

# Sustainability Report 2024

PPC Group



ppc

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Messages  
to stakeholders

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# Message from the Chairman & Chief Executive Officer



The transformation journey of the PPC Group into a sustainable, model Powertech company in Southeastern Europe is well underway.

In a constantly evolving environment, full of challenges and difficult decisions, the PPC Group is leading the new green electrification and contributing to the digital transition of Greece and the wider region through strategic investments in energy and technology infrastructure.

The Group maintains its leading position, contributing with social responsibility and consistency to the energy transformation of Southeastern Europe, leveraging its experience, expertise, rich and diverse skillset, and best practices across the sectors in which it operates.

The year 2024 marked a significant step for the PPC Group in the direction we have set, with further strengthening of our strategy for a sustainable, innovative, and socially responsible present and future.

Our healthy financial results and the continued increase in EBITDA, enable us to reinvest operational profitability with a focus on growth, increasing investments in modern production and storage assets, networks, and cutting-edge technologies.

The green transition remains firmly at the core of the PPC Group's strategy. In 2024, we implemented growth-oriented investments exceeding €3 billion, of which approximately 85% concerned investments in the expansion and utilization of Renewable Energy Sources (RES), flexible generation, and electricity distribution. The gradual decoupling from lignite continues consistently, with the goal of complete phase-out by 2026, reaffirming the Group's commitment to building a low-emissions future.

Digital transformation is a catalyst for this transition. We are investing in digital infrastructure, artificial intelligence, and smart grids, aiming to enhance efficiency across all our activities, improve our customers' experience, and shape a sustainable and digitally mature energy future. At the same time, we participate in the European dialogue, contributing to the development of a common framework that ensures technological progress goes hand in hand with resilience, social responsibility, and the sustainability of energy systems in the era of digital acceleration and energy transition.

The PPC Group is committed to adhering to international standards and, as part of its business strategy, has already endorsed the 10 principles of the United Nations Global Compact and participates as an elected member of the Board of the UN Global Compact Network Greece. Since 2022, also participates in the Science Based Targets initiative (SBTi) for the certification of its emission reduction targets and its contribution to addressing climate change.

The achievement of the Group's strategy combines innovation across all dimensions recognized as critical for sustainability and a just transition, in line with both national and international objectives, such as the United Nations 17 Sustainable Development Goals for 2030, which have also been endorsed by the EU and Greece.

The Group's outward-looking approach and strategy have already been recognized according to sustainability criteria assessments by reputable rating agencies, bodies, and organizations, contributing to the continuous improvement of the Group's performance and broader collaboration with specialized organizations on a global scale.

Recognizing that we are still at the beginning and have significant steps to plan and implement, as described in our three-year strategic plan for the period 2025-2027, we remain steadfast in our growth orientation, building on solid foundations guided by corporate sustainability and issues that are material both for the Group and for the environment and society.

We are advancing this transformation with stability, transparency, and dedication to the principles of sustainability, investing in an energy system that is resilient, fair, and sustainable. A system that serves people and the sustainable development of future generations.

**With responsibility and vision, we are building the future of energy—for all.**

**Georgios I. Stassis**  
Chairman and CEO

# Message from the Chief Sustainability Officer

GRI 2-22



For PPC Group, 2024 marked a new milestone in its journey of progress and maturity regarding the integration of corporate sustainability principles into its transformation.

The change in the regulatory framework, which now mandates the disclosure of information in accordance with the new European Sustainability Reporting Standards (ESRS), led to the issuance of the Group's first unified Financial and Sustainability Report, as required by the European Directive 2022/2464 (Corporate Sustainability Reporting Directive – CSRD) and the corresponding national framework (Law 5164/2024).

Remaining true to its commitments, the Group validated through the international Science Based Targets initiative (SBTi), its near- and long-term targets in alignment with the goal of limiting global temperature rise to 1.5°C, in accordance with the Paris Agreement, and achieving climate neutrality of its value chain by 2040.

The Group also expanded its collaboration with the international Science Based Targets Network (SBTN), aiming to implement new actions for Nature Positive Operations—initiatives related to the protection and preservation of biodiversity.

Recognizing the positive contribution of the Sustainability Report in the dialogue and collaboration between PPC Group and its stakeholders, this Report is published as a supplementary reference to the Group's Sustainability Statement and includes more qualitative data, initiatives, and actions related to the strategic commitment to creating shared value (CSV).

PPC Group continues to invest in collective and participatory action, as a member of initiatives promoting corporate sustainability and its principles, to improve its overall performance on key material issues. Notable progress was recorded in 2024, such as the further upgrade by the Carbon Disclosure Project (CDP) from "B-" to "B" in the Climate Change category, a substantial 17-point improvement in the global Corporate Sustainability Assessment (CSA) by S&P Global achieving a score of 42 for 2024, compared to 25 in 2023 maintaining a high score in the ATHEX ESG index, and improving the Group's score on the EcoVadis platform from "50" to "57". These achievements are, above all, a recognition of the collective effort of all Group employees and management. At the same time, they reinforce the conviction that PPC Group's vision for a just transformation remains attainable, requiring multifaceted investments for the development of new and innovative skills and operational practices throughout the value chain.

Our targets for 2027, as set out in the new business action plan centered on corporate sustainability, contribute to the achievement of the Sustainable Development Goals for 2030 and the attainment of climate neutrality of across the value chain by 2040.

Our unwavering priority is the well-being of individuals and the advancement of society. We must continue to operate responsibly, fostering a shared vision that generates collective and enduring value for all stakeholders.

This Report serves as an additional communication channel between the Group and all those affected by its operations, and who wish to express their opinions and suggestions regarding how we identify material issues for our activities and design actions for our continuous improvement.

We thank all stakeholders in advance for their feedback on our efforts.

**Achilleas Ioakeimidis**  
Chief Sustainability Officer

# About this Report

GRI 2-2, 2-3, 2-4, 2-14, 3-1 | ATHEX ESG C-G7, C-G8, A-G5

The 2024 Sustainability Report marks the 15th annual Sustainability Report published by PPC Group and covers the reporting period from 01.01.2024 to 31.12.2024. The Report was published in October 2025, and is addressed to all stakeholders of the Group, as well the public. The Report is available in electronic format on the Group's website. The previous 2023 Sustainability Report (01.01.2023 – 31.12.2023), was published in October 2024.

PPC Group, in March 2025, published within the Annual Financial Report for fiscal year (FY) 2024, its Sustainability Statement for the same reference year, incorporating the new European Sustainability Reporting Standards (ESRS), in accordance with L. 5164/2024 and European Directive EU CSRD 2022/2464. The [2024 Sustainability Statement](#), is publicly available to all stakeholders through PPC Group's official website.

The present Report supplements the Group's Annual Financial Report contents for the reporting year 2024 and serves as a continuation to its performance and activities across Environmental, Social, and Governance (ESG) material topics identified through the Double Materiality Assessment (DMA).

For consistency purposes and the coherence with PPC Group's voluntary commitments to transparency and stakeholder feedback on material corporate sustainability issues, this report is titled "PPC Group Sustainability Report" and its scope is identical to the scope of the Group's Annual Financial Report for FY2024.

The reporting perimeter of the present Report encompasses a total of 75 entities, including the Parent Company PPC S.A. and quantitative data are presented at a Group level, unless otherwise specified.

This Report comprises of the following:

- **Topical ESRS assessed as material and incorporated in the Group's 2024 Sustainability Statement are presented briefly with respective references to the Sustainability Statement:**
  - ▶ ESRS E1 – Climate Change, covering subtopics climate change adaptation, climate change mitigation and energy.
  - ▶ ESRS E2 – Pollution, covering the subtopic of air pollution.
  - ▶ ESRS E4 – Biodiversity and ecosystems, covering the subtopic of direct impact drivers of biodiversity loss.
  - ▶ ESRS S1 – Own workforce, covering subtopics working conditions, equal treatment and opportunities for all.
  - ▶ ESRS S4 – Consumers and end-users, covering subtopics information-related impacts about consumers and/or end-users, and access to products and services.
  - ▶ ESRS G1 – Business conduct, covering subtopics corporate culture, corruption and bribery.
- **Topical ESRS assessed as less material for the reporting period of the Sustainability Statement, are presented exclusively in this supplementary Report:**
  - ▶ ESRS E3 – Water and marine resources
  - ▶ ESRS E5 – Resource use and circular economy
  - ▶ ESRS S2 – Workers in the value chain
  - ▶ ESRS S3 – Affected communities

In alignment with internationally recognized standards for the Group's annual Sustainability Report, and as an active member of the United Nations Global Compact Initiative since 2022, the Group prepared the present Report in accordance with the GRI 2021 Universal Standards—GRI 1, GRI 2, GRI 3 and GRI Topic Standards, while maintaining consistency with the UNGC's Communication on Progress (CoP) reporting framework.

Through this dedicated Sustainability Report for 2024, the Group aims to support the transition from the internationally recognized, yet voluntary, sustainability reporting frameworks such as GRI, to the mandatory ESRS applicable to all large enterprises, including PPC Group.

The transition period to the new European Standards, their full implementation and their harmonization with international standards, is expected to be outlined in upcoming EU decisions.

In order to enable comparative assessment of the Group's performance across ESG pillars, this Report incorporates disclosures aligned with additional voluntary standards and guidelines, in accordance with the general requirements set forth in ESRS – 2. Specifically, the Report adheres to the guidelines established by the Sustainability Accounting Standards Board (SASB Standards) and the Athens Stock Exchange ESG Disclosure Guide (ATHEX ESG Guide, 2024). Moreover, the Report outlines the Group's contribution to the United Nations Sustainable Development Goals (SDGs 2030), as well as the implementation of the principles of the UNGC, adopted by the Group, since 2023.

Finally, the Report follows the core principles of the AccountAbility 1000 Stakeholder Engagement Standard, which supports the inclusion of stakeholders in the Double Materiality Assessment process and the integration of material topics into specific sustainability areas of the business strategy.

The data and information presented in the 2024 Sustainability Report are based on the disclosures already published in the Group's Consolidated Financial Report for FY2024, included in the Annual Financial Report for FY2024 of the Group. Additionally, this Report includes supplementary data that has been collected and calculated for all Group companies.

The preparation of the present 2024 Sustainability Report was undertaken by the Sustainability Department of the Parent Company, PPC S.A., which, according to an approved procedure by the Sustainability Committee, is responsible for the development, drafting, and publication of the Sustainability Report, in collaboration with an external consultant firm. PPC Group retains exclusively the responsibility for the assessment, collection, processing and consolidation of the quantitative and qualitative data presented in the Report, as well as for the accuracy and completeness of its content.

The contents of the 2024 Sustainability Report, along with the information included therein, have been prepared and validated for their accuracy and integrity by the respective executives of the Group's companies, including the Parent Company, PPC S.A. The publication is finalized following the approval of the Sustainability Committee, based on a decision by the Board of Directors. Finally, the Audit Committee is informed about the preparation and publication of the Sustainability Report.

For any reference or information regarding the present Sustainability Report and its content, please contact us using the details below:

**PPC S.A.**

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# 1. PPC Group



PPC Group is continuously transforming, guided by its vision to evolve into a financially and environmentally sustainable modern enterprise, with a strong presence in Southeastern Europe. Despite the global challenges of the past five years, the Group continues to innovate in the energy and technology sectors, establishing its position as a Powertech organization, leading the new electrification and digital transition in Greece and the broader region, while implementing significant investments in critical infrastructure for the economy and technological innovation.

With steady focus on the principles of sustainable development and the integration of ESG criteria across its operations, the Group consistently invests in advancing its sustainability maturity and aligning its Sustainability Strategy with stakeholder expectations. In pursuit of excellence, PPC Group innovates while accomplishing continuous improvement of its sustainability performance. The Group's operations are governed by strict rules of ethics and business conduct standards, as well as by the values stemming from its strategic mission and vision for sustainable development. The Group's corporate values form the foundation of its activities and include integrity, honesty, respect for customers, employees, society and the environment, transparency, fairness, justice and professionalism - fostered through continuous investment in human capital.

1.1 The Group at a glance

GRI 2-1, 2-6, 2-12, 2-13, 2-14, 2-22 | ATHEX ESG C-G2, C-G4, A-G1

The strategic transformation of PPC Group is anchored in the development of a clean and flexible generation portfolio, driven by investments in Renewable Energy Sources (RES) and decarbonization through the decommissioning of lignite-powered units. Simultaneously, the Group is investing in the modernization of the distribution network, leveraging new technologies across its operational areas. The Group also focuses on innovative design and delivery of integrated energy and technology solutions, consistently keeping the customer at the center of every initiative.

2024 was a milestone year, strengthening the Group's international presence with the completion of significant acquisitions and the establishment of new subsidiaries in Romania, Bulgaria and Italy.

Business sectors of activity

PPC Group is active in electricity generation encompassing thermal, hydroelectric, and renewable sources, as well as in energy distribution through extensive distribution networks in Greece and Romania. Additionally, its operations extend to natural gas (NG) powered electricity generation and the provision of e-mobility solutions, featuring the fastest-growing charging network in Greece.

The acquisition of Next Gen Retail Services Single Member S.A. (commercially known as "Kotsovolos") in 2024, further strengthens the Group's strategy to offer integrated products and services to end consumers.

|                                                                                       |                                                          |
|---------------------------------------------------------------------------------------|----------------------------------------------------------|
|    | Generation of electricity from conventional sources      |
|    | Generation of electricity from RES                       |
|    | Trading                                                  |
|    | Distribution of electricity                              |
|   | Trade and services of electrical and electronic products |
|  | E-mobility                                               |
|  | Telecommunications                                       |



# PPC Group's business strategy

PPC Group is accelerating its transition into an energy organization that combines financial efficiency with environmental responsibility. The Group's strategy focuses on creating long-term value by integrating its social role in the areas where it operates and considering the environmental impacts of its activities, based on the following pillars:

- Implementation of the Green Deal in electricity generation, through the decommissioning of lignite power plants and associated mines, and the promotion of green energy.
- Digitalization and operational efficiency for modernization and performance optimization by reducing costs and increasing revenues, through the application of new technologies across sectors of operation.
- Expansion into new activities and value-added products, with a customer-centric approach in both the retail electricity market and emerging business areas.

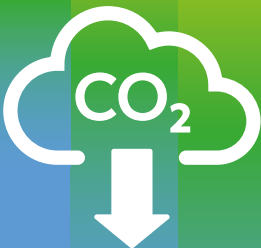
To support this direction, PPC Group has developed an **Integrated Business Model** that reflects its approach to the energy transition, with the goal of significantly reducing its carbon footprint across its operations. This integrated model forms the foundation of the Group's long-term business strategy and is structured in three pillars, **decarbonization, modern and expanded grids**, as well as **affordable and smart energy supply**.

## Sustainability Strategy

ESRS 2 | GRI 2-12, 2-13, 2-14, 2-22 | ATHEX ESG C-G2, C-G4

PPC Group has developed its Sustainability Strategy, which is based on the already established Creating Shared Value (CSV) model. Through the implementation of the CSV model, positive impacts are amplified and negative impacts are minimized. This approach generates shared value for the Group, the society and the environment.

The Sustainability Strategy is based on three fundamental pillars:

1.


**Net Zero:**  
Transition to a low carbon economy and RES development.

2.

**Nature positive operations:**  
Reduce resource consumption, manage waste and preserve natural systems.

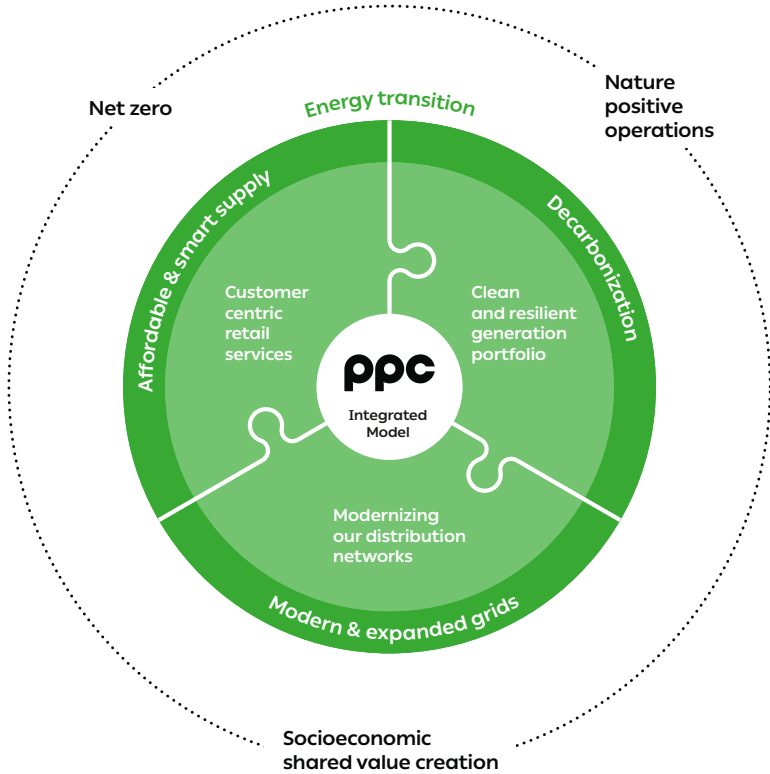


3.


**Socioeconomic shared value creation:**  
Strengthen the economy, the people and social collective action.

These three pillars of the Sustainability Strategy are inextricably linked to the Integrated Business Model and serve as reference points for the implementation of any decisions making within the framework of its business strategy.

