

DIVERSITY, EQUALITY & INCLUSION (DEI) POLICY

1. Preamble

PPA SA (hereinafter PPA or the company) recognizes the importance of promoting the principles of Diversity, Equality and Inclusion in the composition of its human resources, promoting a working environment that respects individual rights and diversity, whether based on visible characteristics such as age, gender, race, nationality and physical ability or non-visible characteristics such as culture, religion, marital status, experience and opinion. The company ensures equal opportunities for growth and development for all without bias, with zero tolerance for discrimination or harassment and retaliatory behavior in the workplace, valuing flexibility and innovation, treating differences of opinion as an opportunity for constructive criticism for the improvement of all of us.

PPA is composed of a multicultural workforce and promotes a sense of belonging for all its employees. As a leading organization in its industry, it invests in diversity in order to ensure its business success. Where diversity prevails, uniqueness can stand out and excel.

2. Purpose and Scope

The purpose of this Policy is to promote the concept of diversity, equality and inclusion in the workplace, ensuring that all employees and associates are treated with respect and dignity, regardless of race, gender, age, nationality, religion, disability, sexual orientation, or any other personal or social difference.

The Policy is adopted by resolution of the competent company body and applies to all human resources employed by the company irrespective of their level of service and employment relationship (i.e. dependent employment, independent services, salaried mandate e.t.c.) and applies to all aspects of employment, including the recruitment, career development, compensation, training and development process.

3. Definitions

Diversity: Diversity in the workforce lies in criteria such as racial, cultural, social, age, personal or occupational as i.e. age, gender, people with different physical and mental abilities, nationality, social and ethnic origin, social status, religion and beliefs, political opinions and sexual orientation.

Equality: All workers should enjoy equal rights and opportunities without discrimination and should have the same pay and working conditions for the same work. The company shall provide equality of opportunities for all employees, without discrimination or inequality in access to employment, training, promotion or reward opportunities.

Inclusion: Inclusion describes how we ensure the participation of different people in work and decision-making processes. The company promotes an inclusive environment where all employees, regardless of background, feel safe and supported to express their views and contribute fully to the success of the organization. Inclusion encourages collaboration, creativity and innovation and fosters a sense of belonging for each individual in the team.

4. Corporate Commitments

PPA accepts diversity, equality and inclusion as part of its corporate culture which contributes significantly to the company's business success. All employees have equal opportunities for career development based on their skills, qualifications and performance.

PPA's staff participate in training programs and activities organized by the company for the understanding and awareness of diversity and inclusion issues.

The company demonstrates **zero tolerance** for behaviors and incidents of discrimination, harassment and retaliation based on protected characteristics such as race, gender, sexual orientation, religion, disability and age and ensures that any complaint is dealt promptly and with due diligence.

5. Employees' Responsibilities

Respect for diversity is a cornerstone for a healthy working environment. The employees of PPA SA owe:

- (a) to comply with this Policy,
- (b) to behave with respect, understanding and tolerance towards the diversity of their colleagues,
- (c) to participate in relevant training programs organized by the company which promote equality and inclusion, and
- (d) to report any incident of discriminatory or inappropriate behavior that comes to their attention involving themselves or their colleagues, in accordance with the respective complaints procedure established by the company in the Policy to prevent and combat violence and harassment at work and for the management of internal complaints about incidents of violence and harassment.

6. Diversity criteria for the members of the BoD and senior managers

The commitment for diversity, equality and inclusion starts from the highest levels of the company's management ("tone at the top"). In this context, the company has established the Diversity Policy of BoD Members which is in line with and operates complementary to this Policy.

The members of the Board of Directors of the company have a wide range of qualifications and skills, ensuring as much diversity and variety of views and experiences as possible, in order to better understanding risks and opportunities, as well as better decision-making.

When selecting members of the BoD, in addition to adequate gender representation (in accordance with the provisions of Law 5178/2025), no candidates are excluded on the grounds of race, gender, sexual orientation, religion, political opinions, social origin, disability or age.

The diversity criteria are extended beyond board members to senior managers of the company where there is sufficient representation by gender.

7. Sanctions

Any violation of the articles of this Policy may result in disciplinary and/or other sanctions, not excluding the company's right to terminate the employment contract of the parties involved.

8. Validity – Evaluation – Review

This Policy comes into force by a decision of the competent company body and is posted on the company's website.

The Policy will be reviewed annually and revised, if necessary, by the competent company body to reflect any changes in the regulatory framework.

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