

**Special Annual Report**  
**on the Gender balance among Directors**  
**of AEGEAN AIRLINES S.A.**

The present special annual report has been prepared in accordance with paragraph 1 of article 3C of Law 4706/2020, as in force, and includes information regarding the balanced representation of genders on the Board of Directors of AEGEAN AIRLINES S.A. (hereinafter the “Company”), which is listed on the Main Market of the Athens Stock Exchange.

The Company takes all necessary measures to ensure full compliance with the obligations and requirements set forth by the applicable legislative provisions regarding gender representation on its Board of Directors (hereinafter the “BoD”).

**Part A: Company Information**

<b>Legal Entity Name</b>	AEGEAN AIRLINES S.A.
<b>General Commercial Registry Number</b>	001797901000
<b>VAT Number</b>	094468339
<b>Business Sector</b>	AIR TRANSPORT OF PASSENGERS (main business activity)
<b>Number of employees at the parent company level</b>	2.908 <sup>1</sup> (as of 31.12.2024)
<b>Annual Turnover</b>	EUR 1.718.779.290 <sup>1</sup> (for the fiscal year 2024)
<b>Annual Balance Sheet</b>	EUR 2.737.520.790 <sup>1</sup> (for the fiscal year 2024) <sup>2</sup>

<sup>1</sup> The data presented refer to the Company on a standalone basis.

<sup>2</sup> For the year 2024, according to the Company’s annual financial statements and specifically the Company’s Statement of Financial Position as of 31.12.2024 (for more information [here](#))

-Total Assets: €2.737.520.790

-Total Liabilities: €2.285.820.890

-Total Liabilities and Equity: €2.737.520.790.

**Part B: Data on Gender-Balanced Representation on the Company's Board of Directors**

The Company fully complies with the applicable provisions on the balanced representation of genders on the Board of Directors, as set out in article 3A of Law 4706/2020, taking into account also the provisions of articles 17 paragraphs 2 and 3 and 42 paragraph 2 of Law 5178/2025.

According to the above provisions, at the time of drafting the present report, gender representation on the Company's Board of Directors must not fall below twenty-five percent (25%) of the total number of Board members, and in the case of a fraction, this percentage shall be rounded down to the previous integer. From 30.06.2026 onwards, the aforementioned percentage must not fall below thirty-three percent (33%), and in the case of a fraction, this percentage is rounded to the nearest integer. Furthermore, when the Company's Board of Directors includes three (3) or more executive members, at least one (1) executive member of the underrepresented gender must be included within the above thirty-three percent (33%). The Company is required to comply with this obligation (provided that its Board of Directors includes three or more executive members) at the first expiration of the term of office of its Board of Directors after 30.06.2026, or in the next term in the event of a single renewal, or in any case of replacement, for any reason, of an already serving executive member of its Board of Directors.

Following the recommendation of the Remuneration & Nominations Committee, which assessed the individual and collective suitability of the candidates in accordance with the approved Suitability Policy for the members of the Company's Board of Directors, the Annual Ordinary General Meeting of 30<sup>th</sup> of April 2024 elected the members of the current 12-member Board of Directors of the Company, with a three-year term of office. At its meeting on 30<sup>th</sup> of April 2024, the Board of Directors was constituted into a body.

The data concerning the application of paragraph 3 of article 3A of Law 4706/2020, regarding the number of executive, non-executive, as well as independent non-executive members of the current Board of Directors of the Company who belong to the underrepresented gender, and the corresponding percentages, are presented in the following table:

	<b>Total Number of Members of BoD</b>	<b>Men</b>	<b>Women</b>	<b>% of the underrepresented gender</b>
Members	12	9	3	25%
Executive Members	3	2	1	33%
Non-executive Members	5	5	0	0%
Independent non-executive Members	4	2	2	50%
<b>Reference is made to the recent minutes of the Board, pursuant to which it was organized as a Body Corporate.</b>		The decision of the Board of Directors dated 30.04.2024, by which the Board elected by the Ordinary General Meeting was constituted into a body and granted authorization regarding the representation of the Company.		

From the above data it is inferred that three (3) out of the twelve (12) members of the Company's current BoD are individuals of the underrepresented gender, resulting in a percentage of 25% to the total BoD headcount.

Therefore, the Company meets the requirements of article 3A of Law 4706/2020, as added by article 5 of Law 5178/2025, which at the time of drafting the present report provide that the representation of the underrepresented gender on the Board of Directors may not fall below 25%.

### **Part C: Measures implemented by the Company to improve gender-balanced representation on the Board**

The Company generally ensures at all times equal treatment and equal opportunities between genders. This aspect extends beyond the selection and training of Board members.

Furthermore, the Company will take all necessary actions and implement all required organizational measures to comply with the obligations of article 3A of Law 4706/2020 before 30.06.2026, in accordance with paragraph 2 of article 42 of the same law. In this context, it will revise the Suitability Policy for Board members regarding the criteria and procedure for selecting members of the Board of Directors, ensuring the percentages for balanced gender representation on the Board in accordance with articles 3A and 3B of Law 4706/2020 and will take all necessary corporate decisions, through its competent corporate bodies, to shape the composition of its Board of Directors in compliance with paragraphs 3 and 4 of article 3A of Law 4706/2020.

In this way, the Company ensures full compliance with its legislative and regulatory obligations while also strengthening its commitment to improving the balanced representation of genders in its highest governing body.

This report is posted on the Company's official website and will be submitted by 30.09.2025, in accordance with paragraph 2 of article 3C of Law 4706/2020, to the Hellenic Capital Market Commission, to the Documentation, Research and Digital Support Department (Gender Equality Observatory) of the General Secretariat for Equality and Human Rights of the Ministry of Social Cohesion and Family, and to the Greek Ombudsman.

The Board of Directors

Spata, 26 September 2025