### Integration of the Business Model with the Sustainability Strategy of PPC Group



Within 2024, the first **Sustainability Action Plan** was finalized and approved by the Sustainability Committee, along with the mechanism for updating and monitoring its implementation. The mechanism for updating the Action Plan includes systematic evaluation of progress, identification of potential gaps and areas for improvement, data collection, and continuous feedback from stakeholders. The primary purpose of the mechanism is to ensure the effectiveness of the actions and their alignment with the Company's strategic priorities, as well as compliance with sustainability requirements, as deriving from international standards and assessments by specialised bodies. The Group's performance on ESG matters, aligned with the three pillars of the Sustainability Strategy, is presented in [Chapter 9.1 "ESG objectives"](#) of this Report.

For further information, please refer to the Sustainability Statement, [Chapter 1.2 Strategy, business model, value chain and stakeholder engagement](#), included in PPC Group's 2024 Annual Financial Report.



1.1.1 The Group in numbers

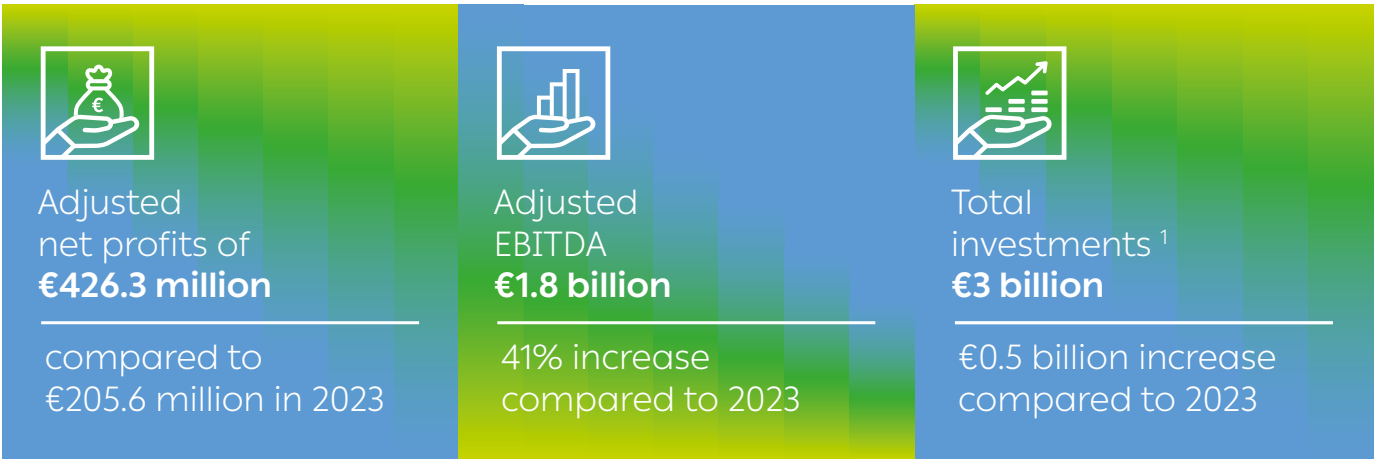
Business development and economic value creation

ESRS 2 SBM-1 | GRI 201-1, 203-1



The Group maintains a leading position in the Greek market, with approximately 51% share in retail, 34% in electricity generation, and 100% in energy distribution, while being the country's top producer and supplier of electricity, as well as the sole operator of the distribution networks. Additionally, the Group is active in Romania's most densely populated regions, holding a 16% share in electricity retail, 16% in RES and 35% in energy distribution, positioning it among the top energy suppliers in Southeastern Europe.

In 2024, the Group's positive growth trajectory continued, reflecting strong performance across its core business sectors:

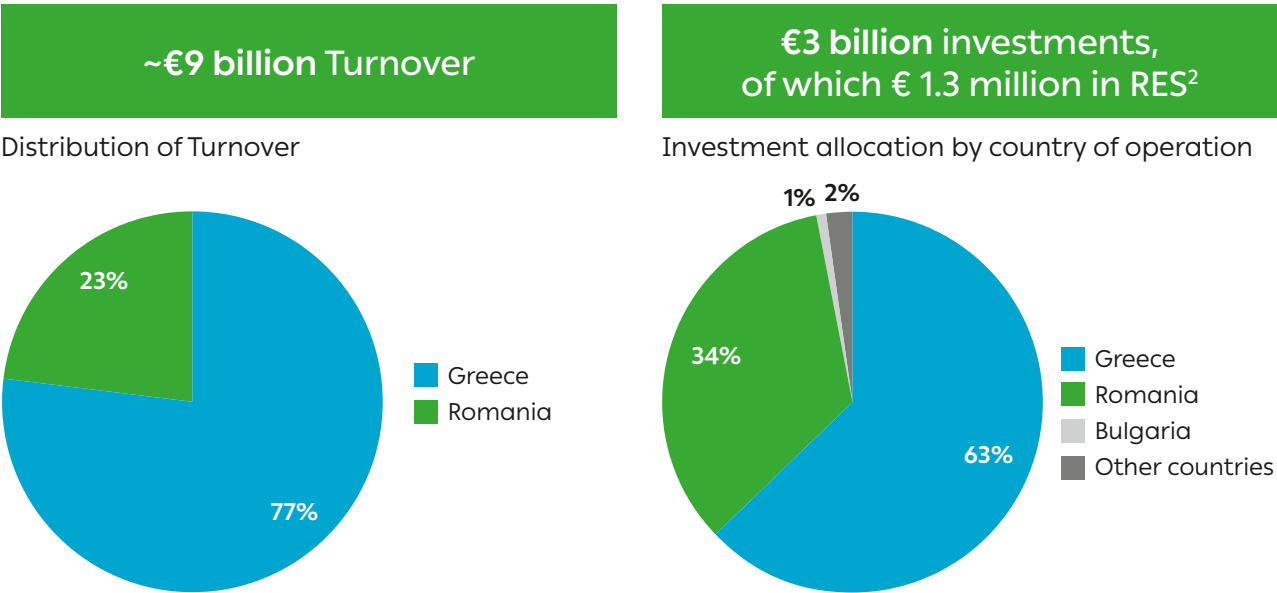


The direct economic value generated and distributed by PPC Group's activities in 2024 was structured as follows:

| PPC Group (amounts in thousand €)                                                                       |  | 2024      |
|---------------------------------------------------------------------------------------------------------|--|-----------|
| Direct economic value generated                                                                         |  |           |
| Turnover                                                                                                |  | 8,978,607 |
| Financial income                                                                                        |  | 206,455   |
| Total                                                                                                   |  | 9,185,062 |
| Direct economic value distributed                                                                       |  |           |
| Operating expenses before depreciation/impairment                                                       |  | 7,260,616 |
| Salaries and employee benefits, including employer contributions                                        |  | 939,209   |
| Payments to capital providers                                                                           |  | 580,207   |
| Payments to the state (taxes)                                                                           |  | 37,060    |
| Social contribution (donations and sponsorships, support for local communities and organizations, etc.) |  | 19,571    |
| Total                                                                                                   |  | 8,836,663 |
| Economic value retained*                                                                                |  | 348,399   |
| Investments (CapEx for property, plant and equipment and intangible assets)                             |  | 1,875,222 |

\* Economic value retained is calculated as follows: Direct economic value generated - Direct economic value distributed.

1 Including acquisitions.



Electricity sales (GWh)

| Greece                      | 2024   |
|-----------------------------|--------|
| Interconnected System       | 21,548 |
| Non-Interconnected Islands* | 3,186  |
| Total domestic              | 24,734 |
| Exports                     | 51     |
| Grand total                 | 24,785 |

\* Non-interconnected islands also include Crete.



2 Including windfarms, PV parks and Small Hydropower Plants (SHPP).

1.1.2 ESG Achievements and milestones

A summary of PPC Group's key ESG achievements for 2024 is provided below.

|                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>Environment  | <ul style="list-style-type: none"><li>• <b>Validation of the Group's GHG emission reduction targets by the international Science Based Targets initiative (SBTi)</b></li><li>• <b>85%</b> of investments in RES, flexible generation and electricity distribution</li><li>• <b>29%</b> of total electricity generation from RES</li><li>• <b>6.2GW</b> total installed RES capacity</li><li>• <b>28%</b> reduction of lignite-powered electricity generation compared to 2023</li><li>• <b>Alignment</b> of a significant part of the Group's economic activities with the requirements of the <b>European Taxonomy Regulation</b>: <b>~57%</b> of the Group's Taxonomy-eligible economic activities, representing <b>9.6%</b> of Turnover, <b>36.8%</b> of CapEx, and <b>23.4%</b> of OpEx</li><li>• An e-mobility network comprising of 2,537 electric vehicle charging stations across 674 locations in Greece, and 550 charging stations in 199 locations in Romania</li><li>• <b>Climate Risk Assessments and development of Adaptation Plans</b> for the Group's production units and Distribution Networks</li><li>• Recognition of performance by international rating agencies for top performance in ESG matters<ul style="list-style-type: none"><li>✓ Upgrade of CDP score from "B-" in 2023 to <b>"B"</b> in 2024 in the Climate Change category</li></ul></li></ul> |
| <br>Society    | <ul style="list-style-type: none"><li>• <b>€19,571,000</b> in donations supporting local communities</li><li>• <b>21,320</b> employees (17,361 in Greece, 3,834 in Romania, 125 in other countries)</li><li>• <b>4,708</b> new hires during the reporting year</li><li>• <b>€5,759,181</b> invested in employee training and development</li><li>• <b>&gt;95%</b> of employees are covered by collective bargaining agreements</li><li>• Development of the <b>Socio-Economic Shared Value (CSV) Action Selection Framework</b> for the implementation of high social impact initiatives with emphasis on communities affected by the Group's activities</li><li>• <b>37%</b> e-mobility market share in Greece</li><li>• <b>650,000</b> household and business connections to the Fiber to the Home (FTTH) Network</li><li>• <b>8.8 million</b><sup>3</sup> total number of customers</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <br>Governance | <ul style="list-style-type: none"><li>• <b>Upgrade</b> of the Internal Audit Division to <b>Group General Division</b> aiming to further enhance the Group's internal processes.</li><li>• <b>Strengthening of the supervisory role of the Board of Directors on sustainability matters</b>, with systematic updates and integration of ESG topics in meeting agendas.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

3 The Customer under Universal Service Supplier (USS) status and self-consumption are excluded.

1.1.3 Key developments for PPC Group

| 2025                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                        |                                                                                                                                                         |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| Announcement of a €5.75 billion investment plan in Western Macedonia, aimed at creating a clean energy and innovation hub, including >3GW RES, 860MW electricity storage and the biggest Data Center in Greece of up to 1GW capacity, powered by a behind-the-meter energy supply.                                                                  | Entry into the telecommunications retail market through PPC FiberGrid, offering 100% fiber-to-the-home (FTTH) fixed internet services. | PPC S.A. and RWE contribute to the acceleration of the energy transition through the construction of PV projects of ~1GW capacity in Western Macedonia. |
|                                                                                                                                                                                                                                                                                                                                                     | Commencement of construction of two new Battery Energy Storage Systems (BESS) of 98MW total nominal capacity.                          | Announcement of the development plan for a mega Data Center with a capacity of 300MW at the Agios Dimitrios power plant.                                |
| 2024                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                        |                                                                                                                                                         |
| DEI blue surpassed 2,000 charging points nationwide, doubling the number of chargers and charging locations compared to 2022. More than 230 fast-charging points of 300KW deployed, powered exclusively by RES, leading to a reduction of 1,460t of CO <sub>2</sub> by year-end, significantly improving the environmental footprint of e-mobility. | 10 new and renovated PPC stores across Greece.                                                                                         |                                                                     |
| Financing secured from Eurobank and Piraeus Bank, for a major 550MWp PV project in Ptolemaida, developed by PPC Renewables S.M.S.A.                                                                                                                                                                                                                 |                                                                                                                                        |                                                                                                                                                         |
| PPC FiberGrid accelerates its FTTH rollout, launching 12 new construction contracts for fiber-optic lines directly to households.                                                                                                                                                                                                                   |                                                                                                                                        |                                                                                                                                                         |

Commencement of construction of a new 80MW PV station in Western Macedonia, led by PPC Renewables S.M.S.A.

PPC launches new agricultural products under the "GAIA" brand, exclusively for customers conducting agricultural activities.

Launch of the next construction phase of the 840MW electricity production plant of Alexandroupolis Electricity Production S.A.

Completion of 40MW wind farms in Western Macedonia by PPC Renewables S.M.S.A.

Commencement of construction of a 171MW PV park at Western Macedonia's Lignite Center, by the Intrakat-Ameresco-RES Invest consortium on behalf of PPC Group.

PPC Renewables S.M.S.A. certified as a Great Place to Work for a third consecutive year.

Strategic cooperation agreement between PPC Group and METLEN Energy & Metals for the development of an energy project portfolio of up to 2,000MW in 4 countries, with 90 projects in various stages of development and a three-year implementation plan.

Completion of Kotsovolos acquisition, providing the Group with a fully integrated retail network for electrical and electronic products, comprising of 97 physical stores across Greece and Cyprus, 27 of which are megastores, and an omnichannel retail network.

Mergers of PPC Group subsidiaries in Romania.



Launch of a new 140MW wind farm in eastern Romania by PPC Renewables S.M.S.A.

PPC participates as a founding member of the Biodiversity Alliance for Sustainable Management, a business initiative led by CSR Europe and the international NGO Wildlife Habitat Council.

Signing an agreement for the acquisition of 629MW RES assets in Romania from Evryo Group.

PPC Group strategic agreement for the acquisition of 66.6MW of RES projects in operation and 1.7GW under development in Greece, from Kopelouzos and Samaras Groups, strengthening the Group's wind energy portfolio.

PPC Group received significant recognitions in seven categories at the Developed Europe and Emerging EMEA Equities Awards, organized by the internationally accredited publisher Institutional Investor.

Launching the construction of three new windfarms in Greece, with a total capacity of 100MW, by PPC Renewables S.M.S.A.

PPC S.A. partnership with EcoVadis to incorporate sustainability principles across the Group's supply chain.

Commencement of the commercial operation of two new gas turbine units in Santorini.

Commencement of energy production from RES in Italy.

EDGNEX Data Centers of DAMAC and PPC Group announce the development of a new Data Center in Attica, Greece.



1.2 Sustainability and commitment to ESG standards

Sustainability and digital transformation are strategic priorities for PPC Group, which is actively responding to the challenges of the energy transition and technological advancement. Recognizing the importance of responsible business operations, the Group integrates the principles of sustainable development and innovation at the core of its strategy.

The Double Materiality Assessment, as required by the CSRD Directive, serves as a key tool for identifying and prioritizing the Group's sustainability issues, assessing both the impact of its business activities on the environment and society, and the risks and opportunities that may affect its financial performance. At the same time, the investment in digital technologies and value-added services, enhances customer experience and promotes energy awareness, while contributing to the development of a sustainable and innovative energy future.

1.2.1 Management of sustainability topics

ESRS 2 | GRI 2-12, 2-13, 2-14, 3-1, 3-3 | ATHEX ESG C-G2, C-G3, C-G4

The Sustainable Development Policy of PPC Group is the framework for integrating the principles of sustainability into every aspect of its operations. Through this Policy, the Group outlines its strategic approach to significant environmental, social and governance (ESG) issues, aiming to create long-term value for its stakeholders. The Policy is publicly available on the [corporate website](#).

The Policy includes as integral parts the Environmental Policy and the Biodiversity Policy. Furthermore, it is fully aligned with the Group's strategic planning, enhancing the transition to a sustainable and resilient integrated business model.

For the effective management of sustainability-related matters, the Group has established a dedicated governance structure that enables robust oversight of issues relevant to sustainable development, ensuring the integration of environmental, social, and governance (ESG) considerations in corporate decision-making processes.

In this context, the Sustainability Committee's key responsibility is the supervision, coordination and support of the integration of sustainability into the Group's strategy and operations. Its core duties, among others, include, monitoring ESG-related matters, evaluating and supervising the identification, tracking, and management of relevant risks and opportunities. Furthermore, it approves sustainability goals and policies, ensuring compliance with regulatory standards and reporting frameworks. The Committee acts as a link between management and operational units, enhancing transparency, accountability and the Group's long-term resilience. In 2024, the Group's Sustainability Committee met three times; further details on these meetings can be found in Section "D. Other Committees" of the [Corporate Governance Statement](#) included in PPC Group's 2024 Annual Financial Report.

Furthermore, the Group and the Parent Company regularly monitor and assess risks related to climate change, as well as the actions for their management/mitigation, following the guidelines issued by the Task Force on Climate-related Financial Disclosures (TCFD).

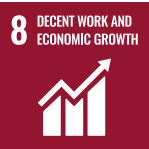
PPC Group's contribution to the UN Sustainable Development Goals in 2024

As part of implementing the three pillars of its Sustainability Strategy, in 2024 the Group focused on nine (9) UN Sustainable Development Goals (SDGs), where its contribution is considered pivotal. These goals were selected based on their relevance to the Group's core business activities and the material issues arising from its operations.



