41.787	33.921
<b>Total</b>	<b>91.302</b>	<b>81.913</b>	<b>91.017</b>	<b>81.355</b>

All sight and time deposits are deposited with Greek banks.

17. SHARE CAPITAL

The Company/Group’s share capital can be broken down as follows (figures are in € and are not rounded off):

	31.12.2021	31.12.2020
Number of registered shares	36.300.000	36.300.000
Nominal value per share (in Euro)	1,12	1,12
<b>Nominal value</b>	<b>40.656.000</b>	<b>40.656.000</b>
<b>Premium on capital stock</b>	<b>2.829.985</b>	<b>2.829.985</b>

Company shares are listed for trading on the Large Capitalisation category of the Athens Exchange. According to the Company’s Shareholder Registry, on 31/12/2021, shareholders with a significant participation percentage in

the Company were:

SHAREHOLDER	Number of shares held	Holding on 31/12/2021	
HCAP	18.150.001	50,00%	+1
HRADF	8.717.999	24,02%	
SUEZ GROUPE	1.982.870	5,46%	
Other shareholders	7.449.130	20,52%	
<b>Total</b>	<b>36.300.000</b>	<b>100,00%</b>	

At its meeting on 21.2.2018, the Interministerial Committee for Restructuring and Privatisation decided to:

1. Revoke Interministerial Committee for Restructuring and Privatisation decision No. 195/27.10.2011 (Government Gazette 754/B) to the extent that it transferred 14,520,000 shares in EYATH owned by the Greek State to the company Hellenic Republic Asset Development Fund S.A. That decision is effective from 1.1.2018.
2. Revoke Interministerial Committee for Restructuring and Privatisation decision No. 206/25.4.2012 (Government Gazette 1363/B/26.4.2012), to the extent that it transferred 3,630,001 shares in EYATH owned by the Greek State to the company Hellenic Republic Asset Development Fund S.A. That decision is effective from 1.1.2018.

The decision was published in Government Gazette 614/B/22.2.2018. In light of that 18,150,001 shares of EYATH S.A. belong to the State (50% + 1 share) and 8,717,999 shares (24.017%) belong to HRADF.

According to the notice submitted by the Ministry of Finance, which the company received by email on 21.3.2018, on 20.3.2018 following an OTC trade on that date the Hellenic Republic transferred free of charge 18,150,001 shares in EYATH S.A. to HCAP, in accordance with Article 380(20) of Law 4512/2018 as amended by Article 197(1) of Law 4389/2016. That transfer is effective from 1.1.2018. HCAP directly holds 50% + 1 share in EYATH and via HRADF indirectly holds 24.02%, which directly holds 24.02%. HCAP’s voting rights account for 74.02% of the capital.

The total voting rights controlled by the Greek State remain at 74.02%. The Greek State owns all voting rights in Hellenic Corporation of Assets and Participations S.A. (HCAP S.A.) which in turn holds all voting rights in HRADF.

The Greek State’s total direct and indirect holding in those companies has not changed.

18. RESERVES

The company’s and Group’s reserves can be broken down as follows:

	THE GROUP		THE COMPANY	
	31.12.2021	31.12.2020	31.12.2021	31.12.2020
Statutory Reserve	13.575	13.575	13.552	13.552
Special law untaxed reserves	399	399	399	399
Reserves for own share acquisition	1	1	1	1
Other reserves	16.635	16.635	16.635	16.635
<b>Balance</b>	<b>30.610</b>	<b>30.610</b>	<b>30.587</b>	<b>30.587</b>

Under Greek company law, the establishment of a statutory reserve (by transferring 5% of the annual earnings net of tax to it each year) is mandatory until an amount accounting for 1/3 of the share capital has been reached. The “statutory reserve” is distributed only upon the final winding up and liquidation of the Company; it may though be set off against accumulated losses.

The tax law reserves were established under the provisions of tax laws which either entitle the taxation of certain income to be rolled forward to the time at which that income is distributed to shareholders or grant certain tax breaks as incentives for making investments.

The own shares reserve consists of fractional rights in shares from share capital increases in which gratis shares were distributed on 17/1/2003.

Since on 31.12.2021 the balance of the statutory reserve formed was equal to 1/3 of the Group’s share capital, there was no statutory reserve from profits after tax for the current financial year..

19. PROVISIONS FOR EMPLOYEE BENEFITS / PROVISIONS FOR THE SUPPLY OF WATER

The Company’s and Group’s obligation to staff employed in Greece for future payment of benefits depending on their length of previous service is measured and presented based on the accrued right expected to be paid to each employee, on the balance sheet date, discounted at present value, compared to the expected time of payment. The accrued benefits of each period are charged in profit or loss with corresponding increase of the pension liability. The payment of benefits to employees leaving due to retirement correspondingly decrease the pension liability.

The present value is an estimate made at a specific point in time (the present). That estimate calculates an amount which is considered to express the economic equivalent (at the present time) of one or more amounts which will be paid at future points in time. The need to calculate the present value rises from the established principle that amounts which refer to different points in time are not comparable. To be able to compare the two or more amounts, they must be «extrapolated» to the current date.

The obligation arising from currently completed service is equal to the present value of benefits accrued up to the valuation date (i.e. those which correspond to completed service by members on the valuation date) and is based on estimated final pensionable pay for active members.

Contributions are the present value of the increase for benefits due to one year’s service, which will be added during the year after the valuation date, relate to service during that year and are based on estimated final pensionable pay for active members. That is done by calculating present value, which is the only method acceptable under IAS 19.

The number of staff employed in the Company and the corresponding payroll cost are as follows:

	THE GROUP/THE COMPANY	
	31/12/2021	31/12/2020
Payroll expenses	10.120	10.292
Employer contributions	2.352	2.586
Other benefits and staff expenses	389	340
Personnel dismissal and retirement compensation provision	119	107
<b>Total cost</b>	<b>12.980</b>	<b>13.325</b>
<b>No. of employees</b>	<b>333</b>	<b>346</b>

During 2021 a total of ten (10) employees were recruited under a private law fixed-term employment contract of 8 months. Since then, the Company has not engaged any more employees under fixed-term employment relationships.

