



SPECIAL ANNUAL REPORT ON THE BALANCED REPRESENTATION OF GENDERS

(Article 7 L. 5178/2025)

Spata, 26 September 2025

According to Law 4706/2020, as amended by Law 5178/2025 (and in particular with the addition of Article 3C), which incorporated Article 7 of EU Directive 2022/2381 into Greek law to ensure the application of the principle of gender equality and achieve a more balanced representation of women on the boards of listed companies, sociétés anonymes (S.A.) and public enterprises and organizations, applicable in the case of our Company as a listed company, which employs 250 or more employees and has an annual turnover of at least €50,000,000, this special annual report on gender balance is being drafted.

PART A. Company Details

Athens International Airport S.A. ("AIA" or the "Company") was established in 1996 as a public-private partnership with an initial 30-year concession governed by the Airport Development Agreement (ADA), as ratified by Law 2338/95, by which the Company was granted with the exclusive right and obligation of the design, financing, construction, completion, commissioning, maintenance, operation, management, and development of the Athens International Airport "Eleftherios Venizelos". Further, by virtue of Law 4594/2019, the ADA Extension Agreement was ratified, and the duration of the concession was extended for 20 additional years (i.e., until June 11, 2046), while it was further amended and ratified by Law 5080/2024. Pursuant to Article Third of Law 2338/1995, AIA is a public utility company, operating according to the rules of the private economy, is not included in the category of enterprises and/or organisations of the public sector or even within the broader public sector, and is not subject to legislative provisions governing companies belonging directly or indirectly to the Greek State. AIA is governed by that law as amended and in force, in combination with the provisions of Laws 4548/2018, 3556/2007, 4706/2020 and 5164/2024.



According to article 2 of the Articles of Association, the Company's object is inter alia: a. To carry out any and/or all the business or activities connected with the design, financing, construction, completion, commissioning, maintenance, operation, administration, and development of the Airport. To provide and operate or ensure the provision and operation (either within the site of the Airport or in areas adjacent to it or elsewhere) of aviation facilities and services, air traffic control, data processing systems and telecommunications, security systems, restaurants and catering, storage areas and offices, retail sale and whole sale of goods, hotels and conference rooms, recreation areas, handling of cargoes, repair shops and maintenance facilities, production of electric power, transportation and any kind of transportation related activities, as well as any other facilities, services and amenities (related to the foregoing or not) which are necessary for and/or supplementary to the operation of the Airport and the arrival, departure and handling of aircraft, passengers, luggage, cargoes, freight and mail. b. To provide education and training services. c. To carry out any act whatsoever which is necessary or expedient, at the discretion of the Board of Directors, for the implementation of the ADA, as in force, whose terms are binding on the Company, as well as for the performance of the Company's obligations and the exercise of any or all of the Company's rights and powers and for the carrying out of all the activities which are allowed by virtue of the ADA. d. To implement any other activities whatsoever (economic, commercial, industrial, non commercial, real estate, capital-linked or other) which, in the opinion of the Board of Directors serve or may serve the Company's objects, as such objects are described in detail in (a) to (d) (objects) of art. 2 of the Company's Articles of Association.

The Company's General Commercial Registry Number (G.E.M.I.) is 2229601000 and its Tax Identification Number (TIN) is 094440299/Tax Authority: KEFODE ATTIKIS.

The number of employees working for the Company on June 30, 2025, including seasonal staff due to the seasonal nature of the business, was 928.



Finally, the Company's annual turnover for the fiscal year 2024 amounted to €665,511,078 according to the Company's annual financial statements for the period from 1.1.2024 to 31.12.2024, which are available on our Company's website for investor information at the following link [FINAL ENG AIA 2024ANNUALFINANCIALREPORT.pdf](#)

Part B. Data on gender balance on the Company's Board of Directors

The following table presents the composition of the current Board of Directors, in accordance with the resolution of the General Meeting dated December 15, 2023, and the resolution of the Board of Directors regarding its constitution into a body, also dated December 15, 2023. This composition is effective as of February 7, 2024. The term of the Board of Directors is two years (i.e., until February 6, 2026) with the possibility of extension until the date of the Ordinary General Meeting of 2026, which will approve the annual financial statements for the fiscal year 2025:

1. Michail Kefalogiannis, son of Evangelos and Maria, **Non-Executive member, Chairperson**
2. Gerhard Schroeder, son of Gerhard and Ursula, **Non-Executive member, Vice-Chairperson**
3. Ioannis Paraschis, son of Nicolaos and Antigoni, **Executive member, Managing Director (CEO)**
4. Evangelos Peter Pougias, son of Vasileios and Liza, **Non-Executive member**
5. Sven Erler, son of Rolf and Ursula, **Non-Executive member**
6. Charalambos Pampoukis, son of Panos and Aikaterini, **Non-Executive member**
7. Ian Andrews, son of Anthony and Nafsica, **Non-Executive member**
8. Janis Kong, daughter of Robert and Isabella, **Non-Executive member**
9. Robert Goebbels, son of Ernest and Lola, **Independent Non-Executive member**



10. Lorraine Scaramangas, daughter of Alan and Helen, **Independent Non-Executive member**
11. Thiresia (Teresa) Farmaki, daughter of Ioannis and Elisavet, **Independent Non-Executive member**
12. Konstantinos Kollias, son of Vasileios and Elisavet, **Independent Non-Executive member**
13. Aikaterini Savvaidou, daughter of Konstantinos and Vassiliki, **Independent Non-Executive member**

In accordance with Article 8.1 of the Company's Articles of Association, the Board of Directors is composed of thirteen (13) members, comprising executive, non-executive, and independent non-executive members, in line with the applicable legal framework.