Goals per Pillar of the Sustainability Strategy in 2024

| Sustainable Development Goals                                                         | PPC Group's contribution                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <ul style="list-style-type: none"><li>• Implementation of the Diversity and Inclusion Policy by Kotsovolos.</li><li>• <b>32%</b> of the Group's employees are women, while their representation at top management level reached <b>35.2%</b> in 2024.</li><li>• <b>4.7%</b> gender pay gap within the Group in 2024.</li><li>• Implementing interactive talks on <b>women's empowerment</b> (e.g., "Inspiring Inclusion", "Equality in everyday life: how we practically support women's empowerment – and beyond", "Managing Multiple Roles, Energy &amp; Self-Care") with <b>484</b> participants.</li><li>• Conducting <b>Focus Groups</b> for the <b>women of PPC S.A.</b> and for each business unit – capturing challenges, needs, and suggestions for greater empowerment, with &gt;200 participants.</li><li>• Conducting online talks for raising Awareness on the Elimination of Violence Against Women with &gt;210 participants.</li><li>• <b>33%</b> of new hires were women.</li><li>• Participation in the <b>"Women's Empowerment Principles"</b> initiative of the United Nations.</li></ul> |

| Sustainable Development Goals                                                       | PPC Group's contribution                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | <ul style="list-style-type: none"> <li>• <b>29%</b> of the Group's total electricity generation comes from RES, with <b>6.2GW</b> total installed RES capacity.</li> <li>• Announcing an investment plan of <b>€5.75 billion in Western Macedonia</b>, for the creation of a <b>clean energy and innovation hub</b>, with &gt;3GW RES, 860MW electricity storage, and the largest Data Center in Greece, up to 1GW, powered by behind-the-meter energy supply.</li> <li>• Cooperation Framework Agreement (CFA) for the development and construction of a portfolio comprising of 90 PV projects reaching 2GW total, in Italy (503MW), Bulgaria (500MW), Croatia (445MW), and Romania (516MW), with an implementation horizon of the next 3 years.</li> <li>• Strategic framework agreement for the acquisition of a RES portfolio in operation, with a total installed capacity of 66.6MW, 1.7GW under development and a 20% share in Alexandroupolis Electricity Production S.A., which is developing an 840MW CCGT unit.</li> <li>• Provision of <b>consulting services</b> through myEnergyCoach for energy management and the reduction of energy consumption in households and businesses.</li> <li>• Increase in <b>autonomous energy production</b> through PPC's myEnergySolarNet PV systems for households and businesses, reducing the cost of electricity supply and their environmental footprint.</li> <li>• Implementing special pricing and programs for vulnerable social groups, aiming at energy inclusion and the protection of vulnerable consumers.</li> <li>• Provision of PV system installation services and other energy efficiency technology solutions to households and businesses through Kotsovolos.</li> </ul> |
|  | <ul style="list-style-type: none"> <li>• Supporting the Greek economy and creating value, distributed to society. The Group's total turnover equaled approximately <b>€9 billion</b>.</li> <li>• <b>Employment of 21,320 people</b> and <b>4,708 new hires</b> of expertise in all sectors of business activity of the Group.</li> <li>• <b>52%</b> of hires are within the age group <b>30 to 50</b>.</li> <li>• The remuneration gap (ratio of the highest to the median annual total compensation) within the Group stands at <b>37</b> in 2024.</li> <li>• Implementation of protection and reintegration programs for employees as part of the lignite phase-out plan.</li> <li>• Increase of funds allocated to <b>social contribution activities</b> (donations and sponsorships, support of local communities and organizations, etc.) by <b>€8.2 mil.</b> compared to 2023, amounting to a total of <b>~ €19.6 mill.</b></li> <li>• Prioritizing local suppliers, where feasible, with the total number of suppliers in Greece reaching 21,737 in 2024.</li> <li>• Implementing <b>digital transformation</b> initiatives to improve business processes and enhance the experience of both employees and customers.</li> <li>• <b>"Great Place to Work"</b> certification awarded to PPC Renewables S.M.S.A. for a <b>3<sup>rd</sup></b> consecutive year.</li> <li>• Participation of the Group as a signatory in the <b>Responsible Remuneration REWARD VALUE</b> initiative.</li> </ul>                                                                                                                                                                                                                                            |

| Sustainable Development Goals                                                         | PPC Group's contribution                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | <ul style="list-style-type: none"> <li>• <b>€3 billion</b> total Group investments in 2024, marking a <b>€0.5 billion</b> increase compared to 2023.</li> <li>• Steady investments in Research, Development and.</li> <li>• Investments in start-ups in the energy sector and in the development of advanced technologies through the <b>Innovation Fund</b>.</li> <li>• Operation of a <b>Business Incubator &amp; Accelerator</b> for start-ups and new innovative business ideas.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|    | <ul style="list-style-type: none"> <li>• Implementation of a <b>strategic Group project</b> to identify and assess risks and opportunities related to resource inputs/outputs and waste generation, along with proposing actions to further adopt Circular Economy principles within the Group.</li> <li>• Through Kotsovolos, since 2024, the Group offers products and services related to <b>recycling, reuse, and repair of electrical and electronic appliances</b>.</li> <li>• Successful completion of the first Wind Farm Repowering Program in Greece by PPC Renewables S.M.S.A., under which equipment from 105 old wind turbines was recycled and reused.</li> <li>• <b>Repair and reuse</b> of decommissioned equipment from the Group's Distribution Networks in Greece and Romania. Equipment that cannot be reused is evaluated and then auctioned to certified waste management companies.</li> <li>• The Group promotes the <b>commercial utilization of ash</b> (both fly and bottom ash) produced in lignite power plants, in cement industry applications and road construction projects.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|  | <ul style="list-style-type: none"> <li>• Continuation of the <b>lignite phase-out</b> program with the gradual decommissioning of lignite power stations and cessation of lignite mine operations, with a completion time horizon to 2026: <ul style="list-style-type: none"> <li>✓ <b>28%</b> reduction in lignite powered generation in 2024 compared to 2023, corresponding to a reduction in the Group's net lignite capacity from 3.4GW in 2019 to <b>1.7GW</b> in 2024.</li> <li>✓ <b>Restoration and transformation</b> of former mining areas into <b>natural systems</b> that enhance water balance, contributing to the replenishment of water resources and flood protection in those regions.</li> <li>✓ <b>Conversion of the Ptolemaida V lignite unit into an open-cycle natural gas (NG)</b> unit with a total capacity of 350MW expandable to 500MW, scheduled to begin operation in 2027.</li> </ul> </li> <li>• <b>Overall Net-Zero target:</b> PPC Group's commitment to achieve climate neutrality of its value chain by 2040.</li> <li>• <b>Validation</b> of the Group's near-term and long-term GHG emission reduction targets by the international <b>Science Based Targets initiative (SBTi)</b>.</li> <li>• Conducting <b>Climate Risk Assessments</b> and developing <b>Adaptation Plans</b> for the Group's Production units and Distribution Networks.</li> <li>• Development and operation of an extensive e-mobility network, currently numbering 2,537 charging points in Greece and 550 in Romania, enhancing sustainable mobility.</li> </ul> |

| Sustainable Development Goals                                                       | PPC Group's contribution                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | <ul style="list-style-type: none"> <li>Strengthening the <b>resilience of distribution networks</b> through targeted interventions, such as: <ul style="list-style-type: none"> <li>✓ <b>Undergrounding</b> of overhead network segments deemed vulnerable to extreme weather events.</li> <li>✓ <b>Strengthening</b> network infrastructure <b>resilience</b>.</li> <li>✓ Increasing the level of <b>"smart" operations</b>, through the installation of smart meters (~ 240,000 in Greece and 180,000 in Romania in 2024), the deployment of control and automation systems, Remote Terminal Units (RTUs), and additional monitoring, control and automation equipment (SCADA, Internet of Things - IoT).</li> <li>✓ Implementing actions to mitigate the impact of wildfires, including regular vegetation clearing and pruning along overhead power lines.</li> </ul> </li> </ul>                                                                                                                                             |
|    | <ul style="list-style-type: none"> <li>Restoring <b>601.9 hectares</b> at the Lignite Centers of Western Macedonia and Megalopolis, of which <b>121.4 hectares (20.2%)</b> are <b>forest areas</b>.</li> <li>Planting 88,500 trees over an area of 1.2km<sup>2</sup> at Kardias TPP Lignite Yard.</li> <li>Developing <b>artificial lakes</b> at Hydroelectric Power Plants (HPPs), which form local ecosystems and now host significant bird populations of great importance on national and European level.</li> <li>Installing artificial nests, banding of stork chicks, and <b>applying interventions on the overhead distribution network</b> by placing insulating covers and undergrounding selected locations to ensure the safe passage and habitation of migratory species in Greece.</li> <li>Collaborating with NGO <b>We4All</b> to organize <b>tree planting</b> and reforestation activities with the voluntary participation of employees, and implementing numerous <b>environmental activities</b>.</li> </ul> |
|  | <ul style="list-style-type: none"> <li>Group participation in plentiful <b>organizations and support networks for actions</b> that promote collective action for the achievement of the UN SDGs.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

1.2.2 Collaboration with stakeholders

ESRS 2 | GRI 2-29 | ATHEX ESG C-S1

PPC Group recognizes the importance of stakeholders in shaping its strategy and operations. Due to the multifaceted nature of its activities, the Group maintains continuous and systematic communication is conducted with a wide range of stakeholder groups, enhancing transparency, trust, and collaboration. Through consultation and continuous dialogue, the Group gathers valuable insights that contribute to improving its sustainability performance and responsible management of social and environmental challenges.

Active and transparent engagement with stakeholders is a key element of PPC Group's approach. Governance bodies (administrative, managerial, and supervisory) maintain consistent and

systematic communication with stakeholders, utilizing structured consultation processes, assessments and feedback mechanisms. This communication, tailored to the responsibilities of each organizational unit within the Group, ensures that stakeholder views and needs are meaningfully incorporated into decision making and the continuous development of the Sustainability Strategy.

The table below presents the main categories of the Group's stakeholders and the frequency of communication with each.

| Stakeholder group                                                                                                                                                                                                                                                                                                                                                                                       | Communication frequency                                                                                                  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| Employees                                                                                                                                                                                                                                                                                                                                                                                               | <div> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> </div> |
| Customers                                                                                                                                                                                                                                                                                                                                                                                               | <div> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> </div> |
| Suppliers and Business Partners                                                                                                                                                                                                                                                                                                                                                                         | <div> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> </div> |
| Investors and Financial Institutions                                                                                                                                                                                                                                                                                                                                                                    | <div> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> </div>            |
| Civil Society Organizations (Non-Governmental Organizations - NGOs), Charitable Entities and Local Communities                                                                                                                                                                                                                                                                                          | <div> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </div>                       |
| Business Community, Associations and Sectoral Bodies, Sustainability Associations and Networks                                                                                                                                                                                                                                                                                                          | <div> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> </div> |
| Regulatory Authorities and Standard-Setting Bodies                                                                                                                                                                                                                                                                                                                                                      | <div> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> </div> |
| <b>Frequency of communication</b> <div> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> Continuous <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> Continuous and on a scheduled basis <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Ad hoc </div> |                                                                                                                          |

For further information regarding stakeholder communication channels, please refer to the Sustainability Statement, chapter [1.2.2 Stakeholder interest and engagement](#), which is included in the 2024 Annual Financial Report of PPC Group.

1.2.3 Double materiality assessment

ESRS 2 | GRI 2-14, 3-1, 3-2 | ATHEX C-G3

PPC Group conducts the materiality assessment every two years or whenever deemed necessary, in order to prioritize issues that are material for the Group and its stakeholders. The findings are directly integrated into the Group's strategic planning and decision-making, ensuring that material issues are systematically addressed.

In 2024, PPC Group conducted the Double Materiality Assessment in accordance with the requirements of the CSRD Directive and the European Sustainability Reporting Standards (ESRS). Through this process, both the impacts of the Group's activities on the environment and society, as well as the risks and opportunities arising for the Group on sustainability issues, were assessed.

The analysis was conducted with the participation of internal experts and the use of international standards, stakeholder engagement tools and benchmarking data. For further information regarding the Double Materiality Assessment, its methodology and results for reporting year 2024, please refer to the Sustainability Statement, chapter [1.5 Materiality Analysis and results](#) according to the concept of Double Materiality, included in PPC Group's 2024 Annual Financial Report.

Results of 2024 Double Materiality Assessment of PPC Group



Material topics:

|     |                                                        |       |                                                                                                                     |
|-----|--------------------------------------------------------|-------|---------------------------------------------------------------------------------------------------------------------|
| 1-2 | Climate change mitigation – Energy                     | 13    | Equal treatment and opportunities for all – Diversity                                                               |
| 3   | Working Conditions – Secure employment (Own workforce) | 14    | Pollution of air                                                                                                    |
| 4   | Working Conditions – Health and Safety (Own workforce) | 15-16 | Waste                                                                                                               |
| 5   | Biodiversity and Ecosystems                            | 17-18 | Management of relationships with suppliers                                                                          |
| 6   | Corruption and bribery                                 | 19-21 | Inclusion of people with disabilities/ Measures against workplace violence and harassment/ Training and development |
| 7   | Access to products and services                        | 22    | Working conditions – Health and safety (Workers in the value chain)                                                 |
| 8   | Corporate Culture                                      | 23-25 | Affected communities                                                                                                |
| 9   | Corruption and bribery – incidents                     | 26    | Personal safety of consumers and/or end-users                                                                       |
| 10  | Consumers and end users – Privacy and security         | 27-29 | Pollution of water/ soil                                                                                            |
| 11  | Gender equal pay for work of equal value               | 30-32 | Water withdrawals/ consumption                                                                                      |
| 12  | Climate change adaptation                              |       |                                                                                                                     |

The indicators related to topics 27-29 'Pollution of water/ soil' and 22 'Workers in the value chain' are not included in this Report. The Group is undergoing the process of developing a comprehensive mechanism for collecting and consolidating data on these topics across all Group companies.



# 1.3 Commitment to excellence and sustainability

## 1.3.1 ESG standards, initiatives and actions

In 2024, PPC Group further strengthened its commitment to sustainable development, aligning with international standards of responsible business conduct and transparency.

| PPC Group:                                                                          |                                                                                                                                                                                                                                                                                                        |
|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | As of 2024, applies the European Sustainability Reporting Standards (ESRS) established by the CSRD Directive and incorporated into Greek Law 5164/2024, for the preparation of its Sustainability Statement, which is an integral part of the Group's Consolidated Annual Financial Report.            |
|    | Voluntarily applies the international standards of the Global Reporting Initiative (GRI) for the preparation of its Sustainability Report. GRI standards are the most widely used globally for reporting on economic, environmental, and social performance.                                           |
|  | Records its performance on ESG matters in accordance with the ATHEX ESG indicators of the Athens Stock Exchange, applicable to listed companies, continuously improving the quality and transparency of its data.                                                                                      |
|  | Participates in the global Science Based Targets initiative (SBTi), setting scientifically validated targets.                                                                                                                                                                                          |
|  | Through the Parent Company, the Group has adopted the principles of the Task Force on Climate-Related Financial Disclosures (TCFD), aiming to assess the financial impacts of climate change on its activities.                                                                                        |
|  | Through its Parent Company and other major subsidiaries, has committed to the 10 principles of the United Nations Global Compact, as a member of the Global Compact Network since 2022. The Parent Company actively participates in the Board of Directors of the local Global Compact Network Greece. |

## 1.3.2 Sustainability Linked Bond (SLB)

### ATHEX ESG A-G6

PPC Group, through its Parent Company, issued three sustainability-linked bonds in 2021, which are traded on the Dublin Stock Exchange, with maturities in 2026 and 2028. The indicator considered within the framework of the Bonds relates to the reduction of the Group's carbon footprint, highlighting its commitment to monitoring its performance and aligning with its broader strategic business objectives.

For further information on the sustainability-linked bonds, please refer to [chapter 36 Long-term Borrowing, section "Issuance of Sustainability Bonds by the Parent Company"](#) included in PPC Group's 2024 Annual Financial Report.

## 1.3.3 Evaluations by major rating agencies

In 2024, continuing from the previous year, the Group was evaluated on ESG matters and achieved the following performance results:

| ESG ratings                                                                           | 2024 | 2023 | Scoring scale (low-high) |
|---------------------------------------------------------------------------------------|------|------|--------------------------|
|   | BBB  | BBB  | CCC-AAA                  |
|  | 41.2 | 42.2 | 100-0                    |
|  | C+   | C    | D - A                    |
|  | B    | B-   | D - A                    |
|  | 44   | 37   | 0-100                    |
|  | 3.2  | 2.6  | 0-5                      |
|  | 91%  | 90%  | 0-100%                   |
|  | 57   | 50   | 0-100                    |

1.3.4 Participation in industry initiatives and bodies

GRI 2-28



The Group actively participates in international initiatives for the joint response to nature-related crises, co-signing the proposal of the Business for Nature alliance, and also supports the “Make it Mandatory” campaign for mandatory biodiversity-related disclosures by 2030.



Since May 2022, the Group participates in the global “We Mean Business” initiative, promoting climate action and accelerating the transition to a net-zero emissions economy by 2030.



The Group is actively involved since 2022 in the UN “Women’s Empowerment Principles” initiative, implementing an international program for setting targets and actions in favor of equality and the empowerment of women.



Since March 2023, the Parent Company supports the “Responsible Remuneration REWARD VALUE” principles, strengthening the link between the remuneration policy and Sustainability criteria as well as the principles of the UN Global Compact.



The Group is a member of the CSR Europe and CSR Hellas networks, through its subsidiaries, enhancing its sustainable strategy through partnerships, knowledge exchange, and participation in ESG topics with leading European companies.



The Group actively contributes to Eurelectric on critical issues such as decarbonization and energy efficiency, while since 2023, the Chairman of the Parent Company holds the position of Vice President on the association’s Board of Directors.



Through the Parent Company, the Group participates in working groups of the European Federation for Coal and Lignite, highlighting their role in energy adequacy, price stability, and environmental protection.



Through the Parent Company’s participation in the Science Based Targets Network (SBTN), the Group incorporates scientifically validated targets for the protection of biodiversity, recognizing and mitigating the environmental impacts of its activities.