The Group and Company obligation to pay compensation to its staff leaving due to retirement was reduced based on an actuarial study which was prepared by an independent company of certified actuaries. The key figures and assumptions of the actuarial study are as follows:

	THE GROUP/THE COMPANY	
	31/12/2021	31/12/2020
Provisions for retirement benefits	1.265	1.208
	<b>1.265</b>	<b>1.208</b>

The key financials and assumptions of the actuarial study for compensation benefits are as follows:

Change in net liability recognised in balance sheet

	THE GROUP/THE COMPANY	
	31/12/2021	31/12/2020
Current value of non-financed liabilities	1.265	1.208
Fair value of plan assets		
	<b>1.265</b>	<b>1.208</b>
<b>Net liability recognised in balance sheet</b>	<b>1.265</b>	<b>1.208</b>

Amounts recognised in income statement

	THE GROUP/THE COMPANY	
	31/12/2021	31/12/2020
Cost of current employment	101	94
Interest on liability	16	22
<b>Normal expenses in income statement</b>	<b>117</b>	<b>115</b>
Cost of cutbacks / settlements / termination of service	18	12
<b>Total expense in income statement</b>	<b>135</b>	<b>127</b>

Changes in net liability recognised in the balance sheet

	THE GROUP/THE COMPANY	
	31/12/2021	31/12/2020
Net liability at start of period	<b>1.208</b>	<b>1.174</b>
Benefits paid by employer	(49)	(138)
Total expense recognised in income statement	135	127
Amount recognised directly in comprehensive income statement	(29)	45
<b>Net liability at end of period</b>	<b>1.265</b>	<b>1.208</b>
Adjustment		
<b>Net liability at end of period</b>	<b>1.265</b>	<b>1.208</b>
<b>Change in net value of liability</b>		
Present value of liability at start of period	<b>1.208</b>	<b>1.174</b>
Cost of current employment	101	94
Interest cost	16	22
Benefits paid by employer	(49)	(138)
Cost of cutbacks / settlements / termination of service	18	12
Amounts recognised in other comprehensive income	(29)	45
<b>Present value of liability at end of period</b>	<b>1.265</b>	<b>1.208</b>

Actuarial assumptions

Discount Rate	0,70%	1,20%
Inflation	2,00%	2,00%
Future increases of salaries	2,30%	2,30%
Retirement Increase Rate	0,00%	0,00%

On the value date (31.12.2021) use of a 0.5% higher discount rate would result in the present value of the actuarial obligation being 5% lower while, the exact opposite, use of a 0.5% lower discount rate would result in the present value of the actuarial obligation being 5% higher.

The relevant sensitivity tests for the expected pay rise, in other words use of a 0.5% higher than expected pay rise and the exact counterbalance, in other words use of an expected pay rise of 0.5% less, would result in the actuarial obligation remaining almost unchanged.

Based on the actuarial study, the gross value of the amount recognised in other comprehensive income is € 22 thousand, of which the net amount is € 29 thousand and the corresponding deferred tax is € (7) thousand.

20. PROVISIONS FOR CONTINGENCIES AND EXPENSES

A provision of € 130 thousand covers contingent liabilities that may arise during the settlement of litigation with third parties and Company staff. The provision of € 110 thousand relates to the estimated cost of removing an accumulated quantity of sludge from EYATH S.A. facilities.

Income from unused provisions of € (1,194) thousand relates to the reversal of existing provisions for litigation either due to the cancellation of cases or due to a positive outcome thereof based on court rulings.

The provisions used relate to reversal of existing provisions relating to contested cases where the final judgment was negative for the Group and Company worth € (572) thousand and also the reversal of the provision already formed to remove sludge and materials collected in grates from the previous year, which was implemented during the year ended and was worth € (435) thousand.

For the period ended on 31.12.2021 the change in the provisions account for the Group and Company was as follows:

Long-term provisions	THE GROUP/THE COMPANY		
	Pending litigation	Provisions for contingencies & expenses	Total
<b>01/01/2021</b>	<b>3.075</b>	<b>489</b>	<b>3.564</b>
Additional provisions for year	130	110	<b>240</b>
Income from unused provisions	(1.194)	-	<b>(1.194)</b>
Provisions used/reversal of provisions for the period	(572)	(435)	<b>(1.007)</b>
<b>31/12/2021</b>	<b>1.439</b>	<b>164</b>	<b>1.603</b>

For the period ended on 31.12.2020 the change in the provisions account for the Group and Company was as follows:

Long-term provisions	THE GROUP/THE COMPANY		
	Pending litigation	Provisions for contingencies & expenses	Total
<b>01/01/2020</b>	<b>3.191</b>	<b>380</b>	<b>3.571</b>



Additional provisions for year	1.173	489	1.662
Income from unused provisions	(355)	-	(355)
Provisions used/reversal of provisions for the period	(934)	(380)	(1.314)
31/12/2020	3.075	489	3.564

21. GRANTS

	THE GROUP/THE COMPANY	
	31.12.2021	31.12.2020
Opening balance	943	1.291
Depreciation of grants carried forward to results	(248)	(348)
End of period balance	695	943

Grants primarily relate to the construction of the Company’s water supply and sewerage network. The Company has complied with all obligations required in order to receive the grants and so there is no issue of the grants being returned.

22. OTHER LONG-TERM LIABILITIES

The sum of €16,303 thousand on 31/12/2021 and € 15,833 thousand on 31/12/2020 related to guarantees from customers for use of meters and for bills, which were collected when the initial supply connection was made. Those guarantees are returned (without interest) when the customer terminates the connection. The guarantees have been recorded at nominal value, and not at fair value when initially recorded and then subsequently at carried cost because customers may request those amounts back at any time.

23. LEASE LIABILITIES

Group and Company lease liabilities can be broken down as follows:

	THE GROUP/THE COMPANY	
Adjusted balance of lease liabilities as at 1.1.2021	438	
Of which:		
Long-term lease liabilities	266	
Short-term lease liabilities	172	
Lease liabilities as at 1.1.2021	438	
Liabilities from new contracts	1.304	
Conversions / remeasurements	4	
Lease repayments	(307)	
Financial cost for period	49	
Lease liabilities as at 31.12.2021	1.487	
Of which:		
Long-term lease liabilities	859	
Short-term lease liabilities	628	
Lease liabilities as at 31.1.2021	1.487	

24. TRADE AND OTHER LIABILITIES

The total liabilities of the Group and the Company to suppliers and other third parties are broken down as follows:

	THE GROUP		THE COMPANY	
	31.12.2021	31.12.2020	31.12.2021	31.12.2020
Suppliers	11.145	6.956	11.055	6.941
Cheques payable	23	11	23	11
Other Taxes - Duties	863	1.154	862	1.141
Insurance and pension fund dues	564	637	563	637
Liabilities to related parties	2	1	-	0
Accrued expenses	3.982	2.498	3.949	2.440
Sundry creditors	954	1.333	954	1.332
Total	17.533	12.590	17.407	12.503

The maturity of the Group and Company suppliers and other liabilities accounts can be broken down as follows:

	THE GROUP		THE COMPANY	
	SHORT-TERM 2021		SHORT-TERM 2021	
	WITHIN 6 MONTHS	FROM 6 TO 12 MONTHS	WITHIN 6 MONTHS	FROM 6 TO 12 MONTHS
Suppliers	11.145	-	11.055	-
Cheques payable	23	-	23	-
Insurance and pension fund dues	564	-	563	-
Sundry creditors	956	-	954	-
Accrued expenses	3.982	-	3.949	-
Other taxes and duties	863	-	862	-
Total	17.533	-	17.407	-

