

DIVERSITY POLICY

September 2026

Table of Issues

Decision of the BoD	No of Issue	Organization Unit
20961/15.12.2021	1	Chief Executive Officer
22156/23.09.2026	2	Remunerations and Nominations Committee

Table of Contents

1. Introduction – Purpose.....	3
2. Scope of application.....	4
3. Applicable Law.....	5
4. Key principles – Diversity criteria.....	6
5. Quantitative targets.....	9
6. Policy approval and review.....	10
7. Final provisions.....	11

1. Introduction – Purpose

The Diversity Policy (hereinafter referred to as the “Policy”) forms an integral part of the corporate governance framework adopted by the Company and reflects its commitment to promoting diversity, equality and inclusion in the selection of members of the Board of Directors, as well as senior management executives.

The Company recognises that diversity enhances sound and effective decision-making, innovation and competitiveness, contributing to the achievement of optimal business outcomes and strategic objectives. Furthermore, the Company is committed to maintaining a zero-tolerance approach to any form of discrimination, offensive behaviour against an individual’s dignity, social exclusion or unfair treatment on the grounds of nationality, race, colour, ethnic or social origin, membership of a national minority, property, birth, age, disability, sexual orientation, sex, genetic characteristics, marital or family status, religious or political beliefs.

2. Scope of application

The Diversity Policy applies to the selection process of the members of the Company's Board of Directors, as well as its senior management executives.

3. Applicable Law

This Policy is aligned with the provisions of the applicable legislative and regulatory framework, in particular Law 4706/2020 and Directive (EU) 2022/2381 on improving gender balance among directors of listed companies, which was transposed into Greek law pursuant to the provisions of Law 5178/2025.

4. Key principles – Diversity criteria

The Company promotes diversity within its Board of Directors, recognising that bringing together and leveraging a broad range of qualifications, skills, experience and perspectives in the selection of Board members contributes to ensuring maximum team effectiveness and performance, sound decision-making, enhanced innovation, and effective collaboration among Board members, as well as between the Board members and senior management.

Key diversity criteria include, indicatively, balanced gender representation on the Board of Directors; diverse educational and professional backgrounds and career paths (including a variety of fields of study); age (a combination of different age groups aimed at fostering a broader perspective in decision-making); professional experience (including Board members with experience in different professional sectors); and geographical origin/cultural background (including international experience or exposure to different cultures).

Accordingly, the Company considers diversity in the composition of its Board of Directors to be an essential element for maintaining and enhancing its competitiveness and in this context, the Company promotes an appropriate level of diversity and a broad-based and inclusive composition of Board members.

Selection of Board Members

The Board of Directors, supported by the Remuneration and Nomination Committee:

a) Creates and maintains an inclusive environment in which everyone is respected and treated fairly, without discrimination or bias. In this context, it ensures equal treatment and equal opportunities for all genders in the selection of Board members and in the provision of (induction and ongoing) training to Board members on diversity principles and criteria, and ensures that prospective Board members are not excluded on the grounds of discrimination based on gender, age, race, ethnic or social origin, religious or political beliefs, sexual orientation, disability or financial status.

b) Promotes broader representation of individuals with diverse backgrounds, skills and experience.

c) Takes into account all aspects of diversity when reviewing the suitability of Board members, their skills and experience, as well as when conducting the annual performance evaluation of the Board of Directors.

d) Ensures that the representation of the underrepresented gender on the Board of Directors amounts to at least thirty-three percent (33%) of the total number of Board members. Where the Board of Directors comprises three (3) or more executive members, the aforementioned thirty-three percent (33%) representation shall include at least one (1) executive member of the underrepresented gender. In the event of a fraction, the percentage shall be rounded to the nearest whole number.

e) Ensures that the process for the selection and appointment of Board members is clearly defined and transparent, taking into account the principles of diversity, equality and inclusion, in accordance with the Company's applicable Nomination Policy.

f) Ensures the provision of training and awareness-raising on the principles of diversity, equality and inclusion.

g) Ensures that, upon request, candidates for membership of the Board of Directors receive, within twenty (20) days, detailed information regarding the evaluation criteria, the objective comparative assessment conducted on the basis of those criteria, and the specific reasons that led to the exceptional selection of a candidate of the non-underrepresented gender, where applicable, in accordance with Article 3B of Law 4706/2020.

Selection of Senior Management Executives

The selection of senior management executives is based primarily on merit, skills and experience, irrespective of gender, colour, race, nationality, disability, age, religion, sexual orientation, political beliefs or any other personal characteristic. In this context, the process for filling senior management positions is conducted on the basis of meritocratic and objective criteria, taking into account the benefits arising from the application of the principle of diversity.

The primary prerequisite for the appointment of a senior executive is the possession of the necessary qualifications and other criteria, as determined by the Company from time to time. In all cases, the Company ensures equal opportunities for all genders, without excluding any gender from any function or position of employment.

5. Quantitative targets

The Company is committed to maintaining a representation of the underrepresented gender of 33% in the composition of its Board of Directors.

In addition, the Company aims to achieve female representation of more than 50% of the total number of senior management executives (General Managers).

6. Policy approval and review

This Policy is approved and reviewed by the Board of Directors at least every two years or whenever deemed necessary, particularly in the event of changes to the applicable legislative and regulatory framework.

The Remuneration and Nomination Committee is responsible for reviewing this Policy, with the support of the Compliance Department.

7. Final provisions

This Policy is available on the Company's website (<https://www.eydap.gr/TheCompany/RegFramework/>)

Information and data regarding the diversity of the members of the Company's Board of Directors and its senior management executives are set out in detail in the annual report of the Board of Directors.

The Board of Directors and the Remuneration and Nomination Committee monitor the implementation of this Policy, ensuring that the Company's diversity principles remain aligned with its purpose, strategy and values.