1.3.5 Awards and recognitions

In 2024, PPC Group was recognized for its commitment to quality, sustainability, and innovation, receiving numerous distinctions at both national and international level.

Sustainability



Diamonds of the Greek Economy – ESG Awards

- PPC S.A.**  
The Parent Company was the only company honored with two awards.
- DIAMOND ESG LEADING COMPANY Award
  - DIAMOND Climate Change Award



Environmental Awards 2024

- HEDNO S.A.**  
For the nomination titled “Protecting Storks and Bonelli’s Eagles: Actions for the Protection of Biodiversity”, HEDNO S.A. was awarded the
- GOLD award in the «Sustainable Business» category

Cybersecurity



Cybersecurity Awards 2024

- PPC S.A.**
- GOLD award in the category “Privileged Access Management (PAM) Security”
  - SILVER award in the category “E-mail Security”
  - BRONZE award in the category “Internet of Things Security / Mobile Security / Network Security”
  - BRONZE award in the category “Cybersecurity in the Energy Sector”

Procurement systems and transformation



National Procurement Awards

- PPC S.A.**
- GOLD award in the category “Procurement Team”
  - GOLD award in the category “Procurement Transformation”
  - GOLD award in the category “Procurement Skills Development”



Procurement Excellence Awards

- PPC S.A.**  
In the section of «Best Practices & Initiatives in Procurement» received:
- GOLD award in the category «Outstanding People Development Initiative»
  - SILVER award in the category «Best Collaborative Teamwork Project»
  - BRONZE award in the category «Best Category Management Initiative»

## Occupational Health and Safety



### Health & Safety Awards 2024

#### PPC S.A.

- GOLD award in the category "Premises Evacuation"
- GOLD award in the category "Personal Protective Equipment"
- SILVER award in the category "H&S System Update & Performance Improvement"
- SILVER award in the category "Behavioral Risk Management"
- BRONZE award in the category "Fire Fighting Equipment"
- GOLD award in the category "Innovation in Occupational Health & Safety"
- SILVER award in the category "Workplace Campaign"
- SILVER award in the category "Fire Fighting Equipment"

#### PPC Renewables S.M.S.A.

- BRONZE award in the category «H&S System Update & Performance Improvement»

### Safety Awards

#### PPC Renewables S.M.S.A.

- GOLD (WINNER) award in the category «Renewable Energy Sources», for the adoption and implementation of strict Health & Safety policies at construction sites, the integration of Health & Safety terms in construction project contracts and the supervision of these terms by specialized personnel.
- BRONZE award in the category «Visitor Management», for the development and use of a smart geolocation tool for visitors to guide them in case of danger within the construction site. The application runs on a mobile phone and allows visitors to manage a special situation within the construction site (e.g. loss of orientation).

## Society



### Bravo Sustainability Dialogue & Awards 2024

#### PPC S.A.

Distinction for the initiative "PPC's Intervention for the Environment & Education" through the following programs:

- Green City/Recycling
- Open Farm/Carbon Farming School
- WE4ALL/Environmental Education
- Eksikononoulis

## Communication and marketing



### Ermis Awards 2024

#### PPC S.A.

For the campaign «We Change Minds. Not Clothes» received:

- GRAND ERMIS award in the category "Media / Use of multiple media"
- ERMIS GOLD award in the category "Media / Use of multiple media"
- ERMIS GOLD award in the category "Media / Other communication methods"
- ERMIS SILVER award in the category "Media / Outdoor advertising"

For the "Silent Campaign" [Service for All] received:

- ERMIS SILVER award in the category "Campaigns"
- ERMIS BRONZE award in the category "AD"
- ERMIS BRONZE award in the category "Media / Use of multiple media"
- ERMIS BRONZE award in the category "Digital"

For the initiative "PPC at Golden Hall" received the

- ERMIS SILVER award in the category "Environmental Branding and Design"

## Retail business



### Retail Business Awards 2024

#### PPC S.A.

Winner in the category "RETAIL STORES – ENERGY" for the store on Patision Street, Athens

For the «myΔEH app»

- Award in the category «BEST RETAILERS MOBILES' APPS»
- Award in the category «RETAIL CAMPAIGN»

## Employee satisfaction



### Great Place to Work 2024

#### PPC Renewables S.M.S.A.

Certified for the **third** consecutive year as a "Great Place to Work", confirming its status as a company with an excellent workplace environment by the Great Place to Work organization.

## Collaboration with Institutions



### Hellenic Responsible Business Awards 2024

#### HEDNO S.A.

For the nomination «Professional Postgraduate Programme | University of Western Macedonia & HEDNO» | «Modern Electrical Distribution Networks», received the

- GOLD award in the section "Business & Academic Institutions Collaboration"

# 1.4 Dynamic digital transformation

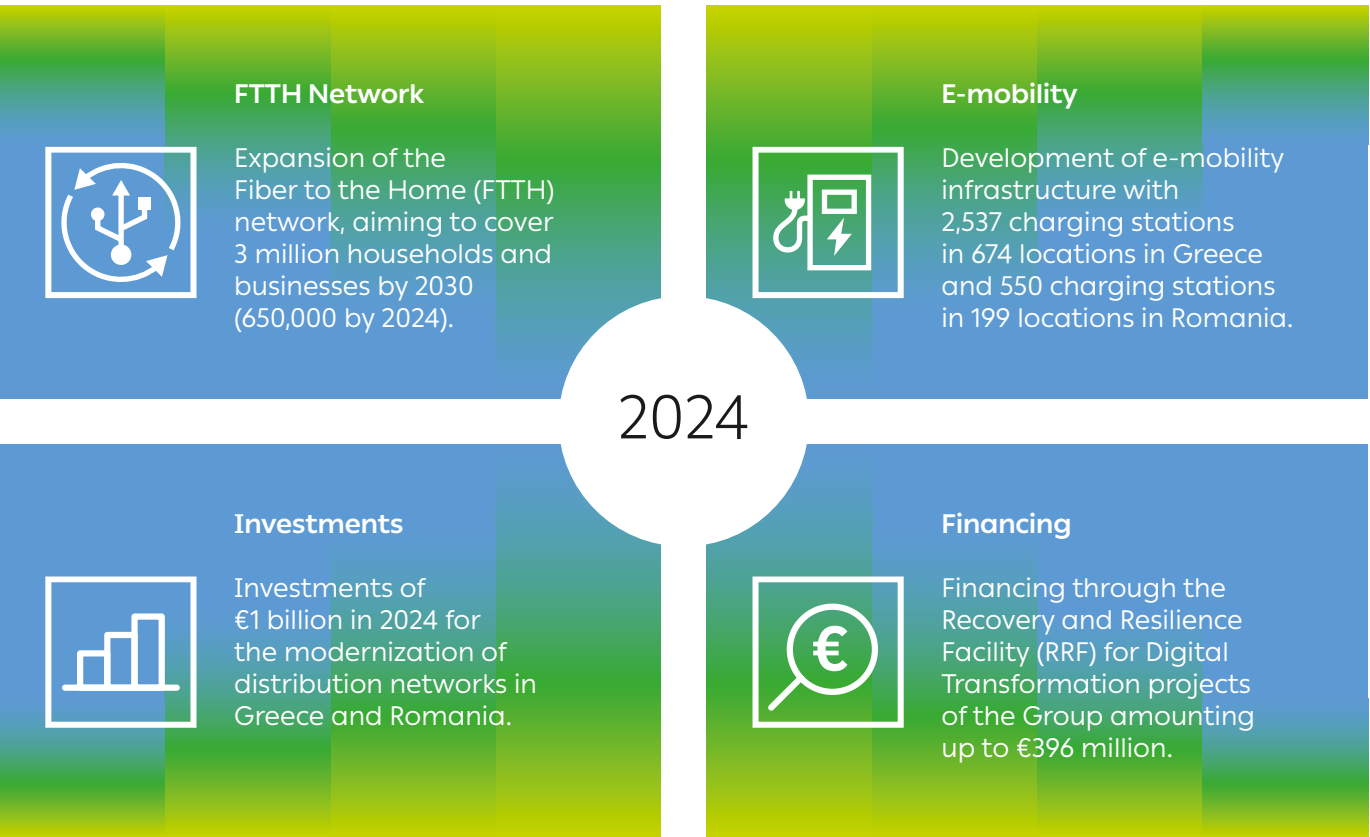


Digital transformation is a key priority for PPC Group, as it contributes to the upgrade of business operations, the improvement of customer experience and the acceleration of the transition towards a sustainable and technologically advanced energy future. By leveraging innovative technologies, the Group aims to operate within a more modern and sustainable framework with the following characteristics:

- ✓ **Digitalization of infrastructure and networks** through the upgrade of the distribution network, installation of smart meters and automatic switches, support for RES and e-mobility.
- ✓ **Cost and efficiency optimization** by leveraging cloud technologies and multi-cloud infrastructures.
- ✓ **Enhancement of customer experience and service channels** through digitization and adoption of modern collaboration tools (e.g. the “myEnergy Coach” service).
- ✓ **Information security and digital governance** by strengthening cybersecurity, transparency, and accountability.
- ✓ **Development of digital culture and new markets** by promoting innovation, collaborative tools, and expansion into areas such as telecommunications and e-mobility.

Starting in mid-2021, the Group developed the roadmap for its Digital Transformation with the adaptation of the related Digital Performance Indicator (DPI) to monitor the process. The DPI index measures digital maturity across all dimensions of the organization, using questions that assess the level of process digitization as well as the completion of key roadmap initiatives within each organizational unit. By the end of 2024, the Group successfully completed the three-year digitization plan, achieving the target set for the DPI index- an accomplishment that lays the foundation for the next phase of transformation, which involves the integration of Artificial Intelligence and other cutting-edge technologies.

Within the framework of the Program, in 2024 the following additional activities took place:



The Group intends to integrate Artificial Intelligence (AI) technologies across its operations, aiming for automation, efficiency and innovation. The strategic digitalization plan will be enriched with innovative AI solutions, marking a new transformation phase for the Group.

## Digital transformation in internal and external communications of the Group

PPC Commons continues to serve as a key internal communication channel within the Group, offering employees direct access to news, updates and useful everyday tools. The platform enhances transparency and engagement, promoting a modern and open communication culture.

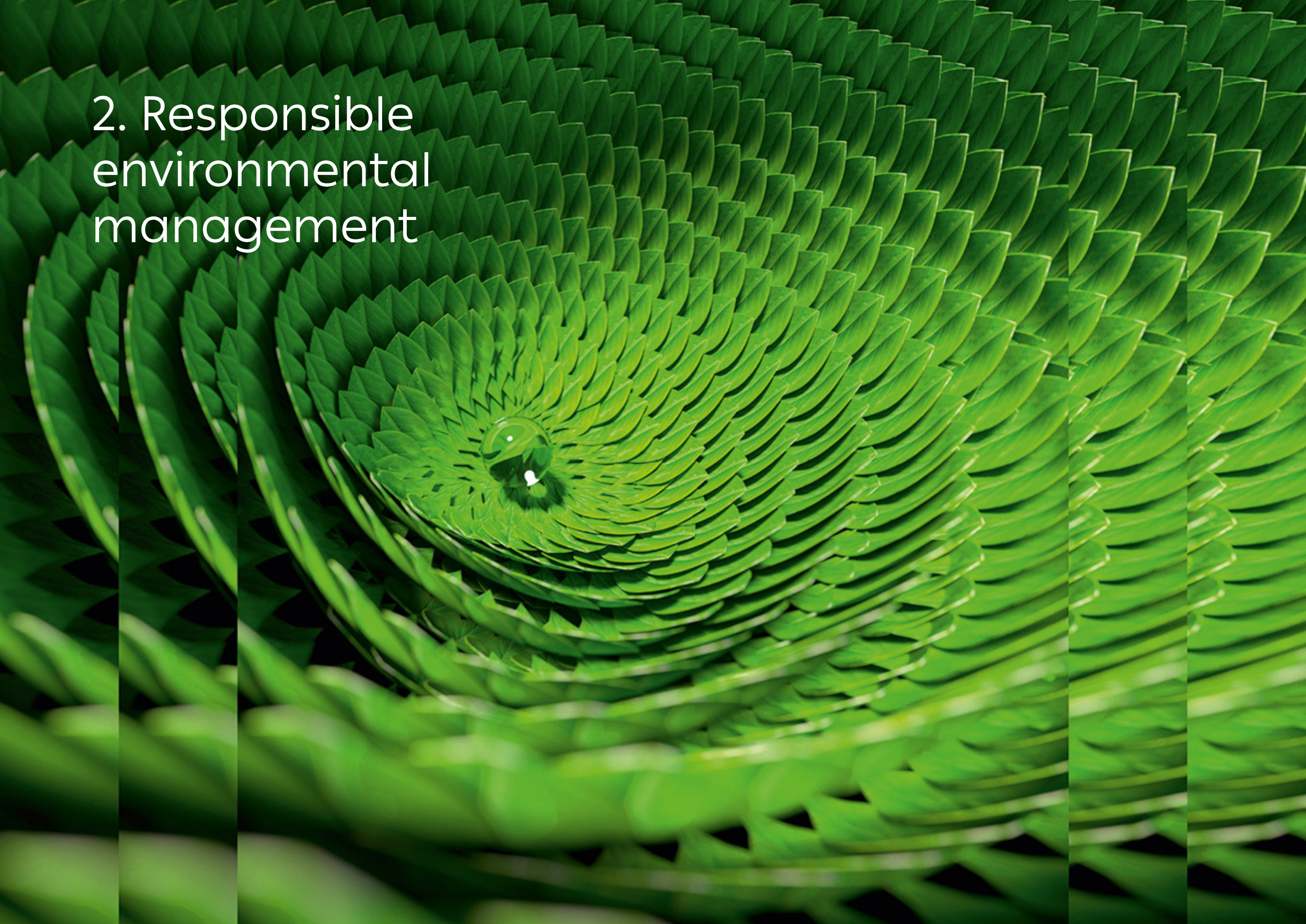
At the same time, digital screens installed in offices and production units, ensure that employees without daily computer access are also kept informed, reinforcing equal access to information.

The Group is investing in the creation of a comprehensive digital ecosystem that enhances customer experience and promotes accessibility and autonomy:

- MyDEI application for integrated and easy management of accounts and services.
- Chatbots and digital service channels for instant communication.
- Renovation of 20 stores, including the Pop-up store (physical sales point in major shopping centers) with the capability of video call service for people with hearing impairments.
- Human resources training through digital platforms.
- Provision of a digital advisory platform for energy saving.



## 2. Responsible environmental management



Environmental responsibility is a fundamental priority for PPC Group, fully acknowledging the environmental challenges deriving from the nature of the Group's operations, and remaining committed to the continuous reduction of its environmental footprint. In pursuit of a responsible and sustainable energy transition, all companies within the Group continuously monitor and assess the environmental performance of their activities.

PPC Group actively contributes to climate change adaptation and mitigation, the protection of natural resources, the conservation of biodiversity and ecosystems, the sustainable management of water resources, and the promotion of circular economy principles.

Specifically, the Group recognizes the impacts, risks, and opportunities (IROs) related to climate and natural resources, as key factors shaping strategic direction and operational effectiveness. A detailed analysis of the IROs is included in the Double Materiality Assessment (DMA).

For further information regarding the analysis of risks and opportunities (IROs) under the Double Materiality Assessment, please refer to the Sustainability Statement, [Chapter 1.5 Materiality analysis and results according to the concept of Double Materiality](#), included in PPC Group's 2024 Annual Financial Report.

Fostering a sustainability-oriented culture serves as the foundation for the achievement of the Group's environmental objectives.

## 2.1 Responding to climate change

ESRS E1 | GRI 3-3, 201-2 | ATHEX ESG A-E2, SS-E1



### Material topics:

- **Climate change adaptation**
- **Climate change mitigation**
- **Energy management**

Climate change is one of the most significant challenges of our time, directly impacting the natural environment, the economy and society. PPC Group recognizes its critical role both in mitigating greenhouse gas (GHG) emissions and in strengthening the resilience of its infrastructure. Through targeted investments in clean technologies, the integration of renewable energy sources, and the adoption of best practices in energy efficiency, the Group actively contributes to the transition toward a more sustainable and climate-neutral energy future.

Additionally, the Group implements adaptation measures and initiatives that reinforce its operational continuity and contribute in the protection of the natural environment in the local communities where it operates. The assessment of climate risks, the enforcement of network resilience and the deployment of innovative technologies with low environmental impact, constitute key actions of the Group's approach. Through these actions, the Group embeds environmental responsibility into the core of its strategy, responding effectively to contemporary demands and the expectations of its stakeholders.

## Participation in the EU Initiative "30 european islands, 100% RES by 2030"

PPC S.A. participates in the European Union's initiative "30 european islands, 100% RES by 2030," focusing on the islands of Megisti and Psara. The initiative is implemented through respective Trajectory Agreements, in collaboration with the EC's Clean Energy for EU Islands Secretariat (CE4EUI) and the three-member Energy Transition Teams of the islands, comprising of the respective Municipalities, PPC S.A., and the National Technical University of Athens (NTUA).

The initiative aims to complete all preparatory actions by the end of 2026, enabling participating islands to generate and consume 100% of their energy (electricity supply, transport, heating / cooling) from renewable sources by 2030, in accordance with the roadmap outlined by the Energy Transition Team in each island's Trajectory Agreement.

