



**Special Annual Report pursuant to article 3C of Law 4706/2020,
on gender balance representation in the Board of Directors
of PIRAEUS PORT AUTHORITY S.A.**

PART A

Introduction- Company details

This special annual report has been drafted in accordance with the provisions of paragraph 1 of Article 3C of Law 4706/2020, which was added by Article 7 of Law 5178/2025, as well as in accordance with letter no. 12678/ 8.9.2025 from the General Secretariat for Equality and Human Rights of the Ministry of Social Cohesion and Family Affairs, concerning gender balance on the Board of Directors of PIRAEUS PORT AUTHORITY S.A. (hereinafter referred to as the "Company"), which is listed on the Athens Stock Exchange.

The Company, indicatively and not restrictively, provides services and facilities to vessels, cargo, and passengers, including ship berthing as well as cargo and passenger handling to and from the port, installs, organizes, and exploits all kinds of port infrastructure, undertakes any activity related to the port and any commercial activity related to the operation of the port of Piraeus, and is engaged with third parties for the provision of port services.

Company Name:	PIRAEUS PORT AUTHORITY S.A.
Business Registry (GEMI) Number:	44259307000
Tax code:	090010223
Company's field of activity:	Port Services
Number of employees at individual level:	1,024 <i>(reference date 31/12/2024)</i>
Annual turnover:	230,878,454.97 € <i>(reference date 31/12/2024)</i>
Annual balance sheet:	662,787,014.70 € <i>(reference date 31/12/2024)</i>

The Company takes all necessary measures to ensure compliance with the conditions and requirements of legislative and regulatory provisions regarding gender balance on its Board of Directors.



PART B

Data on balanced gender representation in the Board of Directors

According to Article 18 of its Articles of Association, the Company is administrated by the Board of Directors, consisting of nine (9) to thirteen (13) members elected by the General Assembly, while based on the current shareholding structure, the Growthfund appoints one (1) Member pursuant to Article 79 of Law 4548/2018.

Following a recommendation by the Nomination Committee, which reviewed the individual and collective suitability of the candidates, the Annual Ordinary General Assembly of the Company's Shareholders on July 8th, 2025 elected a new Board of Directors and appointed its independent non-executive members. Subsequently, and pursuant to the decision of the Board of Directors No. 49/08-07-2025 on its constitution, with registration code Business Registry (GEMI) number 5432692, as evidenced by respective announcement No. 3668463/16.07.2025, the Board of Directors consists of nine (9) members.

Data on gender representation in the Board of Directors				
	Total members	Male members	Female members	Underrepresented gender percentage
Members	9	6	3	33%
Executive members	3	2	1	33%
Non-executive members	6	4	2	33%
Independent non-executive members	3	2	1	33%
Recent constitution of the BoD into body:	Board of Directors decision No 49/08-07-2025			

As appeared, the Company already fully complies with the provisions of Article 3A, paragraphs 3 and 4, of Law 4706/2020, which was introduced by Law 5178/2025, coming into force on June 30, 2026, as the participation of the underrepresented gender in the Company's Board of Directors, due to its size, is not less than thirty-three percent (33%) for all four indicators in the above table.



PART C

Measures implemented by the company to improve gender balance representation on the Board of Directors

Despite the provisions (Articles 3A par (3), (4), and (5) and 3B of Law 4706/2020, as applicable) coming into force on June 30, 2026, the already Company's compliance as from this very present moment, confirms **both** its constant vigilance in ensuring, through continuous review and implementation of the necessary measures, its timely compliance with the legislative and regulatory framework, with the aim of its lawful and smooth operation, **as well as** its willingness to adopt best corporate practices. Indicative, but not restrictive, are mentioned:

- **Representation in executive positions:** Since July 2021, the underrepresented gender has been represented by 33% of the executive members of the Board of Directors, in order to ensure balance in decision-making.
- **Promotion of women to positions of responsibility:** Despite the particular nature of the port industry in which the Company operates and given that the overwhelming majority of its workforce is employed in labor-intensive activities (dockworkers, crane and forklift operators, truck drivers, manual services staff, etc.), the participation of women in all management positions in the Company amounted to 34.5% on 31 December 2024.
- **Continuous monitoring and compliance:** The composition of the Board of Directors is assessed annually by an external consultant (a relevant report is included in the corporate governance statement of the Annual Financial Report) to ensure that the percentage of the underrepresented gender remains within or, ideally, exceeds the limits set by law.
- **Training:** Training executives on gender equality, discrimination prevention, and fair selection enhances the effectiveness of the practice followed and contributes to changing mindsets, avoiding unconscious biases, and promoting balanced representation.
- **Integration into corporate governance:** Promoting balanced gender representation is not a stand-alone action, but is integrated into the company's governance policies, strategy, and internal procedures, such as the Company's Suitability Policy and Diversity Policy.

Conclusion

The Company fully complies with the obligations of Article 3A of Law 4706/2020, as applicable. It constantly strives to improve balanced representation through the above measures and ensures the continuous monitoring and adjustment of its policies.



Submission of the Report

This Special Annual Report will be posted on the Company's website and will be sent within the prescribed deadline to the competent bodies, in accordance with article 3C of Law 4706/2020:

- a) to the Capital Market Commission, as the competent body for the supervision of listed companies and specifically for compliance with the obligations of articles 3A, 3B and 3C of Law 4706/2020, as in force,
- b) to the "Documentation, Research and Digital Support Department (Observatory)" of the General Secretariat for Equality and Human Rights of the Ministry of Social Cohesion and Family and
- c) to the "Ombudsman".

CEO

SU Xudong