

SPECIAL REPORT ON GENDER BALANCED REPRESENTATION – Article 7 of Law 5178/2025 (Article 3A of Law 4706/2020)

PART A': Company Information				
Name	THESSALONIKI PORT AUTHORITY SOCIÉTÉ ANONYME			
General Commercial Registry (GEMI) No.	58231004000			
Tax Identification (TIN) No.	99356700			
Business Sector of Activity	Port and waterway operation services (excluding cargo handling) in sea or coastal waters			
Number of company employees, on an individual basis	439 salaried employees and 120 daily wage workers. (data as of 31.12.2024). Additionally, as of 31.12.2024, there were 5 TEI (Technological Educational Institute) interns and 9 OAED (Public Employment Service) trainees.			
Annual Turnover	100.7 mil (data as of 31.12.2024)			
Company's Annual Balance Sheet	273 mil (data as of 31.12.2024)			
PART B': Data on gender representation in the Board of Directors				
	Total BoD Members	Men	Women	% of Members of the Underrepresented Gender
Members	9	6	3	33,33%
Executive Members	1	1	0	0%
Non-Executive members	5	3	2	40%
Independent Non-Executive Members	3	2	1	33,3%
Reference to the recent minutes of the Board of Directors' formation into a body	Decision No. 7944/14.05.2025 of the Board of Directors of ThPA S.A.			

ThPA S.A. is fully aligned with the regulatory framework set forth by the provisions of Laws 4548/2018 (Official Gazette A' 104), 4706/2020 (Official Gazette A' 136), as currently in force, Law 5178/2025, the guidelines issued in Circular 60/2020, and the updated Circular 60 dated April 29, 2025, of the Hellenic Capital Market Commission, as well as the 2021 Hellenic Corporate



Governance Code published by the Hellenic Corporate Governance Council, which has been formally adopted by ThPA S.A.

PART C': Measures implemented by the Company to improve gender-balanced Representation on the Board of Directors

Enhancing the participation of the underrepresented gender, with the aim of achieving balanced gender representation on the Board of Directors, has been a primary concern of the Company and remains at the core of its policies.

- According to the current Suitability Policy for BoD members, diversity constitutes a key criterion for collective suitability. In this context, any exclusion from participation on the BoD on the grounds discrimination, including gender, is prohibited.
- The Company has adopted and implements a Diversity Policy, which requires the Board of Directors to ensure gender diversity, including maintaining a balanced representation of both genders among its members.
- The current composition of the Board of Directors adequately represents gender diversity, exceeding the minimum requirements set by Law 4706/2020, Article 3A, as it includes three (3) women out of a total of nine (9) members, corresponding to female representation of 33.33%. It is noted that the current composition of the BoD already meets the required gender representation that will apply from June 30, 2026, according to the provisions of Law 5178/2025.
- The current composition of the BoD demonstrates adequate gender diversity, exceeding the minimum requirements of Law 4706/2020, Article 3A, with three (3) women out of a total of nine (9) members, representing 33.33% female participation. It is also noted that the current BoD composition already complies with the gender representation requirements that will come into effect on June 30, 2026, pursuant to Law 5178/2025.
- The Company demonstrates its commitment to diversity, equal treatment, and equal opportunities in practice, as well as its dedication to enhancing the representation of the underrepresented gender on the Board of Directors. Upon the constitution of the newly elected Board of Directors, the BoD appointed a woman independent non-executive member as Chair of the BoD, who also serves as Chair of the Nomination Committee and as a member of the Remuneration Committee, thereby exceeding the minimum regulatory requirements related to gender representation.
- The Board of Directors, with the support of the Nomination Committee, regularly monitors compliance with regulatory requirements and the adoption of best practices, with the aim of continuously improving gender-balanced representation on the BoD.
- The Company ensures equal access to training opportunities, supporting the continuous development of knowledge and skills for all members of the Board of Directors, regardless of gender. Equal access enhances the meaningful participation of the underrepresented gender in strategic decision-making, while also fostering a culture of equal opportunities and non-discrimination at the highest management level of the Company.



- The Company has in place a Remuneration Policy that guarantees equal treatment of the members of the Board of Directors, providing equal benefits to all members with respect to their participation on the BoD, irrespective of gender.

Yours faithfully

The Chairwoman of the BoD

The Chief Executive Officer

Angeliki Samara

Dr. Ioannis Tsaras