In 2024, Energy Transition Plans (CETA) were developed for both islands, serving as the foundation for future energy projects and actions. Within this framework, PPC S.A.:

- in cooperation with its project partners, conducted on-site inspections on Megisti and Psara islands, collected relevant data and engaged in consultations with residents and local stakeholders.
- collected, processed and provided data on the electrical systems of the two islands, supporting the preparation of the baseline assessment, which constitutes the first part of the CETA.

PPC Renewables S.M.S.A. is also engaged in the European Union's initiative "30 european islands, 100% RES by 2030, for the islands of Astypalaia and Lesvos. The main objective is to identify and provide three years of technical support, facilitating the islands' transition to full energy independence through 100% RES penetration by 2030. PPC Renewables S.M.S.A. participates as a member of the respective Energy Transition Teams.

### 2.1.1 Climate change adaptation

ESRS E1 | GRI 3-3, 201-2 | ATHEX ESG A-E2, SS-E6, SS-G2

The Group recognizes that climate change entails both physical and transitional risks. Physical risks are associated with extreme weather events and long-term changes in climate that may affect operations, facilities, and the supply chain. Transitional risks arise from changes in the regulatory framework, technological advancements, shifts in consumer preferences, and access to financing. To assess risks and opportunities, the Group follows a structured approach:

- Compilation of an extensive list of potential risks and opportunities based on reports from peer companies, external experts, and the specific context and experience of PPC.
- Prioritization of these risks and opportunities through a combination of qualitative and quantitative assessment of their likelihood and impact.
- Detailed analysis and quantification of the most significant risks and opportunities with a time horizon up to 2030.

The Group evaluates climate-related risks associated with its operations using the SSP3-7.0 scenario of IPCC's 6th Assessment Report (AR6), which projects a potential temperature increase of 1.5°C by 2030 and 2°C by 2050. In the context of the analysis, 10 climate hazards were evaluated in total, including elevated temperatures, thermal stress, heatwaves, heating/cooling demand, water stress, flooding, precipitation variability, heavy snowfall, high winds, and wildfires. The analysis takes into account the geographical locations of electricity generation and distribution stations in Greece and Romania.

Additionally, PPC Group assesses transitional risks across all business units and the value chain of the parent company (such as Generation, Distribution, Supply, and Corporate Functions), in line with the classification provided by the TCFD guidelines. These categories include: market, technology, reputation, and political and regulatory issues (grouped as a single category). Within this framework, several risks related to political and regulatory issues have been identified and mapped, such as: bans on fossil fuel technologies, legal actions from stakeholders due to non-compliance with climate commitments, increased reporting and disclosure obligations.

To address the impacts of the climate crisis and enhance adaptation, the Group has undertaken the following actions:

- Climate Risk Assessments (CRA) and development of Adaptation Plans at asset level, across the Group's Electricity Generation and Distribution Network portfolios. CRA studies and related Adaptation Plans were completed in 2024 for Group facilities and activities in Romania, and these are updated every five years. In the near future, the completion of the relevant CRA and Adaptation Plans is scheduled for the RES facilities acquired at the end of 2024, with completion expected by the end of 2025.
- Implementation of energy portfolio diversification measures to reduce dependency on hydropower generation in drought-prone areas, combined with the development of storage infrastructure.
- Enhancing monitoring and recording of extreme weather impacts on Distribution Network infrastructure aiming to enable timely response and restoration.
- Reforestation and soil restoration initiatives addressing erosion, desertification, and landslide risks in former mining areas, as well as in areas affected by natural disasters.
- Implementation of flood prevention projects in high-risk areas, primarily in former lignite mining areas and areas impacted by wildfires.
- Investments in resilient infrastructure and smart grids (e.g. automation systems for the control and monitoring of distribution networks).

In 2024, PPC Group did not experience any cancellations or delays attributable to social or environmental impacts.

For further information regarding the resilience analysis, as well as the significant impacts, risks, and opportunities identified through the Double Materiality Assessment, please refer to the Sustainability Statement, [Chapters 2.2.1 Resilience analysis and 2.2.3 Material impacts, risks, and opportunities and their interaction with strategy and business model](#), included in PPC Group's 2024 Annual Financial Report.

2.1.2 Climate change mitigation

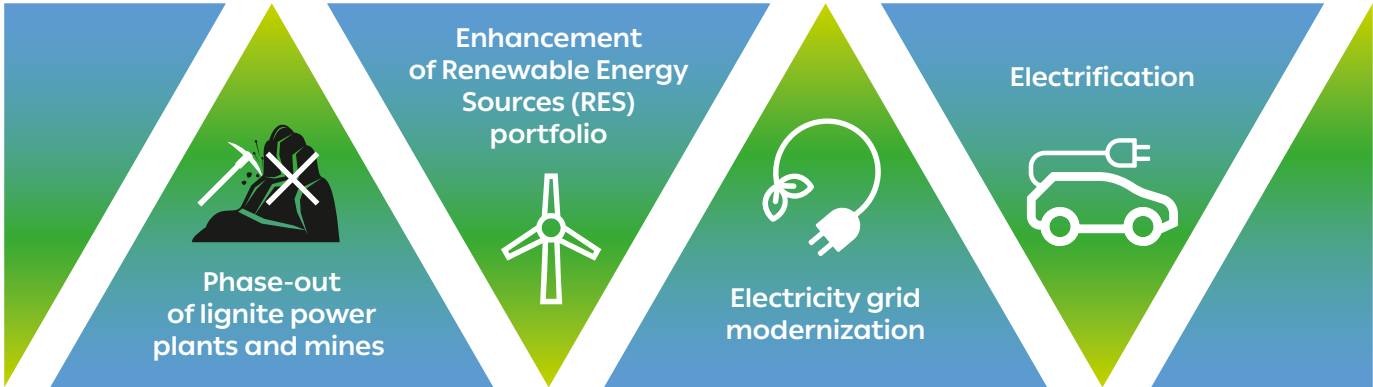
ESRS E1 | GRI 3-3, 305-1, 305-2, 305-3, 305-4 | ATHEX ESG C-E1, C-E2, A-E1, A-E8, SS-E1, A-G3 | SASB IF-EU-110a.1, EM-MM-110a.1, IF-EU-110a.3, EM-MM-110a.2

Achieving the commitments undertaken by PPC Group under the international Science Based Targets initiative (SBTi) aimed at reducing its carbon footprint across its operations is a key driver of the Group's energy transition. The Group's Integrated Business Model reflects this holistic approach, incorporating strategies and actions that accelerate the shift towards a sustainable energy future.

The Group's transition plan establishes the following **four decarbonization levers** on the three pillars of the integrated business model: phase-out of lignite power plants and mines, enhancement of the RES portfolio, electricity grid modernization and electrification for affordable

and smart energy supply. The transition plan is a dynamic and evolving framework, continuously adapting in order to incorporate technological advancements, changes in regulatory requirements, as well as the continuous progress in emission reductions across the Group's direct activities and, progressively, across its value chain.

Decarbonization levers of PPC Group's Transition Plan



As PPC Group focuses towards the fulfillment of the climate targets, defined under the Science Based Targets initiative (SBTi), the transition plan is updated to incorporate emerging developments and best practices, in order to continuously improve its decarbonization performance.

Through the above approach, as well as through actions embedded in the four decarbonization levers, PPC Group plays a leading role in the sectors in which it operates, promoting meaningful changes toward a climate-neutral economy and creating long-term value for all stakeholders.

**1.** With the **complete phase-out of lignite** as a top priority, PPC Group is implementing one of the fastest decarbonization programs in Europe, aiming to decommission all lignite units by 2026 and replace them with clean energy technologies and RES facilities. Already, the Group's net lignite capacity has been reduced from 3.4GW in 2019 to 1.7GW in 2024.

**2.** The Group is **actively expanding its RES portfolio**, increasing installed capacity from 3.4GW in 2021 to 5.5GW (including small and large hydropower plants – SHPPs, HPPs) in 2024, while respective investments have quadrupled over the same period. The Group has set a strategic target of **11.8GW by 2027**, supported by a diversified pipeline of RES projects, including PV and windfarms, small and large hydropower plants, geothermal and hybrid systems, as well as storage and pumped hydropower storage facilities.

Projects of energy storage and pumped hydropower play a crucial role in supporting the energy transition, ensuring the stability and resilience of the energy system, and accelerating the integration of RES into the energy mix.

The Group has proceeded with strategic investments in green hydrogen technology, aiming to integrate it into the energy system as a means of enhancing the flexibility and reliability of the energy mix.

The use of hydrogen addresses challenges associated with intermittent generation from RES and strengthens the capability for clean energy storage and transmission. The new 840MW power plant in Alexandroupolis is designed for hybrid operation using natural gas (NG), with the potential for future hydrogen use.



3. The **upgrade of the electricity distribution network** is a critical step in supporting the energy transition, as it enables, among other things, the efficient integration of RES and System flexibility.

The Group's Companies, designated as Electricity Distribution Network Operators, are investing in modern technologies and implement infrastructure upgrade projects to enhance resilience, energy efficiency, mitigate environmental impacts, and further strengthen their operational reliability.

An indicative example is the deployment of smart meters, as well as the percentage of energy consumption measured in Greece through their utilization increased from 44% in 2023 to 49% in 2024.

These infrastructures enable the optimization of load management and the flexible adaptation of the network to the requirements of a decentralized and sustainable energy model.



4. The Group recognizes **electrification** as a key mechanism for reducing GHG emissions in the transport and heating sectors, investing in technologies and infrastructures that support the transition to low-emission solutions.

The Group develops and operates an extensive network with 2,537 charging points currently in Greece and 550 in Romania, promoting sustainable mobility. Furthermore, the installation of heat pumps, roof PV systems, and energy efficiency equipment are also promoted through strategic partnerships and incentive programs for customers. These initiatives are part of the Group's holistic strategy for decarbonization and accelerating the energy transition.

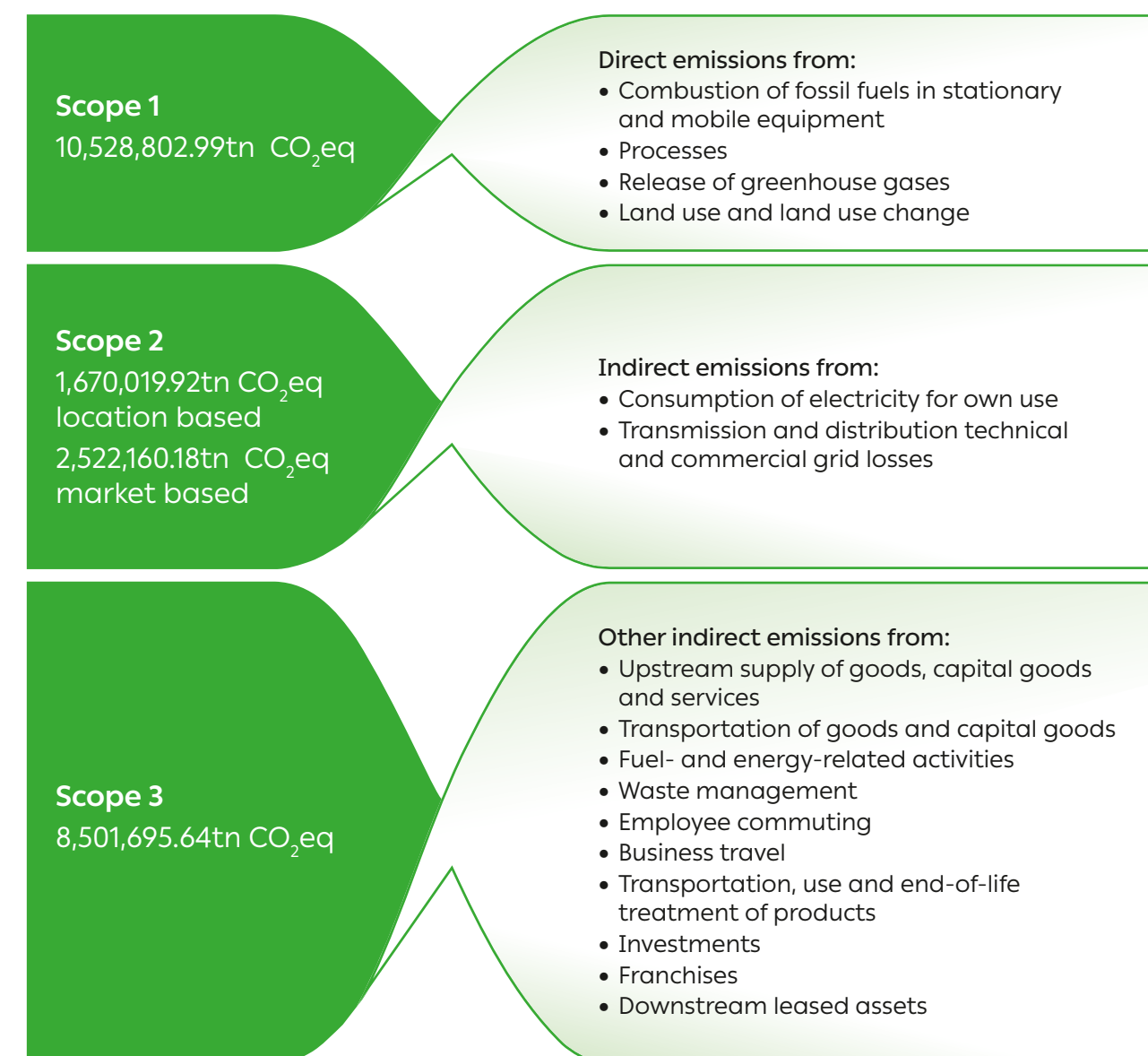
For further information regarding the Transition Plan and the corresponding actions implemented within its framework by the Group, please refer to the Sustainability Statement, [Chapter 2.2.2 Transition Plan for Climate Change](#), included in PPC Group's 2024 Annual Financial Report.



## Greenhouse Gas Emissions

In compliance with national and European legislation and within the framework of the Sustainability Strategy, PPC Group proceeded with the compilation of the Greenhouse Gas (GHG) Emissions Inventory for 2024. Emissions were recorded in accordance with internationally recognized standards for the quantification and reporting of GHG emissions, encompassing both direct and indirect emissions across the Group's operations. This approach ensures the accuracy and reliability of emissions data recorded, enabling the targeted and evidence-based planning of mitigation actions.

The Group developed its GHG Emissions Inventory in accordance with the specifications of the International Standard ISO 14064-1:2018 and the widely recognized Greenhouse Gas Protocol (GHG Protocol). Additionally, to better capture emissions, practices included in the detailed explanatory documents accompanying the GHG Protocol, were applied. The GHG emissions recorded, include the gases: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs and SF<sub>6</sub>.



Total GHG emissions of PPC Group in 2024 amounted to 20,700,518.54tn CO<sub>2</sub>eq (location-based) and 21,552,658.87tn CO<sub>2</sub>eq (market-based).

For further information on the Group's GHG emissions per scope and in total, calculation methodologies, as well as emissions intensity, please refer to the Sustainability Statement, [Chapter 2.2.7 Metrics](#), included in PPC Group's 2024 Annual Financial Report.

Science-based Emission Reduction Targets (SBTi) and Implementation Progress

As part of its commitment to address climate change, PPC Group has set ambitious GHG emission reduction targets, scientifically validated and aligned with international best practice.

In 2024, the international Science Based Targets initiative (SBTi)<sup>4</sup> validated the Group's near-term and long-term targets, confirming their full alignment with the goal of limiting global temperature rise to 1.5°C, in accordance with the Paris Agreement.

Following the SBTi validation, PPC Group is recognized as the first Greek energy group to achieve this evaluation and commits to reaching carbon neutrality across its entire value chain by 2040.

The targets validated by SBTi and presented in this section, use 2021 as the base year and cover the activities of the following companies: PPC S.A., HEDNO S.A., PPC Renewables S.M.S.A., PPC BG JSCo, PPC Elektrik Tedarik ve Ticaret Anonim Şirket, PPC Albania Sh.A. and EDS AD Skopje.

Description of targets set

The Group has set specific GHG emission reduction targets, which are fully aligned with the SBTi criteria and include both near-term and long-term commitments, with the ultimate goal of achieving net-zero emissions across its entire value chain by 2040.

The emission targets and their associated scopes are briefly presented in the Table below.

Near-term (2030) and long-term (2040) targets validated by SBTi

| Target                | Description                                                                                  | Scope covered        | Target year value 2030 | Target year value 2040 | Units                              |
|-----------------------|----------------------------------------------------------------------------------------------|----------------------|------------------------|------------------------|------------------------------------|
| The Group commits to: |                                                                                              |                      |                        |                        |                                    |
| Net-zero              | net-zero GHG emissions across the value chain by 2040                                        | 1+2+3                | N/A                    | N/A                    | N/A                                |
| Intensity 1           | reduce Scope 1 and 2 GHG emissions by 73.7% per MWh generated by 2030 from 2021 base year.   | 1+2 (location based) | 0.163                  | 0.0091                 | tnCO <sub>2</sub> eq/MWh generated |
|                       | reduce Scope 1 and 2 GHG emissions by 98.6% per MWh generated by 2040 from a 2021 base year. |                      |                        |                        |                                    |

<sup>4</sup> The SBTi is a global collaboration between the Carbon Disclosure Project (CDP), the UN Global Compact (UNGC), the World Resources Institute (WRI), and the World Wide Fund for Nature (WWF). It encourages businesses to set and implement GHG emission reduction targets in line with the latest climate science.

| Target                | Description                                                                                                   | Scope covered      | Target year value 2030 | Target year value 2040 | Units                         |
|-----------------------|---------------------------------------------------------------------------------------------------------------|--------------------|------------------------|------------------------|-------------------------------|
| The Group commits to: |                                                                                                               |                    |                        |                        |                               |
| Intensity 2           | reduce Scope 1 and Scope 3 / Category 3 GHG emissions by 73.7% per MWh sold by 2030 from a 2021 base year     | 1+3 / Cat.3        | 0.150                  | 0.0091                 | tnCO <sub>2</sub> eq/MWh sold |
|                       | reduce Scope 1 and Scope 3 / Category 3 GHG emissions by 98.4% per MWh sold by 2040 from a 2021 base year     |                    |                        |                        |                               |
| Absolute 1            | reduce Scope 3 GHG emissions – excluding Category 3 - by 42% by 2030 from a 2021 base year                    | 3 excluding Cat. 3 | ~211,000               | ~36,400                | tnCO <sub>2</sub> eq          |
|                       | reduce all other absolute Scope 3 GHG emissions – excluding Category 3 - by 90% by 2040 from a 2021 base year |                    |                        |                        |                               |

In setting its targets, the Group took into account Scope 2 emissions, which were calculated using the location-based method.