Specifically, out of the thirteen (13) members of the Company's Board of Directors, nine (9) are men (69.02%) and four (4) are women (30.8%).

According to the Company's Articles of Association, one (1) member of the Board of Directors is an Executive Member, who is male.

Furthermore, the Board includes seven (7) Non-Executive Members, of whom one (1) is a woman (14.3%) and six (6) are men (85.7%).

Finally, the Board of Directors comprises five (5) Independent Non-Executive Members, of whom three (3) are women (60%) and two (2) are men (40%).

The female members of the current Board of Directors are as follows:

1. **Janis Carol Kong** – Non-Executive Member
2. **Aikaterini Savvaidou** – Independent Non-Executive Member
3. **Lorraine Scaramangas** – Independent Non-Executive Member



4. Theresia (Teresa) Farmaki – Independent Non-Executive Member

Accordingly, pursuant to paragraph 3 in conjunction with paragraph 5 of Article 3C of Law 4706/2020, as currently in force, which stipulates that companies employing two hundred and fifty (250) or more employees and having an annual turnover of at least fifty million euros (€50,000,000) or an annual balance sheet total of at least forty-three million euros (€43,000,000) must ensure that the percentage referred to in paragraph 2 is not less than thirty-three percent (33%) of the total members of the Board of Directors. In the case of a fraction, the percentages in paragraphs 2 and 3 are rounded to the nearest whole number. It follows that our Company is already in compliance with paragraph 3, since $13 \text{ members} \times 33\% = 4.29$, which rounds to 4 as the nearest whole number. To support this, the Annex to the EU Directive 2022/2381 explicitly states that if the Board of Directors consists of 13 members, at least 4 members must belong to the underrepresented gender in order to meet the 33% target. Furthermore, since the Board of Directors includes only one Executive Member, paragraph 4 of Article 3C of Law 4706/2020, as currently in force, does not apply to our Company.

PART C. Measures Implemented by the Company to Improve Balanced Gender Representation on the Board of Directors

As noted above, our Company is already in compliance with both European and Greek legislation and it recognizes the importance of promoting an appropriate level of diversity not only at the Board of Directors level but also within its management team. Accordingly, the Company implements a Diversity Policy aligned with its business strategy, mission, vision, and values.

With the goal of sustaining continuous business growth, the Company aims to gather a wide range of qualifications and skills when selecting members of the Board of Directors as well as senior executives. This approach ensures diversity of perspectives and experiences, fosters the expression of independent views, and supports sound decision-making.



Diversity, inclusion, and equality are key objectives of our Company's social and corporate strategy. Beyond mere quotas, inclusion is a strategic choice for us—beyond compliance requirements—and is considered a necessary condition for competitiveness, innovation, and sustainable development.

This Annual Special Report pursuant to Article 3C of Law 4706/2020, as in force, will be published on the Company's official website by September 30, 2025, and will be submitted to:

- a) The Hellenic Capital Market Commission,
- b) The Department of Documentation, Research and Digital Support (Gender Equality Observatory) of the General Secretariat for Equality and Human Rights of the Ministry of Social Cohesion and Family, and
- c) The Greek Ombudsman.

On behalf of the Company under the name "Athens International Airport S.A."

The Board of Directors

PART A: Company Information				
Company Name:		ATHENS INTERNATIONAL AIRPORT S.A.		
General Commercial Registry Number (G.E.M.I.):		2229601000		
Tax Identification Number (TIN):		094440299 / KEFODE ATTIKIS		
Company Activity Sector:		Study, design, financing, construction, completion, commissioning, maintenance, operation, management, and development of the Athens International Airport "Eleftherios Venizelos"		
Number of Employees (individual basis):		928		
Annual Turnover:		665.511.078 €		
Annual Financial Statements:		https://investors.aia.gr/userfiles/LPFiles/financial-results/2024/FINAL_ENG_AIA_2024ANNUALFINANCIALREPORT.pdf		
PART B: Gender Representation on the Board of Directors				
	Total Members	Male members	Female members	Percentage of Underrepresented Gender (%)
Members	13	9	4	30.8%
Executive Members	1	1	0	0%
Non – Executive Members	7	6	1	14.3%
Independent Non – Executive Members	5	2	3	60%
Reference to the latest Board of Directors minutes regarding its constitution into a body:		Minutes dated 15.12.2023 of the Company's Board of Directors		