	THE GROUP		THE COMPANY	
	SHORT-TERM 2021		SHORT-TERM 2021	
	WITHIN 6 MONTHS	FROM 6 TO 12 MONTHS	WITHIN 6 MONTHS	FROM 6 TO 12 MONTHS
Suppliers	6.956	-	6.941	-
Cheques payable	11	-	11	-
Insurance and pension fund dues	637	-	637	-
Sundry creditors	1.334	-	1.332	-
Accrued expenses	2.498	-	2.440	-
Other taxes and duties	1.154	-	1.141	-
Total	12.590	-	12.503	-

25. SHORT-TERM TAX LIABILITIES

Group and Company short-term tax liabilities can be broken down as follows:

	THE GROUP		THE COMPANY	
	31.12.2021	31.12.2020	31.12.2021	31.12.2020
	307	738	306	724
Income tax				
	307	738	306	724

26. EXPENSES PER CATEGORY

Expenses per category for the Group and Company in 2021 can be broken down as follows:

For the 2021 annual period, administrative expenses include fees of the auditing company of € 1 thousand for permissible non-audit work and fees of € 9 thousand relating to other assurance activities.

THE GROUP					
	Cost of Goods Sold	Selling & distribution expenses	Administrative expenses	Research & Development expenses	Total
For the period ended on 31/12/2021					
Cost of goods used	2.009	-	-	-	2.009
Self-supplied fixed assets	(143)	-	-	-	(143)
Staff salaries and expenses	8.333	1.640	2.941	109	13.024
Third party fees and expenses	794	1.036	1.556	51	3.437
Electricity	16.789	198	256	-	17.244
Rent	65	3	11	-	79
Maintenance - Repair expenses	15.615	1	234	-	15.850
Other charges for outside services	174	17	291	-	482
Expenses from tax and duties	270	110	207	-	587
Various expenses	1.024	324	318	8	1.674
Depreciation of tangible & intangible assets	5.620	-	226	9	5.855
Provisions for bad debt	-	3.923	16	-	3.938
Total	50.549	7.252	6.056	177	64.035

THE COMPANY					
	Cost of Goods Sold	Selling & distribution expenses	Administrative expenses	Research & Development expenses	Total
For the period ended on 31/12/2021					
Cost of goods used	2.009	-	-	-	2.009
Self-supplied fixed assets	(143)	-	-	-	(143)
Staff salaries and expenses	8.333	1.640	2.941	109	13.024
Third party fees and expenses	794	1.036	1.308	51	3.189
Electricity	16.789	198	256	-	17.244
Rent	65	3	11	-	79
Maintenance - Repair expenses	15.615	1	234	-	15.850
Other charges for outside services	174	17	291	-	482
Expenses from tax and duties	270	110	206	-	586
Various expenses	1.024	324	317	8	1.673
Depreciation of tangible & intangible assets	5.620	-	226	9	5.855
Provisions for bad debt	-	3.923	-	-	3.923

Total	50.549	7.252	5.791	177	63.770
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The corresponding – revised expenses for 2020 can be broken down per category for the Group and Company as follows:

THE GROUP					
	Cost of Goods Sold	Selling & distribution expenses		Research & Development expenses	Total
For the period ended on 31/12/2020					
Cost of goods used	2.192	-	-	-	2.192
Self-supplied fixed assets	(149)	-	-	-	(149)
Staff salaries and expenses	8.812	1.558	2.827	135	13.333
Third party fees and expenses	578	896	1.170	82	2.727
Electricity	13.105	15	19	-	13.139
Rent	80	3	-	-	84
Maintenance - Repair expenses	11.245	3	155	1	11.403
Other charges for outside services	928	50	240	-	1.217
Expenses from tax and duties	257	105	234	-	595
Various expenses	953	142	319	7	1.421
Depreciation of tangible & intangible assets	6.288	-	262	44	6.594
Provisions for bad debt	-	3.027	-	-	3.027
Total	44.290	5.798	5.227	269	55.583

THE COMPANY					
	Cost of Goods Sold	Selling & distribution expenses		Research & Development expenses	Total
For the period ended on 31/12/2020					
Cost of goods used	2.192	-	-	-	2.192
Self-supplied fixed assets	(149)	-	-	-	(149)
Staff salaries and expenses	8.812	1.558	2.827	135	13.333
Third party fees and expenses	578	896	1.154	82	2.710
Electricity	13.105	15	19	-	13.139
Rent	80	3	-	-	84
Maintenance - Repair expenses	11.245	3	154	1	11.402
Other charges for outside services	928	50	240	-	1.217
Expenses from tax and duties	257	105	233	-	595
Various expenses	953	142	320	7	1.421
Depreciation of tangible & intangible assets	6.288	-	262	44	6.594
Provisions for bad debt	-	3.027	-	-	3.027
Total	44.290	5.798	5.208	269	55.565

27. OTHER OPERATING EXPENSES - OTHER OPERATING INCOME

Other operating income can be broken down as follows:

	THE GROUP		THE COMPANY	
	1/1-31/12/2021	1/1-31/12/2020	1/1-31/12/2021	01/01-31/12/2020
Income from Subsidies	98	83	98	83
Rainwater network management & maintenance compensation	1.681	1.589	1.681	1.589
Income from services provided	2.257	46	2.258	46
Rent	58	72	-	0
Depreciation on subsidies	191	348	191	348
Other prior period income	273	-	273	-
Other income	233	251	233	251
Income from prior period provisions	2.224	355	2.224	355
<b>Σύνολο λοιπών εσόδων</b>	<b>7.156</b>	<b>2.748</b>	<b>7.099</b>	<b>2.676</b>

Other operating expenses can be broken down as follows:

	THE GROUP		THE COMPANY	
	1/1-31/12/2021	1/1-31/12/2020	1/1-31/12/2021	01/01-31/12/2020
Tax and other fines and surcharges	18	120	18	120
Compensation to third parties for damage to the water supply and sewerage network	77	55	77	55
Compensation under court rulings	825	234	825	234
Other expenses, provisions and losses	240	2.128	240	2.128
Losses from replacement of water meters and Other losses	180	45	180	45
Other prior period expenses	43	134	43	134
<b>Total other expenses</b>	<b>1.383</b>	<b>2.715</b>	<b>1.383</b>	<b>2.715</b>

Other expenses, provisions and losses on 31/12/2021 stood at € 240 thousand (2020: € 2,128 thousand) and include provisions for pending litigation amounting to € 130 thousand as well as provisions for sludge management amounting to € 110 thousand.