It should be noted that the Group's targets cover a total of:

- 99.58% of Scope 1 and 2 emissions of base year 2021, exceeding the minimum threshold of 95% set by the SBTi, and
- 99.23% of Scope 3 emissions of base year 2021, exceeding the minimum threshold of 90% set by the SBTi.

To establish its targets, the Group followed the relevant sector-specific guidance.

Progress on targets

The table below presents progress made toward achieving the near-term targets in reporting year 2024, compared to base year 2021. The following table also includes the emissions associated with each target, as well as the corresponding activity data for each year addressed.

Progress evaluation on near-term targets – Reporting year 2024

| Target      | Base year (2021)                           |                                          |                                                                 | Reporting year (2024)                      |                                          |                                                                 | % change in 2024 (compared to base year) | % target achieved |
|-------------|--------------------------------------------|------------------------------------------|-----------------------------------------------------------------|--------------------------------------------|------------------------------------------|-----------------------------------------------------------------|------------------------------------------|-------------------|
|             | Year performance against target            | Emissions covered (tnCO <sub>2</sub> eq) | Energy – generated for Intensity 1 & sold for Intensity 2 (MWh) | Year performance against target            | Emissions covered (tnCO <sub>2</sub> eq) | Energy – generated for Intensity 1 & sold for Intensity 2 (MWh) |                                          |                   |
| Intensity 1 | 0.620 tnCO <sub>2</sub> eq / MWh generated | 16,508,056                               | 26,644,319                                                      | 0.554 tnCO <sub>2</sub> eq / MWh generated | 11,055,362                               | 19,963,954                                                      | -11%                                     | 14%               |
| Intensity 2 | 0.573 tnCO <sub>2</sub> eq / MWh sold      | 18,862,924                               | 32,947,013                                                      | 0.491 tnCO <sub>2</sub> eq / MWh sold      | 12,363,132                               | 25,197,358                                                      | -14%                                     | 19%               |
| Absolute 1  | 364,034 tnCO <sub>2</sub> eq               | 364,034                                  | N/A                                                             | 1,612,177 tnCO <sub>2</sub> eq             | 1,612,177                                | N/A                                                             | +343%                                    | N/A               |

The reduction in GHG emissions under the respective targets is mainly attributed to the decarbonization plan implemented by the Group in recent years. This plan includes, among other actions, the gradual decommissioning of lignite-fired power generation units, aiming for complete lignite phase-out by 2026, and the increase in the share of electricity generated from RES.

Direct GHG emissions from electricity generation decreased by 35% between 2021 and 2024. This reduction is primarily due to the gradual diversification of the energy mix. Specifically, lignite-based generation decreased from 5.3TWh to 3.2TWh, while generation from RES (excluding large hydropower plants) increased from 0.5TWh to 1.4TWh over the same period.

The increase in Scope 3 emissions under the absolute target is mainly attributed to the Group's investments, both in the modernization and upgrade of the electricity distribution network and in the expansion of its RES portfolio. It should be noted that total installed RES capacity increased from 3.4GW in 2021 to 5.5GW in 2024, broadening the Group's clean energy footprint and constituting its energy mix more sustainable.

Significant changes in Group emissions

Following the submission of the required supporting documents to the SBTi for target validation, changes occurred within the Group, mainly related to the acquisition of new companies. These companies either operate in sectors similar to those of the Group's existing entities or expand the Group's activities into new sectors.

Therefore, the Group, considering the requirements of the SBTi, has already initiated the assessment of GHG emissions for the base year of the newly acquired companies, with the aim of revising the baseline emissions of the targets accordingly. Upon completion of this process, the targets will be recalculated based on the Group's new perimeter and the potential revalidation of the targets will be considered, in line with the SBTi criteria. In this way, the scope of the targets will be amended to include the Group's new activities as well.

2.1.3 Energy management

ESRS E1 | GRI 3-3, 302-1, 302-3 | ATHEX ESG C-E3 | SASB EM-MM-130a.1

PPC Group is redefining its role through an integrated approach to energy management, encompassing generation, storage and distribution, as well as consumption and energy efficiency.

Through investments in RES and flexible generation, advanced digital solutions, high-tech services, and innovative storage technologies, the Group aims to reduce its carbon footprint, while enhancing energy efficiency and contributing to the resilience of the energy system in the face of climate crisis challenges.

Energy production and energy footprint

In 2024, PPC Group recorded total electricity production of ~21TWh, with total RES<sup>5</sup> generation reaching 6.2TWh, representing 29% of total production, despite a decrease in hydropower output due to lower reservoir inflows. In contrast, the lignite-powered generation declined by 28% compared to 2023, reaching 3.2TWh or 15% of total production, reflecting the ongoing decarbonization strategy.

5 RES include Hydropower Plants (HPP) with installed capacity >15MW.

Moreover, in 2024, PPC Group achieved a significant increase in its total installed capacity, as part of accelerating the energy transition and strengthening its portfolio of RES and flexible generation.

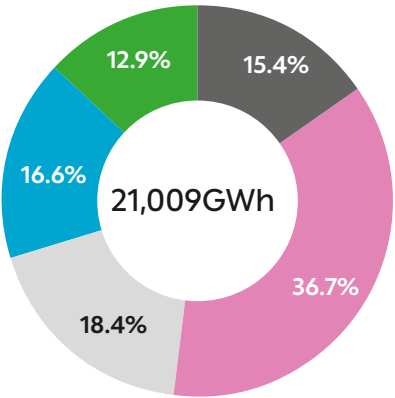
Specifically, RES installed capacity reached 5.5GW by year-end 2024 and has since risen to 6.2GW following the completion of new projects totaling 0.7GW. The Group's hydropower portfolio stands at 3.4GW, while flexible generation amounts to 5.9GW. At the same time, installed capacity from Natural Gas power plants totals 3.5GW.

This performance strengthens the Group's leading role in the energy transition in the broader region of SE Europe and establishes a solid foundation for achieving the strategic target of 11.8GW from RES and storage by 2027.

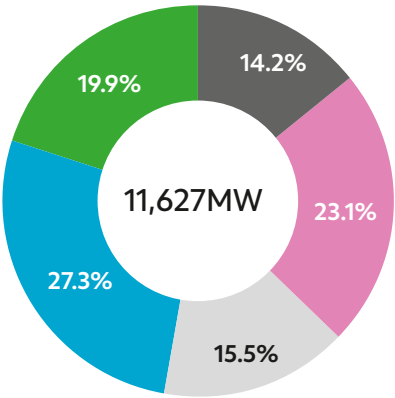
| Primary energy source  | Installed capacity (MW) | Net energy production (GWh) |
|------------------------|-------------------------|-----------------------------|
| Lignite <sup>(1)</sup> | 1,655                   | 3,236                       |
| Natural Gas            | 2,689                   | 7,711                       |
| Oil                    | 1,803                   | 3,870                       |
| Hydroelectric          | 3,171                   | 3,482                       |
| RES <sup>(2) (3)</sup> | 2,309                   | 2,709                       |
| Total                  | 11,627                  | 21,009                      |

- (1) It should be noted that, in the context of the lignite phase-out program, the following units were not included in the calculation of Installed Capacity as of 31.12.2024, even though they have not been officially decommissioned: Agios Dimitrios I (300MW) & II (300MW), Meliti (330MW), and Megalopolis 4 (300MW), with a total capacity of 1,230MW.
- (2) Includes installed capacity in companies where subsidiary PPC Renewables S.M.S.A. holds a minority stake, according to its participation percentage, amounting to a total capacity of 186.3MW for 2024.
- (3) Includes the production of subsidiaries PPC Romania S.A. & PPC Bulgaria JSCo, amounting to 1,283GWh and 3GWh respectively. Net energy production in companies where PPC Renewables S.M.S.A. holds a minority stake is not included.

Distribution of electricity production by primary energy source



Distribution of installed capacity by primary energy source

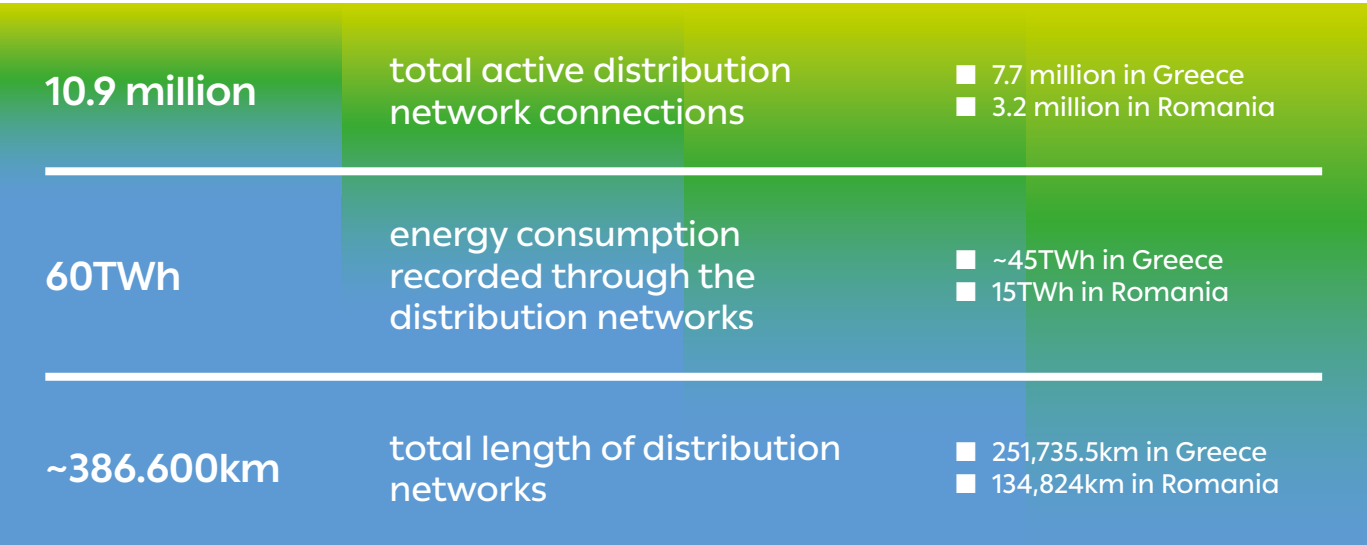


■ Lignite ■ Natural gas ■ Oil ■ Hydroelectric ■ RES



Electricity distribution

In 2024, PPC Group's Companies designated as Electricity Distribution Network Operators, implemented significant investments and interventions for the upgrade and expansion of their networks in Greece and Romania, thereby enhancing the reliability, efficiency and resilience of their infrastructure.



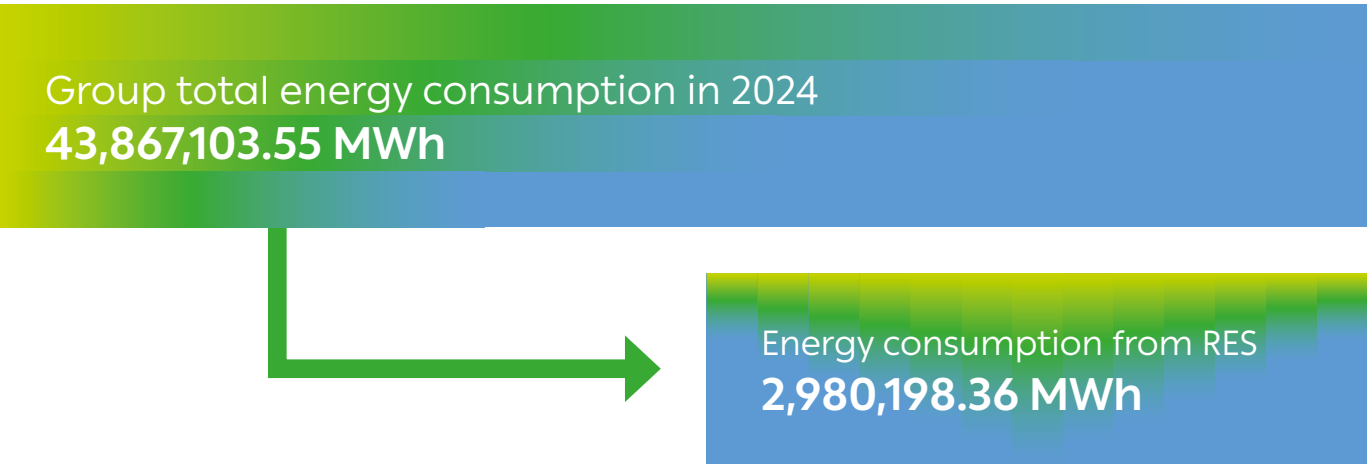
Energy intensity

The Group's energy intensity was calculated for 2024, based on its business activities in high climate impact sectors, considering total energy consumption and net revenues of these activities, whether associated with operational assets or assets under development.

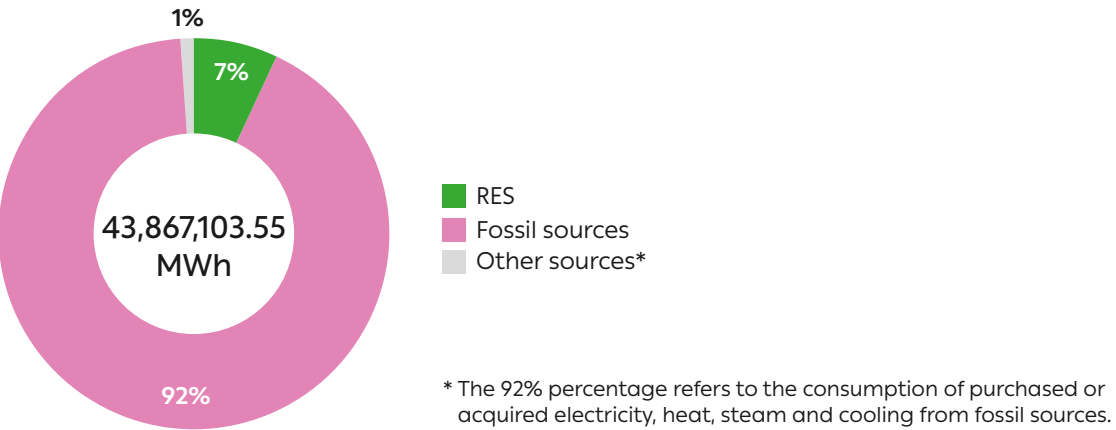


Energy consumption

The Group systematically monitors and records the energy consumption and efficiency of facilities and projects under its management, thereby fostering transparency and supporting the continuous optimization of its energy footprint.



PPC Group energy mix in 2024



Responsible energy management in Group facilities

The Group implements a holistic strategy for energy management and performance optimization across its building facilities, with the overarching objective of reducing its carbon footprint. The Parent Company, along with several of its subsidiaries, are already certified under the international standard ISO 50001 Energy Management Systems, in compliance with national requirements. Gradually, more and more subsidiaries are obtaining the relevant certification for their facilities. Furthermore, employees receive regular training in energy auditing and environmental systems, while upgrades are implemented to improve energy efficiency, such as PV roof installations and thermal insulation enhancements.

Technical interventions include the upgrade of electromechanical systems, the replacement of energy-intensive equipment with high-efficiency technologies and the deployment of Building Management Systems (BMS) to optimize the operational performance of the Group's facilities. Moreover, the Group promotes customer awareness and engagement in adopting responsible energy practices.

Kotsovolos also invested €20,298 in lighting sensor installations and €80,449 in replacing 29 outdated air conditioning units with energy-efficient units, while planning to install BMS across its facilities, continuously improving its operational processes. In the same year, staff training programs were delivered to raise awareness on the rational use of energy.

Finally, the Group continues to invest in sustainable building facilities and actively aims to pursue internationally recognized certifications such as LEED and WELL across its building assets.



2.2 Management of air pollutants

ESRS E2 | GRI 3-3, 305-6, 305-7 | ATHEX ESG SS-E2 | SASB IF-EU-120α.1, EM-MM-120α.1



Material topic:

• Air pollution

Managing air pollutant emissions remains a consistent environmental priority for PPC Group, aiming to continuously improve air quality and safeguard public health. Air quality is associated with one of the three core pillars of the Group's Sustainability Strategy, which refers to environmentally responsible operations with a nature positive impact (Nature Positive Operations).

In the context of the Double Materiality Assessment and in alignment with ESRS E2 – Pollution standard, the Group continues to disclose information on air pollutant emissions on an annual basis, along with the policies, actions and monitoring mechanisms implemented to prevent, mitigate and manage these emissions.

The combustion of fossil fuels in the Group's thermal power plants results in the emission of air pollutants, such as sulfur oxides (SO<sub>x</sub>), nitrogen oxides (NO<sub>x</sub>) and particulate matter (PM). In particular, the air emissions from Group activities in 2024 are presented in the following table.

| Pollutant                          | 2024 (tn) | 2023 (tn) | Change (%) |
|------------------------------------|-----------|-----------|------------|
| Sulfur Oxides (SO <sub>x</sub> )   | 10,306.83 | 10,438.99 | -1.27%     |
| Nitrogen Oxides (NO <sub>x</sub> ) | 22,898.74 | 22,800.84 | +0.43%     |
| Particulate Matter (PM)            | 575.92    | 623.80    | -7.68%     |
| Volatile Organic Compounds (VOCs)  | 317.51    | 291.40    | +8.96%     |
| Lead (Pb)                          | 0.74      | 0.64      | +15.63%    |
| Nickel (Ni)                        | 4.59      | 4.61      | -0.43%     |
| Copper (Cu)                        | 1.16      | 1.04      | +11.54%    |
| Chromium (Cr) <sup>6</sup>         | 0.52      | 0.46      | +13.04%    |
| Zinc (Zn)                          | 1.92      | 1.61      | +19.25%    |
| Cadmium (Cd)                       | 0.08      | 0.07      | +14.29%    |
| Mercury (Hg)                       | 0.10      | 0.07      | +42.86%    |
| Arsenic (As)                       | 0.21      | 0.17      | +23.53%    |

Regarding ozone depleting substances (ODS), the Group does not engage in the production, import or export of such substances.

The Group has adopted targeted policies and measures to effectively manage significant impacts, risks and opportunities associated with air pollution. Specifically, within the framework of environmental permitting, measures are implemented, such as air emissions monitoring programs and submission of relevant reports to competent authorities, and taking corrective actions in case of exceedances. In addition to these measures, significant initiatives were implemented in 2024 to reduce air pollutant emissions, including:

- Decommissioning of heavy fuel oil steam turbine and internal combustion engine (ICE) units in oil-fired power stations on non-interconnected islands. These units were replaced with ultra-low sulfur diesel (ULSD) gas turbine units.

- Decommissioning of lignite units TPP Agios Dimitrios (I-II), Megalopolis (IV) and Meliti, with an estimated reduction of 400tn SO<sub>2</sub>, 400tn NO<sub>2</sub>, and 30tn dust emissions.
- Implementation of energy efficiency improvements and NO<sub>x</sub> reduction measures in the power units at Aliveri and Keratea-Lavrio power stations.
- Installation of electric boilers at Kardias power station for district heating free from air pollutant emissions.
- Development of a cogeneration of combined heat and power (CHP) unit of 65MW powered by NG at Kardias power station, with zero SO<sub>2</sub> and dust emissions and significantly reduced NO<sub>x</sub> emissions.

Upon completion of the construction and testing of the district heating system at the new Ptolemaida V NG unit, expected within 2025-2026, the district heating of the city of Ptolemaida will be ensured, contributing to the reduction of air pollutant emissions from household heating using conventional fuels. Concurrently, projects are being developed to meet the thermal energy demands of Eordaia, Amyntaio and Kozani Municipalities through an integrated district heating model designed to:

- Ensure economic viability and deliver thermal energy at the lowest cost compared to alternative supply solutions.
- Guarantee full coverage and adequacy of thermal energy demand.
- Enable future deployment of innovative projects aimed at reducing dependency on conventional fuels.
- Support participation in the green hydrogen production project "North-1", aiming at energy storage and decarbonization of the industrial and transport sectors.

At the same time, the Group operates a network of 31 Air Quality Monitoring Stations, with continuous monitoring and data reporting to competent authorities, while systematically upgrading its equipment to enhance the accuracy and reliability of measurements.

For further information on the Group's policies and actions related to air pollution, please refer to the Sustainability Statement, [Chapters 2.3.2 Air Pollution Policies and 2.3.3 Actions](#), included in PPC Group's 2024 Annual Financial Report.

2.3 Protection and conservation of biodiversity

ESRS E4 | GRI 3-3, 304-1, 304-3 | ATHEX ESG A-E5 | SASB EM-MM-160α.1



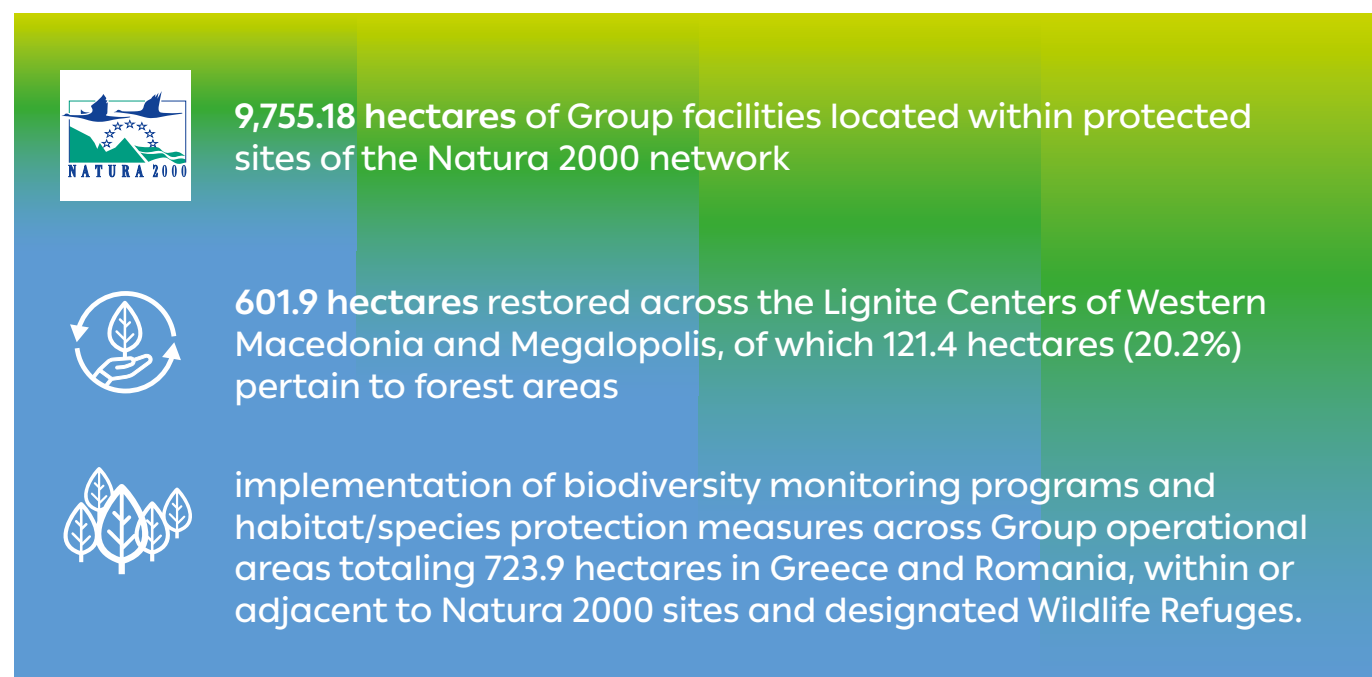
Material topics:

- Preservation of natural habitats through biodiversity protection measures.
- Negative impact of facilities on terrestrial ecosystems.

The Group through the Biodiversity Policy adopted by the Parent Company in 2023, has articulated a firm commitment to substantially contribute to the prevention of biodiversity loss and strengthen ecosystem resilience, thereby generating long-term value for both the natural environment and society. This commitment is reflected through the consistent implementation of targeted environmental policies and restoration activities for natural ecosystems, as well as through the application of best practices and innovative technologies to prevent and mitigate potential impacts on areas of high ecological value. The Group also intends to further extend biodiversity-related policies to its subsidiaries within 2025.

6 The total quantity of chromium refers to the combined amount of chromium present in all oxidation states.

2024 performance related to the protection and conservation of biodiversity:



The most significant nature-positive initiatives and actions undertaken by the Group in 2024, include:

- Avifauna monitoring: Banding of stork chicks in Greece (i.e. Lesvos, Lagadas, Heraklion) and systematic monitoring of avifauna in areas of wind power stations (i.e. Ikaria, Sitia).
- Routine cleaning of dams and the surface of reservoirs in the immediate vicinity of the dams (in all hydropower stations), removing wood and waste.
- Upgrade of the network measuring physicochemical and meteorological data in the reservoirs of hydropower plants (HPPs).
- Scheduling the operation of HPPs to ensure the discharge of minimum ecological flow into the riverbed downstream of the HPP, where required, while meeting irrigation and water supply needs of adjacent areas.
- Collection of meteorological data at locations specified by the study identifying potential changes in the microclimate of the broader area surrounding PPC S.A. projects on Nestos river.
- Monitoring programs of physicochemical and biological parameters, conducted within riverine and lacustrine systems of Aliakmonas and Nestos rivers. Systematic sampling and measurements of physical, chemical, and biological parameters are conducted, in order to track long-term trends in the concentrations of priority substances within the reservoirs of Aliakmonas and Nestos facilities.
- In 2025, two Special Ecological Assessments were commissioned for HPPs within the Aliakmonas Complex.
- Participation of the Parent Company in the international Science Based Targets Network (SBTN), aiming to integrate measures and actions for the conservation and restoration of biodiversity and ecosystems into its activities. Alignment with the SBTN recommendations facilitates the development of scientifically validated targets concerning the protection of nature.
- Commencement of the materiality screening of impacts of the Parent Company's activities on the natural environment in collaboration with a specialized consultant, as mandated by the SBTN initiative. These actions encompass:
  - ✓ identification of environmental pressures associated with the Parent Company's direct business activities, that most likely will require the formulation of relevant targets.
  - ✓ detailed mapping and assessment of all material environmental pressures associated with the Parent Company's direct business activities and upstream supply chain, as identified through the materiality screening.

- Mapping of baseline conditions and implementation of actions to protect areas that are associated with the lignite phase-out plan and cessation of mining operations. Specifically in 2024, project 'Design, Coordination, Monitoring of Ecological Studies for the Amyntaion Mine' was assigned to a technical consultant. The project area is the core area of a lignite phase-out zone, including both the excavation-deposition sites of the mines and their surrounding areas. Within the internal structure of the remaining excavated area, a reservoir (lake) was formed following the cessation of mining operations. This reservoir, due to the estimated quantities of water from underground inflows and surface runoff over the next few decades, is expected to evolve into a large and deep lake, based on the study 'Investigation of the Spatiotemporal Development of the Internal Lake of Amyntaio Mine Restoration' conducted in 2020. The lake has already formed and is surrounded by a diverse mosaic of habitats, such as reed beds, verdant meadows, gentle slopes with avifauna nests, areas cultivated with aromatic flora and trees, and several smaller peripheral wetlands. In this context, within 2025, Thematic Ecological Studies (TES) are planned to be conducted by specialized scientists, aiming to monitor and record avifauna, other fauna (including reptiles, amphibians, mammals, bats, invertebrates), flora, habitats and ecosystem services. The technical consultant will also coordinate TES contractors involved, aggregate and process geospatial data collected and prepare the final report. The report will identify and assess the project area's current biodiversity status, its restoration potential and relevant targets.
- Collaborations with Non-Governmental Organizations (NGOs) under the scope of LIFE projects for the protection of species and habitats in Natura 2000 network sites in Greece and Romania.
- Collaborations with scientific institutions (Interbalkan Environment Center, Greek Biotope Wetland Centre -EKBY), the Hellenic Ornithological Society, the Protected Areas Management Units (PAMUs) of the Natural Environment and Climate Change Agency (NECCA) and Universities (National Technical University of Athens, the Universities of Thessaly, Patras and Crete, etc.) to ensure the preservation and protection of biodiversity, as well as to receive consultation from scientific teams (i.e. NECCA to HEDNO S.A. -bird banding for monitoring migratory routes), in areas of high ecological value. Specifically,
  - ✓ Implementation of a monitoring system for protected flora and fauna species, including fish fauna, in Nestos river basin. PPC S.A. in cooperation with EKBY is conducting the approved Monitoring Plan for the Eurasian otter (*Lutra lutra*) in the broader area of Nestos river HPPs complex. The first monitoring cycle (2021-2022) is complete, while the second three-year cycle commenced in March 2025.
  - ✓ Provision of support (i.e. boats, personnel) and information for the water status monitoring of HPP reservoirs conducted by the GBWC.
  - ✓ Collaboration with the Municipality of Metsovo in the Region of Epirus and the PAMU of Northern Pindos National Park to study and manage invasive species (sunfish), through fisheries science. For the purpose of the study, transportation means (boat) and personnel are provided for sampling in the artificial lake of the Aaos Springs HPP.
  - ✓ Research endeavor with the National Technical University of Athens (NTUA) for the development of computational infrastructure for the hydrodynamic simulation of the water system downstream of Asomaton dam.
  - ✓ Collaboration with the NTUA for the comprehensive study of water supply and demand in the wider Aliakmonas river basin, in conjunction with Ilarion dam.
  - ✓ Collaboration with the NTUA for the Integrated study of water supply and demand in Agra and Edessou HPPs.
  - ✓ Collaboration with the University of Patras for the study of fish fauna in the reservoirs of HPP Pournari I-II.
  - ✓ Collaboration with the University of Thessaly for Monitoring and Research of Fish Fauna within the Hydrographic Network and Lake Plastira Water Body, in accordance with the Decision on the Approval of Environmental Terms (DAET) of the HPP.
  - ✓ Collaboration with the University of Thessaly for the Development of a Monitoring Program of Protected Elements of the Natura 2000 Special Area of Conservation (SAC) GR1410001 of Lake Tavropos.
  - ✓ Collaboration with the University of Thessaly for the Documentation of an Automated Monitoring System of Lake Tavropos Qualitative Parameters.

- For Ilarion HPP, a Fish Fauna Study in the area of influence of Ilarionas HPP currently ongoing (Research and Technical Environmental Study – TES), was assigned to the Hellenic Centre for Marine Research (HCMR) in 2022. As part of the Fish Fauna TES, field surveys continued throughout 2024, involving fish sampling and the collection of biotic and abiotic data, as well as laboratory processing and sample analysis. Additionally, the first pilot implementation of the Monitoring Plan was conducted.
- In 2024, the final Avifauna TES was contracted, implemented, and uploaded to the Electronic Environmental Register (EER). This study specifies the projects proposed by the Special Technical Implementation Study for the potential inclusion of peripheral coastal areas of Ilarion HPP reservoir and 18 existing islets downstream of the dam under a protection regime, aiming to attract avifauna.
- Following the implementation of the prescribed activities outlined in the Forest Restoration Study for the rehabilitation of forest vegetation in areas disturbed by the water supply infrastructure project of Meliti Municipality Aqueduct -designated as a compensatory measure for Skopos - Papadias Dam - the three-year maintenance phase of reforested areas is successfully completed. In 2024, the required Phytotechnical Restoration Work Certification was issued by Florina's Forest Directorate, regarding the completion of actions outlined in the forest restoration study of the above project.
- For HPP Mesochora currently under construction, in 2024 the environmental permitting process for the following projects was completed:
  - ▶ Forestry Management of Glystras Stream,
  - ▶ Forestry Management of Mylos-Koryfis Stream,
 following the submission of the Environmental Impact Assessment (EIA) for each project, including a Special Ecological Assessment Study. Forestry Studies refer to compensatory projects mandated under the issued environmental permit of HPP Mesochora.
- For HPP Metsovitiko currently under construction, in 2024 the construction of the specialized fish passage on the left section of the ogee spillway crest continued, designed to ensure free passage of fish. The fish passage is of the "slot pass" type, designed with appropriate geometry to accommodate fish species of the local ecosystem. The project is conducted in accordance with the TES approved by the Ministry of Environment, addressing the impacts of HPP Metsovitiko on the area's ecosystem.
- Undergrounding of overhead distribution networks and replacing bare conductors with twisted cables for the protection of avifauna.
- Mapping of the Group's infrastructure in areas of high ecological value and sensitivity.
- Installation of insulating covers on MV network poles to prevent avifauna electrocution.
- Wildfire prevention activities, including pruning and clearance of vegetation along overhead power lines.
- Sponsorships to entities and associations engaged in biodiversity protection and conservation, such as the Association for the Protection and Care of Wildlife ANIMA and the Hatzigakis Foundation.
- In 2025, Thematic Ecological Studies were assigned to specialized scientists for species, habitats and ecosystem services monitoring.
- For the environmental restoration of soil in mining areas, a comprehensive set of actions and policies have been developed aiming to reshape the terrain to resemble its initial natural form for maximum positive results:
  - ✓ Forest tree planting: Restoration species include acacia, arizona cypress, leyland cypress, lombardy poplar, alder, maple, silver poplar, vitex, pyracantha, spanish broom, oleaster, birch, ash, oak, black pine and catalpa. By the end of 2024, reforestation efforts across all mining sites covered over 32km<sup>2</sup> (~11 million trees).