28. FINANCIAL INCOME/(EXPENSES)

Financial income (expenses) (revised for the comparator period 1.1-31.12.2020) can be broken down as follows:

	THE GROUP		THE COMPANY	
	1/1-31/12/2021	1/1-31/12/2020	1/1-31/12/2021	01/01-31/12/2020
Financial expenses for discounting receivables	-	297	-	297
Financial expenses for finance leases	49	30	9	30
Financial cost of actuarial study	16	36	16	36
Other financial expenses	120	107	120	107
<b>Total financial expenses</b>	<b>184</b>	<b>470</b>	<b>184</b>	<b>470</b>
Interest and related income	512	818	512	818
Other financial income	61		61	
<b>Total financial income</b>	<b>573</b>	<b>818</b>	<b>573</b>	<b>818</b>
<b>Net financial income/(expenses)</b>	<b>389</b>	<b>349</b>	<b>389</b>	<b>348</b>

Note that the balance in the Group account «Interest and related income» as at 31/12/2021 of €512 thousand included default interest on customer bills of €33 thousand and other interest of € 479 thousand which primarily relates to interest from deposits. «Other financial income» relates to financial income from discounting the long-term settlement entered into with the Municipality of Pylea - Hortiatís for € 61 thousand.

The “Other financial expenses” account primarily records bank commissions for bank transactions and issuing guarantee letters.

29. INCOME TAX

Income tax for the period is calculated based on the local tax rates applicable.

Under the provisions of Article 120 of Law 4799/2021 (Government Gazette 78/A/18.5.2021) which amended Article 58 of the Hellenic Income Tax Code (Law 4172/2013) the tax rate for profits from business activity acquired by legal persons and legal entities is reduced from 24% to 22% for income acquired in the 2021 tax year and thereafter. Consequently, during the current period income tax and deferred tax have been calculated using the income tax rate of 22%. Income tax and deferred tax for the comparator period were calculated using the 24% income tax rate under Law 4646/2019 (Government Gazette 201/A/12.12.2019) which applied at that time.

The tax burden on the results (revised for the comparator period 1.1-31.12.2020) was as follows:

	THE GROUP		THE COMPANY	
	01/01-31/12/2021	01/01-31/12/2020	01/01-31/12/2021	01/01-31/12/2020
Income tax	3.971	5.303	3.971	5.290
Deferred tax	447	(458)	447	(458)
<b>Total</b>	<b>4.417</b>	<b>4.845</b>	<b>4.417</b>	<b>4.831</b>

The tax amount in the «Income tax» line of the comprehensive income statement is different from the theoretical amount that would arise by applying the current tax rate to the Company’s profits. This difference is as follows:

	THE GROUP		THE COMPANY	
	01/01-31/12/2021	01/01-31/12/2020	01/01-31/12/2021	01/01-31/12/2020
Earnings before tax	15.753	16.725	15.961	16.671
Tax calculated at the corporation tax rate (22%)	3.511	4.014	3.511	4.001
Expenditure not exempted from income tax	112	601	112	601
Untaxed income	(6)	(227)	(6)	(227)
Impact of change in tax rates	(319)	-	(319)	-
Other differences in accounting/taxation base	1.119	456	1.119	456
Total taxes in Comprehensive Income Statement	4.417	4.485	4.417	4.831

As far as the rates used to calculate deferred tax are concerned, note that paragraph of IAS 12 “Income Tax” states that:

“Deferred tax assets and liabilities shall be measured at the tax rates that are expected to apply to the period when the asset is realised or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted by the balance sheet date”.

Consequently, deferred tax was calculated using the new tax rates which apply in the year in which the asset or liability is expected to be settled.

The fact that in some cases income and expenses are booked at a time other than the time at which income is taxed or expenses deducted for the purpose of determining taxable income gives rise to the need to recognise deferred tax assets or deferred tax liabilities.

The deferred tax asset/liability recognised by the Group and Company (revised for the comparator period 31.12.2020) can be broken down as follows::

	THE GROUP/THE COMPANY	
	31.12.2021	31.12.2020
Deferred tax assets	4.700	5.362
Deferred tax liabilities	(1.323)	(1.531)
Total deferred tax in the Statement of Financial Position	3.377	3.831

	THE GROUP/THE COMPANY	
	31.12.2021	31.12.2020
Opening balance	3.831	3.362
Tax on income/equity	(454)	469
Closing balance	3.377	3.831

	THE GROUP/THE COMPANY			
	As at 31/12/2021	Credits (Debits) in results	Credits (Debits) in equity	As at 31/12/2020
Deferred tax liabilities				
Adjustment of fixed asset subsidies	(1.531)	208	-	(1323)
	(1.531)	208	-	(1323)
Deferred tax assets				
Depreciation on tangible assets	3.442	(571)	-	2.871

De-recognition of depreciation on capital expenditure and adjustment in depreciation for intangible assets	636	(21)	-	615
Adjustment of value of receivable accounts	653	(48)	-	604
Provisions for contingencies - other provisions	186	(231)	-	(45)
Personnel dismissal and retirement compensation provision	290	(5)	(7)	278
Impact of adopting IFRS 16	155	222	-	378
	5.362	(654)	(7)	4.700
Net deferred tax assets in the statement of financial position	3.831	(447)	(7)	3.377

Presentation in statement of financial position

Deferred tax liabilities (net)	-	-
Deferred tax assets (net)	3.831	3.377
	3.831	3.377

	Ο ΟΜΙΛΟΣ / Η ΕΤΑΙΡΕΙΑ			
	As at 31/12/2019	Credits (Debits) in results	Credits (Debits) in equity	As at 31/12/2020
Deferred tax liabilities				
Adjustment of fixed asset subsidies	(1.594)	63	-	(1.531)
				(1.531)
Deferred tax assets	(1.594)	63	-	
Depreciation on tangible assets				
De-recognition of depreciation on capital expenditure and adjustment in depreciation for intangible assets				
Adjustment of value of receivable accounts	3.197	246	-	3.442
Provisions for contingencies - other provisions	651	(15)	-	636
Personnel dismissal and retirement compensation provision	582	71	-	653
Impact of adopting IFRS 16	-	185	-	186
	282	(3)	11	290
Net deferred tax assets in the statement of financial position	245	(90)	-	155
	4.956	395	11	5.362
Presentation in statement of financial position	3.362	458	11	3.831
Deferred tax liabilities (net)				
Deferred tax assets (net)				
Καθαρές αναβαλλόμενες φορολογικές υποχρεώσεις	-			-
Καθαρές αναβαλλόμενες φορολογικές απαιτήσεις	3.362			3.831
	3.362			3.831

Deferred income tax is calculated using the expected applicable tax rate at the time the tax asset/liability matures.

30. EARNINGS PER SHARE

The basic earnings per share are calculated by dividing the net profits for the period by the average weighted number of shares in circulation during the period. Earnings are defined as profits or losses from the Group’s continuing operations. It should be clearly understood that during the current and previous financial year there were no discontinued operations. There are no debentures convertible to shares or other potential instruments



convertible to shares which would reduce profits during the periods to which the financial statements relate and consequently reduced earnings per share have not been calculated.

Basic earnings (losses) per share were calculated as follows:

	THE GROUP		THE COMPANY	
	01/01-31/12/2021	01/01-31/12/2020	01/01-31/12/2021	01/01-31/12/2020
<b>Net profits payable to the Company's ordinary shareholders</b>	<b>11.335</b>	<b>11.881</b>	<b>11.543</b>	<b>11.840</b>
Average weighted number of shares in circulation	36.300.000	36.300.000	36.300.000	36.300.000
<b>Less:</b> Weighted average number of own shares				
Average weighted number of shares in circulation	<b>36.300.000</b>	<b>36.300.000</b>	<b>36.300.000</b>	<b>36.300.000</b>
<b>Basic earnings (losses) per share (in euro)</b>	<b>0,3123</b>	<b>0,3273</b>	<b>0,3180</b>	<b>0,3262</b>

At its meeting on 14.4.2022 the Company's Board of Directors approved submission of a proposal to the Ordinary General Meeting of Shareholders to distribute a dividend under Article 160 of Law 4548/2018 of € 0.2186 per share (total gross amount at € 7,934,783) for 2021. The dividend is subject to approval by the Ordinary General Meeting of Shareholders and is included in the balance of the account «Retained earnings».

31. TRANSACTIONS WITH RELATED PARTIES

According to the Group, related parties are members of the Board of Directors, members of Management, as well as the shareholders holding a significant percentage of its share capital (including their related persons). Note that the Company's Financial Statements are included in the consolidated Financial Statements of Hellenic Corporation of Assets and Participations S.A. (HCAP S.A.). Consequently, the Group considers the entities related to HCAP S.A. to be related parties.

The Group's trading transactions with these related parties during the 1/1/2021-31/12/2021 period were carried out under market terms and in the framework of its usual business activity. The transactions and the balances of the Group's and Company's related parties, during the 1/1/2021 - 31/12/2021 period and on 31/12/2021 respectively, are broken down in the following tables:

	THE GROUP		THE COMPANY	
	01/01-31/12/2021	01/01-31/12/2020	01/01-31/12/2021	01/01-31/12/2020
Income from subsidiary	-	-	1	-
Income from other related parties consolidated along with HCAP S.A.	168	143	168	143
Expenses to other related parties consolidated along with HCAP S.A.	17.801	13.704	17.801	13.704
Transactions with and fees for executives and board members	998	995	994	995
Transactions with other related parties	-	6	-	6

Transactions with and fees for senior executives and board members relate to salaries and other benefits specified in the Company's remuneration policy.

Income from other related parties consolidated along with HCAP S.A. relates primarily to water supply and sewerage network service revenues.

Expenses to other related parties consolidated along with HCAP S.A. relate primarily to services received (expenses for electricity supplied worth € 17,675 thousand) and the leasing of properties.

	THE GROUP		THE COMPANY	
	31/12/2021	31/12/2020	31/12/2021	31/12/2020
Income from subsidiary	-	-	25	24
Income from other related parties consolidated along with HCAP S.A.	610	601	610	601
Expenses to other related parties consolidated along with HCAP S.A.	4.578	2.550	4.578	2.550
Transactions with and fees for executives and board members	8	12	8	12
Liabilities to management executives and board members	7	4	5	4

The Company's receivable from a subsidiary of € 25 thousand mainly related to receivables in lieu of the approved dividend.

Receivables and liabilities from other related parties consolidated along with HCAP S.A. worth € 610 thousand and € 4,578 thousand. Receivables primarily relate to invoiced income from providing water supply and sewerage services and prepaid property rents, while liabilities relate to accrued expenses from receiving services. Liabilities to management executives and board members related to salaries payable.

The actuarial liability for the Company's related parties (Management Executives) was € 123 thousand on 31.12.2021.

32. COMMITMENTS FROM CONTINGENT LIABILITIES

32.1 Contingent liabilities from disputes in litigation or arbitration (amounts in €)

On 31/12/2021 there were lawsuits, extrajudicial invitations and in general future claims of a total amount of €46 million approximately against the Company and Group, for which a provision of €1.4 million in total had been formed, which is included in the long-term liabilities account «Provisions for contingencies and expenses» (see Note 20).

Of those lawsuits, the sum of € 10 million relates to compensation for damage done by flooding or actions from various counterparties/suppliers and contractors for breach of contractual terms and € 36 million relates to labour disputes, retirement compensation and fines imposed by insurance funds.

The Group's Legal Department estimates that other than the provision formed there will be no other cases whose outcome in court will significantly affect the Group's assets and operations.

32.2 Other contingent liabilities

On 31.12.2021 the Group had provided performance bonds for project contracts worth a total of € 514 (2020: € 511) which primarily related to guarantee letters for the Strategic Planning, Works and Development Division.

32.3 Open tax periods

Tax Compliance Report

For the years 2011 to 2021, the Company and its subsidiary EYATH Services S.A. have undergone a tax audit carried out by certified public accountants, as provided for in Article 82(5) of Law 2238/1994 (for the years 2011 to 2013) and Article 65a of Law 4172/2013 (Income Tax Code) (for the years from 2014 onwards). Upon completion of the tax audit by the certified public accountants for the periods 2011-2020, audit reports were issued with an unqualified opinion for the Company and its subsidiary, while there were no tax liabilities other than those recorded and presented in the separate and consolidated financial statements.

For the 2021 financial year, the Tax Compliance Reports are expected to be issued after the publication of the annual financial statements.

After the completion of the tax audit, the Management of the Company and the Group does not anticipate

any additional tax liabilities that will have a material effect, other than those recorded in the separate and consolidated financial statements.

Open tax periods

Note that based on their judgments in similar cases (see Council of State Judgments No. 1738/2017, 675/2017 and Athens 3-member Administrative Court of Appeal Judgment No. 1490/2016) the Administrative Courts have ruled that 2015 has been statute-barred for tax purposes (with a 5-year statutebarring period). In light of this, it is clear that audits can only be carried out for the years 2016-2021 for which the provisions on tax certificates and 18-month deadlines for carrying out random tax audits have been repealed.

33. NUMBER OF STAFF EMPLOYED

On 31.12.2021 the Group employed 333 people on a permanent basis compared to 346 in 2020. On 31.12.2021, EYATH S.A. employed 10 people on fixed-term contracts and on 31.12.2020 it employed 20 people on fixed-term contracts.

34. SEASONALITY OF OPERATIONS

Company revenues are cyclical (with higher water consumption during summer months) meaning that there are major fluctuations from quarter to quarter in turnover and results. Consequently, results per quarter cannot per se be indicative of the trend for results which will arise by the end of the period, but are indicative only if compared to the corresponding results for previous periods. During the second half of each year a rise in consumption over the summer is recorded, which bolsters Company turnover compared to the first half of the year.

35. MAJOR EVENTS

Investment projects

Εντός του 2021, η ΕΥΑΘ ΑΕ δημοπράτησε μέσω ανοικτού διαγωνισμού τις παρακάτω συμβάσεις έργων και μελετών:

- During 2021, EYATH S.A. put the following works and design contracts out to tender via an open tender procedure:
- Contract entitled “First group of urgent sewerage works 2021”, with a budget of € 3.5 million (plus VAT).
- Contract entitled “First group of urgent water supply works 2021”, with a budget of € 3.0 million (plus VAT).
- Contract entitled “Maintenance of EYATH S.A. facilities in 2021” with a budget of € 900 thousand (plus VAT).
- Contract entitled “Repair of water supply network in the Rizia area of the Thessaloniki Industrial Area” with a budget of € 287.5 thousand (plus VAT).
- Study entitled “Final Design for Tanks D2a and D3a and the New Lime Saturation Sedimentation Tank at the Thessaloniki Water Treatment Plant” with a budget of € 1.4 million (plus VAT).

Moreover, in 2021 the tender procedure to select a contractor for the following works contracts was launched:

- Contract entitled “Repair and maintenance of the water supply network in Western Thessaloniki in 2020”, with a budget of € 2 million (plus VAT). The contract was signed on 23.3.2021.
- Contract entitled “Cancellation– Reconnection of water abstraction sites and replacement of water meters within EYATH S.A.’s territorial remit in 2020” with a budget of € 500 thousand. (plus VAT). The contract was signed on 14.5.2021.
- Contract entitled “Sewage treatment for wastewater in the Neokastro area, southeast of the village of

Galini in the Municipality of Oreokastro”, with a budget of € 1.2. million (plus VAT). The contract was signed on 1.6.2021.

- Contract entitled “Upgrade of the EYATH S.A. Management Building at 127 Egnatias St.”, with a budget of € 5 million (plus VAT). The contract was signed on 15.6.2021.
- Contract entitled “Installation of the central control station for the new water supply SCADA” with a budget of € 185 thousand. (plus VAT). The contract was signed on 14.07.2021.
- Contract entitled “Construction of extension to the Thessaloniki Water Treatment Plant - Phase A2”, with a budget of € 21.7 million (plus VAT). The validity of the tender procedure is currently being examined by the Council of State following applications for annulment filed by participants in the procedure. The contract is expected to be signed in 2022.

In November 2021, EYATH S.A. awarded a project contract entitled «Installation of central infrastructure works to install the security system for EYATH S.A.’s new water supply SCADA» with a budget of € 150 thousand (plus VAT).

In relation to contracts for the preparation of designs and provision of technical services:

- In January 2021, an additional 3rd Individual Agreement was signed with a contractual value of € 315,216.64 (VAT excl.) under the Framework Agreement entitled: “Framework Agreement for the provision of Technical Advisor support services for designs and projects under the EYATH S.A. Strategic & Business Plan”, with a budget of 1.32 million €.
- During 2021, EYATH S.A. commenced the process of restoring operation of tank D5 located in the Municipality of Evosmos above the ring road. In the context of this procedure, companies with specialisation and years of experience in geotechnical surveys and reinforcement of reinforced concrete structures were assigned the task of preparing the following designs via the direct award procedure:
  - “Geotechnical survey and design to improve the foundations of tank D5” with a budget of € 27,500.00 (plus VAT). The contract was signed on 24.5.2021.
  - “Provision of Technical Advisor services for repair of damage to the load-bearing structure and reinforcement of foundations of water supply tank D5” with a budget of € 10,500.00 (plus VAT). The contract was signed on 24.5.2021.

The following contracts are currently under way:

“Operation and Maintenance of the Waste Water Treatment Plant in the Wider Thessaloniki Area”

During December 2020 the tender procedure No. Δ1/2016 for the “Operation and Maintenance of the Thessaloniki Wider Area Waste Water Treatment Plant” ended and a 5-year contract was signed with the contractor for the sum of € 42,087,089 which stated that in addition to more general effective operation, maintenance, sanitary monitoring and overall responsibility of the Thessaloniki Waste Water Treatment Plant, it also included: a) major additional maintenance works / repairs / upgrades / replacement / addition of equipment (additional operational interventions) and b) energy optimisation interventions for the facilities to reduce the Thessaloniki Wastewater Treatment Plant’s energy footprint. It also includes the design, supply, installation and operation of a 1MW photovoltaic park.

«Operation of the Thessaloniki Water Treatment Plant»

As part of tender procedure No. 2B/2019 for the framework agreement on operation of the Thessaloniki Water Treatment Plant, the procedure for concluding the 1st implementing agreement was completed and signed on 12.4.2021. A 10-month contract with contractor for a price of € 1,925,321 plus VAT was signed which states that in addition to general efficient operation, maintenance and overall responsibility of the Thessaloniki Water Treatment Plant, it also includes: a) a training course for EYATH staff and b) an upgrade to the Thessaloniki Water Treatment Plant’s SCADA system.

In addition, in 2021 EYATH S.A. signed a MoU with HEDNO S.A. to collect and transfer high density data (in real time) via new HEDNO electrometers which will be generated using smart water meters which EYATH S.A. will install on the water supply network. EYATH S.A. has already signed a contract to supply eighty (80) smart water meters.

Lastly, in 2021, cases of extending sewerage networks with third parties assuming part of the cost were examined. These related to pipelines around 1.0 km long in various areas. Sewerage pipelines around 6 km long were rebuilt/replaced. New water supply pipelines around 12 km long were also relocated and built.

### Preparation of the first Sustainability Report

The company drafted the 2019-2020 Sustainability Report, the first in its history. The report showcases its performance and initiatives on social, environmental, economic and corporate governance issues, in line with the guidelines for preparing GRI sustainability reports.

### The subsidiary EYATH SERVICES S.A.

On 31.12.2016 contracts for work entered into by the subsidiary EYATH SERVICES S.A. expired but were extended to 30.6.2017 under Article 46 of Law 4440/2016. All persons engaged under such contracts sought recourse to the courts and obtained an interim order until the final judgment on the petition for injunctive relief is handed down. Athens Single-Member Court of First Instance judgment No. 1353/2018 was handed down on 1.3.2018 which rejected the injunction of the contract staff against the Company and the subsidiary EYATH SERVICES S.A. and since that date those persons have ceased offering their services to the Company. EYATH SERVICES S.A. has not provided any water supply and sewerage services in the period from 1.3.2018 to the present day. Judgment No. 2623/2020 of the Thessaloniki Single-Member Court of First Instance and irrevocable judgment No. 1248/2021 of the Single-Member Court of Appeal rejected the main action which was heard on 2.4.2019 and accepted it on its alternative basis, and obliged the parent company, EYATH S.A., to pay compensation to contract staff.

The Annual Ordinary General Meeting of Shareholders of the subsidiary EYATH SERVICES S.A. was held on 14.7.2021 and approved the following items:

- Approval of the annual financial statements prepared in accordance with the IFRS, reports from the Board of Directors and the auditor for the accounting period (1.1.2020 to 31.12.2020).
- Approval of overall management of the Board of Directors for the accounting period 1.1.2020 - 31.12.2020 in accordance with Article 108 of Law 4548/2018 and release of auditors from liability in accordance with Article 117(1)(c) of Law 4548/2018.
- Approval of fees paid to the Chairman, CEO, members and secretary of the Board of Directors during 2020 and setting of fees for 2021.
- Selection of Auditing Firm and approval of its fee for statutory audit of the Annual Financial Statements and tax audit for the period 1.1.2021-31.12.2021.
- Amendment of Article 3 of the Articles of Association relating to the company's registered offices.

On 22.7.2021, the Board of Directors issued decision No. 004/21 in which it decided to change the address of the company's head offices from 127 Egnatias St. to the building at 91 Tsimiski St. and to conclude a private agreement relating to concession of areas on the 5th floor of that building by the parent company EYATH S.A.

### The line-up of the Board of Directors of the subsidiary EYATH SERVICES S.A., as specified in Decision No. 001/2020 of the Board of Directors on 30.6.2020 was as follows:

- CHAIRMAN: Agis Papadopoulos, son of Michail, elected on 9.9.2019, whose term in office expires on 9.9.2022.
- CEO: Anthimos Amanatidis, son of Anastasios, elected on 26.6.2020, whose term in office expires on 26.6.2023.
- VICE CHAIRMAN: Sofia Ammanatidou, daughter of Ilias, elected on 26.6.2020, whose term in office expires on 26.6.2023.
- MEMBER: Katerina Tsikaloudaki, daughter of Georgios, elected on 26.6.2020, whose term in office expires on 26.6.2023.
- MEMBER: Parthena Theodoridou, daughter of Antonios, elected on 26.6.2020, whose term in office expires on 26.6.2023.
- MEMBER: Dimitris Alexandris, son of Georgios, elected on 9.9.2019, whose term in office expires on 9.9.2022.
- MEMBER: Despina Lemonidou, daughter of Iordanis, elected on 9.9.2019, whose term in office expires on 9.9.2022

### Participation in Public International Tender Procedure

Decision No. 003/2020 of the Board of Directors taken on 6.8.2020 decided that EYATH Services S.A. would participate as a member of the grouping «INTRAKAT - SUEZ EAU FRANCE S.A.S - EYATH SERVICES S.A.» in the public international tender procedure via the National Electronic Public Procurement System (ESIDIS) to award a public-private partnership agreement relating to: «IMPLEMENTATION OF THE HAVRIA HALKIDIKI DAM WATER TREATMENT PLANTS AND NETWORKS THROUGH PUBLIC-PRIVATE PARTNERSHIP - Phase I» announced by the MINISTRY OF INFRASTRUCTURE & TRANSPORT / GENERAL SECRETARIAT FOR INFRASTRUCTURE / DG HYDRAULIC, PORT AND BUILDING INFRASTRUCTURE / WATER SUPPLY, SEWERAGE & WASTEWATER TREATMENT PROJECTS DIRECTORATE (D18).

The total contractual duration of the project is 30 years and its budget is €86,321,000.00 (3 years) for construction and €80,496,000.00 for operation and maintenance (27 years).

The project award procedure includes two phases (A & B) of which phase B is divided into two stages (B.I & B.II). At present, having completed Phase I and in particular evaluation of the declaration of interest files submitted for the project to prequalify candidates, Phase II of the tender procedure is under way (since 7.12.2021) and in particular Stage B. I. - DIALOGUE.

### Recruitment of new staff

In implementation of Decision No. 794/2021 of the Board of Directors, in the context of tender notice No. ΣΟΧ1/2021, 10 successful secondary-education vehicle drivers were recruited on the basis of a fixed-term private law employment contract of 8 months.

By means of ASEP tender notice No. 10K/2021 (Government Gazette 60/ASEP Bulletin/27.11.2021) procedures were launched to fill 48 posts with a private law open-ended employment contract for staff with university, technological and secondary educations in accordance with Article 28 of Law 4765/2021.

### Annual General Meeting of Shareholders

The Annual Ordinary General Meeting of Shareholders held on 1.6.2021 approved the following items by a majority:

- Approval of the Annual Financial Statements of the Company and the Consolidated Financial Statements of the Group prepared in accordance with International Financial Reporting Standards (IFRS) for 20th accounting period (1.1.2020 - 31.12.2020), the Annual Management Report of the Board of Directors and the Report of the Independent Certified Public Accountants thereon.
- Approval of overall management of the Board of Directors for the accounting period 1.1.2020 - 31.12.2020 in accordance with Article 108 of Law 4548/2018 and release of auditors from liability in accordance with Article 117(1)(c) of Law 4548/2018.
- Approval of distribution of dividends from profits for the 2020 accounting period to Company shareholders.
- Approval of the remuneration and compensation paid to the Board members for the accounting period 1.1.2020 - 31.12.2020, pursuant to the company's remuneration policy and the Report of the Remuneration Committee.
- Selection of Auditing Firm and approval of its fee for the auditing of the Annual Financial Statements, the Report on Review of the Interim Condensed Six-Month Financial Statements and issuing of a Tax Certificate, for the accounting period 1.1.2021 - 31.12.2021.
- Approval of the suitability policy for prospective Board members.
- Approval of the amendments to the Company's Articles of Association.
- Authorising the members of the Board of Directors of the Company and the executives of the Company's Divisions to participate in the Boards of Directors or in the management of other related parties in accordance with IAS 24, and legal persons controlled by them in accordance with IAS 24.

### Changes to the Board of Directors

The Board of Directors officially met on 23.6.2020 following decision no. 367/2020 and was officially constituted with the line-up below:



- Agis Papadopoulos, son of Michail, Chairman, non-executive member. Elected on 2.8.2019. Term in office ends on: 1.8.2023.
- Anthimos Amanatidis, son of Anastasios, CEO, Executive Member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.
- Grigorios Penelis, son of Georgios, Vice Chairman, independent non-executive member. Elected on 21.2.2019. Term in office ends on: 20.2.2023.
- Theodoros Koulouris, son of Nikiforos, Executive Member. Elected on: 27.8.2019. Term in office ends on: 26.8.2023.
- Nikolaos Klitou, son of Konstantinos, independent non-executive member, Chairman of the Audit Committee. Elected on 21.2.2019. Term in office ends on: 20.2.2023.
- Georgios Satlas, son of Nikolaos, non-executive member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.
- Sofia Ammanatidou, daughter of Ilias (independent) non-executive member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.
- Katerina Tsikaloudaki, daughter of Georgios, non-executive member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.
- Maria Petala, daughter of Dimitrios, (independent) non-executive member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.
- Georgios Archontopoulos, son of Savvas, employee representative, non-executive member. Elected on 19.6.2020. Term in office ends on: 18.6.2024.
- Ioannis Mitzias, son of Konstantinos, employee representative, non-executive member. Elected on 19.6.2020. Term in office ends on: 18.6.2024.

The Board of Directors had the same line-up on 1.1.2021.

By means of Decision No. 501/2021, the Board of Directors accepted the resignation of EYATH S.A. Board Member, Mr. Georgios Satlas.

By means of Decision No. 681/2021, the Board of Directors decided to appoint Mr. Dimitrios Konstantakopoulos as a non-executive member of the Board of Directors of EYATH S.A.

Consequently, on 31.12.2021, the line-up of the Board of Directors was as follows:

- Agis Papadopoulos, son of Michail, Chairman, non-executive member. Elected on 2.8.2019. Term in office ends on: 1.8.2023.
- Anthimos Amanatidis, son of Anastasios, CEO, Executive Member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.
- Grigorios Penelis, son of Georgios, Vice Chairman, independent non-executive member. Elected on 21.2.2019. Term in office ends on: 20.2.2023.
- Theodoros Koulouris, son of Nikiforos, Executive Member. Elected on: 27.8.2019. Term in office ends on: 26.8.2023.
- Nikolaos Klitou, son of Konstantinos, independent non-executive member, Chairman of the Audit Committee. Elected on 21.2.2019. Term in office ends on: 20.2.2023.
- Dimitrios Konstantakopoulos, son of Grigorios, non-executive member. Elected on 16.12.2021. Term in office ends on: 29.4.2024.
- Sofia Ammanatidou, daughter of Ilias (independent) non-executive member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.
- Katerina Tsikaloudaki, daughter of Georgios, non-executive member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.
- Maria Petala, daughter of Dimitrios, (independent) non-executive member. Elected on 30.4.2020. Term in office ends on: 29.4.2024.
- Georgios Archontopoulos, son of Savvas, employee representative, non-executive member. Elected on

19.6.2020. Term in office ends on: 18.6.2024.

- Ioannis Mitzias, son of Konstantinos, employee representative, non-executive member. Elected on 19.6.2020. Term in office ends on: 18.6.2024..

Change in address of head offices

Due to the necessary upgrade works, Decision No. 348/2021 of the Board of Directors issued on 24.6.2021 decided to transfer the company’s registered offices from the building at 127 Egnatias St. in the Municipality of Thessaloniki to the leased building at 91 Tsimiski St. in the Municipality of Thessaloniki.

Coronavirus (COVID-19)

The start of the COVID-19 pandemic in mid-February 2020 in Greece and the subsequent lockdown of the domestic market from the end of March 2020 to mid-May 2020, and from early November 2020 to the present day has brought major changes in the fluctuation in domestic supply and demand, making the macroeconomic environment difficult at both local and global level. Given the current situation both globally and in Greece where the pandemic is in its third wave, there is still an inability to safely assess the duration of the public health crisis, which to a large extent is expected to depend on the progress of vaccination programmes.

EYATH S.A.’s financial data, after a series of estimates and analyses during the reporting period, only appears to have fluctuated slightly, without there being any major impact from the healthcare crisis on the Company’s business activities and liquidity. Despite that, Management continues to monitor developments carefully so that it can immediately respond to the requirements of the global and domestic environment, based on the major checks and balances it has in place, such as the significant level of cash assets and the general lack of borrowing.

As part of the pandemic public health crisis Greece is undergoing to this day, the role of responsibility of companies like EYATH in managing vital public health infrastructure is crucial for social cohesion. In this context, Company Management has developed a web of actions which have already been implemented in all sectors of its operations.

Since April 2020, the Company’s scientific staff have worked closely with the Aristotle University of Thessaloniki to support research into the detection of viral loads in the city’s wastewater. This research significantly contributes to the national effort to address the pandemic and is also expected to expand into new fields in the near future.

EYATH also contributed to bolstering the National Health System, and in particular in the sector of care for vulnerable groups, both by providing healthcare equipment and by offering direct financial support. Some characteristic examples include: 1. The delivery of special diagnostic equipment to the Thessaloniki University Hospital (AHEPA) to detect COVID cases in September 2020 and 2. 5,000 pieces of personal protective equipment (masks) were made available to schools in Thessaloniki at the start of the 2020-21 school year.

In addition, building on its initial focus on combating the health crisis, motivated by its desire to safeguard its employees and consumers, EYATH S.A. is in constant contact with the National Public Health Organisation (EODY) on issues relating to coronavirus, so that it can immediately receive all instructions and take measures relating to the protection and safety of staff and the general public.

36. EVENTS OCCURRING AFTER THE BALANCE SHEET DATE

Decision of the CoS on the Shareholding Composition of EYATH S.A.

Judgment No. 191/2022 of the Plenary Session of the Council of State, published on 4.2.2022, held that the transfer under Law 4389/2016 by the State to HCAP S.A. of more than 50% of the share capital of EYATH S.A. is contrary to the provisions of Article 5(5) and 21(3) of the Constitution which state that the provision of water supply and sewerage services to the population of the wider Thessaloniki area is not an activity integral to the core of state power and that under current conditions, namely under conditions where those services are provided on a monopolistic basis, it is constitutionally necessary for EYATH S.A. to be controlled by the Greek State, not simply by the exercising supervision over it but via its share capital. Although the State is the sole shareholder of HCAP S.A. (the shareholder hereinafter of EYATH S.A.) it does not exercise control over the Board of Directors of HCAP and consequently the constitutional condition which requires EYATH S.A. to be controlled



by the Greek State, not just by exercising supervision over it but also via its share capital, is not met, and in addition HCAP S.A., a body governed by private law which intervenes between the State and EYATH S.A., seeks above all to achieve cash flow and money saving objectives and has been organised and is run in such a way as to achieve those objectives.

EYATH SERVICES S.A.’s share capital increase

At the Extraordinary General Meeting of EYATH Services S.A. held on 11.2.2022 it was decided to increase the share capital by payment of cash and to amend Article 5 of the Articles of Association. More specifically, it was decided to increase the share capital by € one million (1,000,000) paid in cash by issuing two million (2,000,000) registered shares of € fifty cents (0.50) each. The share capital increase was made to cover losses and the medium-term cash flow needs of the company in order to finance its investment programme.

At the meeting of the Board of Directors of EYATH Services S.A. on 10.3.2022, Decision No. 002/2022 of the Board of Directors confirmed payment of the share capital increase for EYATH SERVICES S.A.

Thessaloniki, 14 April 2022



ΔΙΑΘΕΣΙΜΟΤΗΤΑ ΟΙΚΟΝΟΜΙΚΩΝ ΚΑΤΑΣΤΑΣΕΩΝ

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