- ✓ Orchards and Agricultural land: Apple, pear, peach, walnut, chestnut, cherry, blackberry, plum, grapevine crops and energy crops such as sunflower and rapeseed (historically present) have been developed, as well as cereals (barley) over 0.03km<sup>2</sup>, yielding 5,800kg of barley, distributed to local institutions and organizations. Total agricultural land restored reached approximately 7km<sup>2</sup> by year-end 2024.
- ✓ Aromatic and Medicinal Plants: Within Amyntaio Mining Area, approximately 0.1km<sup>2</sup> have been restored for aromatic plant cultivation, including sage (20,146 plants), rosemary (12,332 plants), common oregano (86,081 plants), island oregano (86,361 plants) and lavender (21,634 plants). In Ptolemaida Mine, lavender, lemon balm, thyme and mountain tea have been planted over 0.007km<sup>2</sup>, with extraction of essential oils from lavender.
- ✓ Silvicultural Park: Creation of a silvicultural park within Ptolemaida Mine, aiming to cultivate the majority of native forest species of the area.
- ✓ Installation and operation of a hydroponic greenhouse with successful experimental cultivation of flowers such as roses and mallows.
- ✓ Apiaries: Within the reforested areas of Amyntaio Mine, the presence of species such as acacia, supports apiculture. Approximately 100 apiary locations have been established across the mine.
- ✓ Lacustrine ecosystems: Following the cessation of mining activities, water reservoirs (lakes) have formed within the remaining excavation structures. By the end of 2024, the total area of lacustrine ecosystems formed across all mines reached ~ 2.3km<sup>2</sup>.
- ✓ Climate change monitoring station (COFORMIT project): The COFORMIT project, coordinated by Democritus University of Thrace, involves a monitoring system installed to record seasonal and long-term variations in carbon sequestration, in order to assess the contribution of reforested areas within the Western Macedonia Lignite Center (WMLC) to environmental protection and climate change mitigation. Indicatively, based on available data for 2020, the total amount of CO<sub>2</sub> corresponding to gross primary plant growth (a metric estimating CO<sub>2</sub> absorption) for all reforested areas of WMLC, was estimated at 131,000tn CO<sub>2</sub>.

By adhering to current legislation, conducting comprehensive Environmental Impact Assessments (EIAs) and Special Environmental Studies, complying with environmental permit requirements, and implementing necessary biodiversity protection measures in the Group's projects and activities, PPC Group significantly mitigates risks to biodiversity and enhances opportunities for conservation and protection. For further information on the Group's actions related to biodiversity protection and conservation (including actions in HPP operational areas), the list of facilities that are owned, leased, or managed within protected areas, along with their respective sizes, please refer to the Sustainability Statement, [Chapter 2.4.2 Policies related to biodiversity and ecosystems](#), [2.4.3 Actions and 2.4.5 Metrics](#), included in PPC Group's 2024 Annual Financial Report.



2.4 Sustainable water management

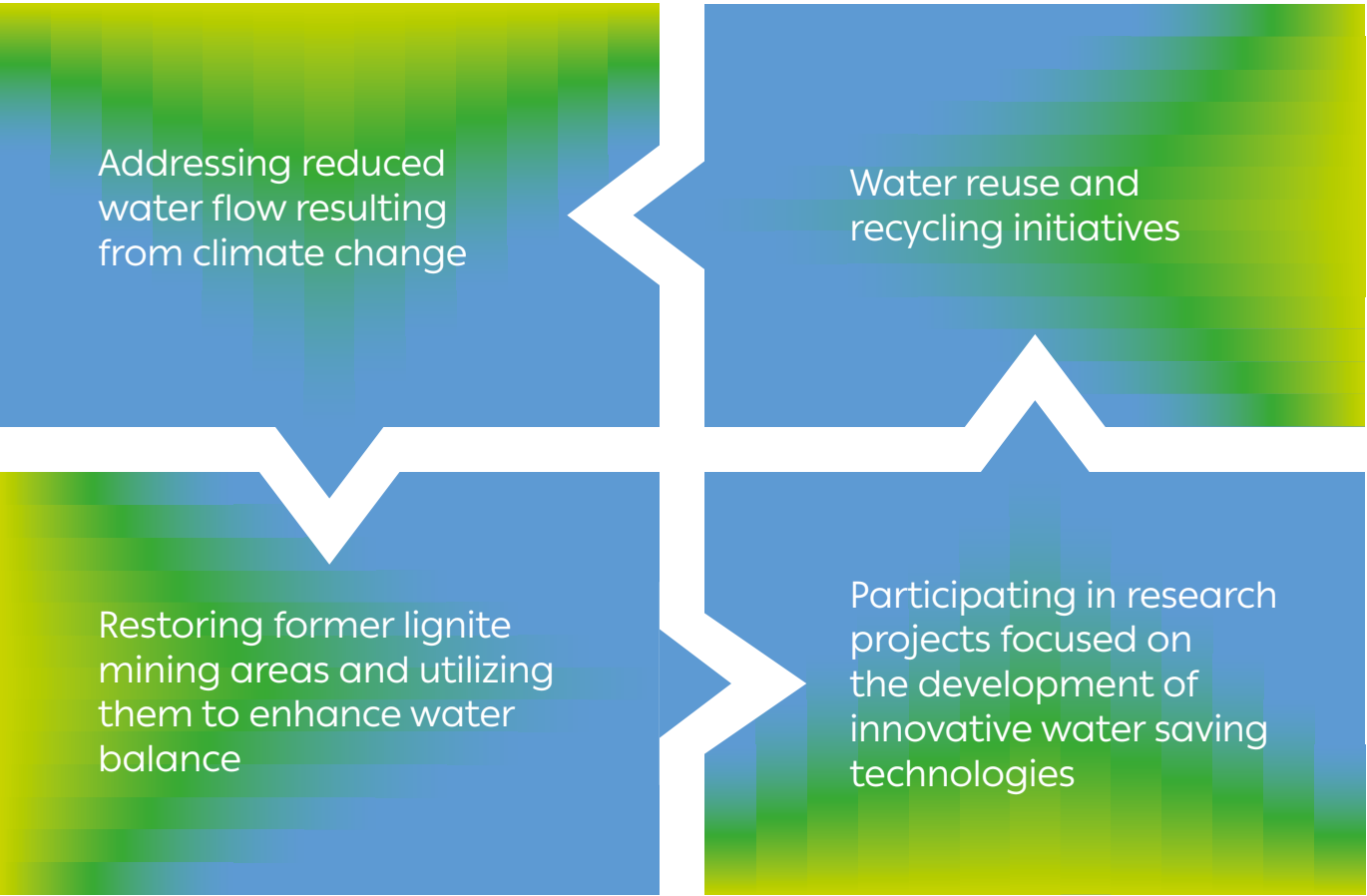
ESRS E3 | GRI 303-1, 303-2, 303-5, | ATHEX ESG SS-E3, SS-E4



Water constitutes one of the most critical natural resources, essential for the preservation and optimal functioning of ecosystems. At the same time, it plays a pivotal role for the Group’s operation, supporting key activities such as hydroelectric generation, thermal power plant operation and mining.

Responsible management of water resources is among the Group’s core priorities, especially in light of the intensifying climate crisis and its associated phenomena, such as drought and extreme flooding. In response, the Group applies integrated practices for water monitoring, saving and efficient use, contributing to the protection of natural ecosystems and the long-term sustainability of its operations.

Actions for efficient water resources management and use



Addressing reduced water flow resulting from climate change

The Group is investing in 1.8GW of flexible generation capacity to address the challenges posed by elevated energy prices. Under this scope, the integration of hydropumped storage systems is under evaluation at Pournari and Kastraki HPPs, aiming in strengthening energy storage capabilities and optimizing the use of water resources.

In 2024 the Group’s HPPs generated a total of 3.48TWh, marking a reduction of 0.55TWh compared to 2023. Large HPPs operate across four main river systems (Acheloos, Aliakmon, Arachthos, and Nestos) as well as in two independent areas (Plastiras and Ladonas), that function autonomously outside of main river systems. Additionally, upgrading initiatives are implemented at small scale hydropower plants (SHPPs), supported by investments amounting to €1.8 million. HPPs deliver multifaceted benefits to local communities, including potable water supply, irrigation and flood mitigation through the retention of surface runoff. Preserving ecological flow in associated river systems part of the Group’s annual environmental monitoring program scope, conducted in its facilities. Moreover, regular cleaning of HPP reservoirs and dam structures further contributes to flood resilience and ecological stability in these regions.

To monitor hydrological conditions across its operational areas, the Group maintains an extensive network comprising 170 meteorological and rainfall stations and 39 hydrometric stations, in collaboration with public authorities in the countries where it operates. Data collected through PPC Group’s hydro-meteorological network not only supports its operations- including hydropower generation optimization and ensuring the safe operation of thermal units- but also substantially contributes to the protection and management of freshwater ecosystems. By continuously monitoring key parameters, including water levels, flow rates and meteorological data, the Group strengthens its capacity to predict and respond to phenomena such as floods and drought, contributing to the sustainable management of water resources and the protection of the natural environment.

Water reuse and recycling

In thermal power generation areas, water is abstracted to meet the operational needs of these facilities. In line with the principles of responsible water management, the Group recycles and reuses significant volumes of water, resulting in a reduction of the total amount required for power station operations. The relevant quantities of water recycled and reused in the Group’s production units amount to 5.78% in lignite power stations and 12.1% in NG power stations. It is noted that the volume of seawater used for cooling purposes is not included in the calculation of the above percentages.

In the Group’s mining areas, surplus surface water and groundwater abstracted and not utilized for operational needs, are discharged to surface water bodies and neighboring municipalities, primarily for irrigation purposes. This practice not only enhances regional water reserves but also improves surface water quality. Indicatively, in Ptolemaida mines, water quality improvement has been achieved in Lake Vegoritida, which is the surface receptor of the pumped waters from these mines.

Water consumption across Group operations is monitored annually by the competent departments of the Parent Company and its subsidiaries. In 2024, total water consumption amounted to 15,487.92ML. In water-stressed regions, consumption remained zero, while the Group’s overall water recycling rate reached 21%.

Water consumption and recycling in 2024

| Indicator                                                        | PPC Group    |                           |
|------------------------------------------------------------------|--------------|---------------------------|
| Total water consumption <sup>7</sup>                             | 15,487.92 ML | 15,487,920 m <sup>3</sup> |
| Total water consumption from areas with significant water stress | 0 ML         | 0 m <sup>3</sup>          |
| Total amount of water recycled (%)                               | 21%          |                           |

<sup>7</sup> Total water consumption is calculated as follows: Total volume of water withdrawals - Total volume of water discharges. Water consumption of FiberGrid and Kotsovolos are not included in the total water consumption of PPC Group for reporting year 2024.

Restoration and utilization of former lignite mines to enhance water balance

The Group is actively restoring former lignite mining areas, transforming them into natural systems that contribute to the replenishment of water resources and the development of freshwater ecosystems. A notable example is the rehabilitated site of former Amyntaio mines, where a reservoir has been formed. Over the coming decades, through groundwater inflows and surface runoff, this reservoir is expected to evolve into a large, deep natural lake. The lake is already taking shape and is surrounded by a mosaic of habitats, including reed beds, meadows, gently sloping banks with bird nesting sites, areas planted with aromatic plants and trees and smaller peripheral wetlands.

Additionally, in certain cases the final excavation sites of lignite mines are being considered for the development of hydropumped storage projects. In these projects, the final lake formed will serve as the lower reservoir, supporting the integration of RES, while also enhancing flood protection and improving the water balance in surrounding regions.

Participation in research projects focused on the development of innovative water saving technologies

To advance sustainable and efficient water resource management, PPC Group actively participates in a range of European research programs that leverage innovation and digital technologies.

Under the intelWATT project, in collaboration with the Materials and Membranes Laboratory for Environmental Separation at the Institute of Nanoscience and Nanotechnology of the National Centre for Physical Sciences "Demokritos", intelligent technologies are being developed for wastewater treatment and water purification. These aim to conserve water resources, recover valuable materials and generate energy in high-intensity industrial environments.

The D-HydroFlex program focuses on the development of digital solutions to enhance sustainability performance of hydroelectric power plants, by integrating artificial intelligence, digital twins, hydrogen-based hybrid systems and cloud computing to support environmental protection and the efficient integration of hydropower in the electricity grid, while safeguarding biodiversity.



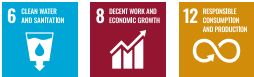
Additionally, the Di-HYDRO program promotes sustainable energy production through the deployment of smart tools and digital decision-support technologies for hydropower stations, enabling predictive maintenance, optimized operations and compliance with environmental standards. This integrated approach strengthens the role of hydropower in the green transition and facilitates its participation in modern electricity markets.

The iAMP-Hydro program aims to develop a comprehensive management platform for hydropower plants, incorporating predictive analytics for energy generation, maintenance and environmental monitoring. Demonstration of the platform will be conducted at selected hydropower sites, with the goal of reducing maintenance costs, increasing RES penetration and enhancing operational flexibility through advanced AI tools and data interoperability.

Through these initiatives, the Group reinforces its green transition strategy, harnessing research and innovation as key drivers of sustainability and responsible management of natural resources.

2.5 Promotion of the circular economy

ESRS E5 | GRI 306-1, 306-2, 306-3, 306-4, 306-5 | ATHEX ESG A-E3, A-E4, SS-E7



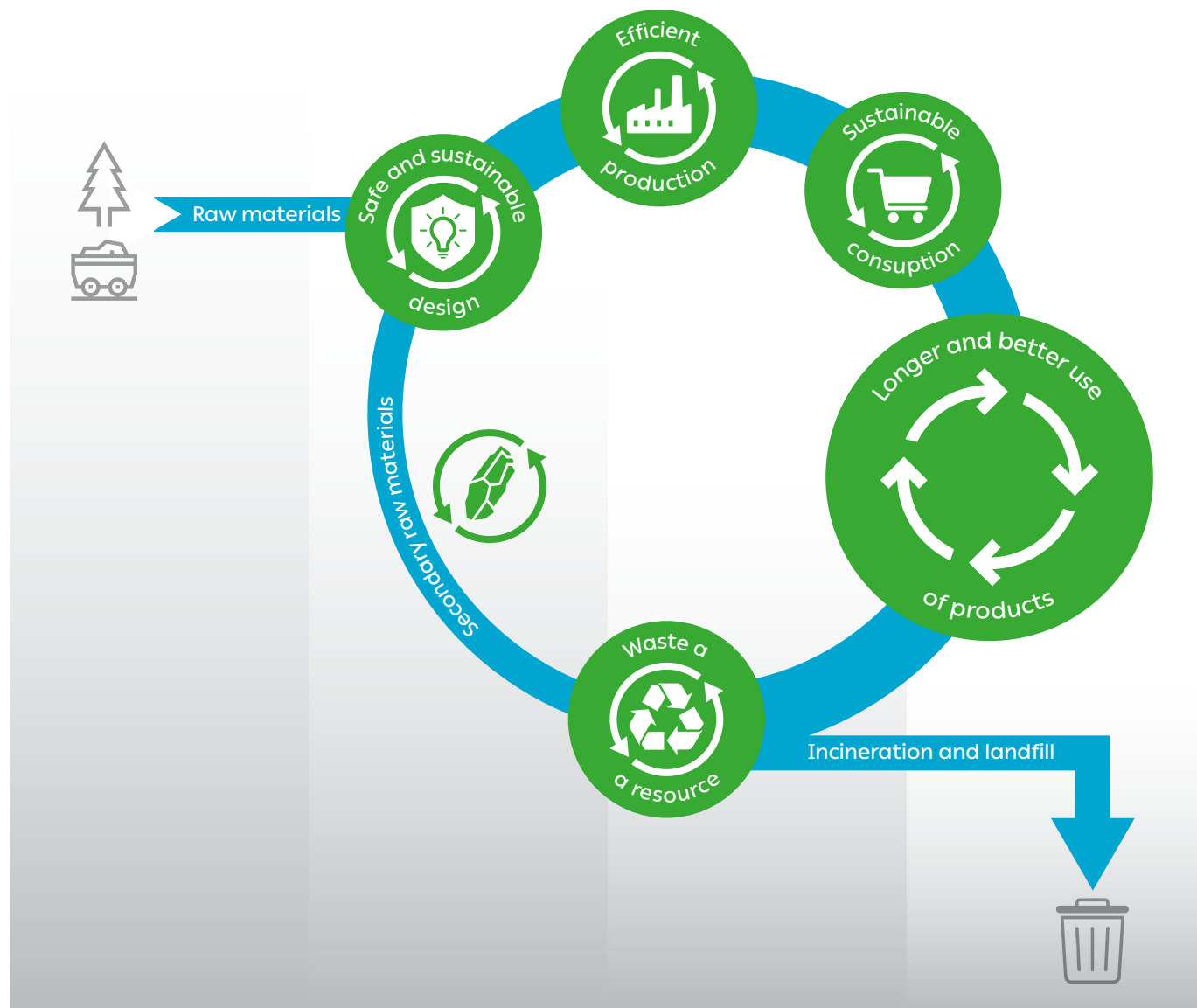
PPC Group, guided by its firm dedication to sustainability, operates responsibly and aligns with the principles of the circular economy through targeted initiatives and best practices, promoting the conservation of non-renewable natural resources and safe waste management. Moreover, the Group continues to invest in the transition toward more sustainable production and consumption models, striving for continuous improvement of its environmental performance and fostering long-term trust with local communities and customers.

The integration of Kotsovolos further strengthens the Group's position in the circular economy sector. Through leveraging expertise in the management and reuse of Waste Electrical and Electronic Equipment (WEEE), the Group expands its capacity to advance sustainability and innovation across its operations.

In support of monitoring its environmental footprint and continuous improvement in waste management, the Group applies certified Environmental Management Systems (EMS) across its production facilities, in accordance with the international standard ISO 14001:2015, exceeding compliance with applicable environmental legislation.

2.5.1 Waste management

PPC Group applies a comprehensive waste management framework founded on the principles of the circular economy. Through targeted practices encompassing waste prevention, reuse, recycling, recovery and safe disposal of non-recoverable waste, the Group facilitates the transition from a linear production and consumption model to a circular, sustainable and resource-efficient operational system. This approach is embedded across all stages of the Group's production activities, contributing to the reduction of its environmental footprint and the responsible use of natural resources. Moreover, the Group's operations are not associated with the use of critical raw materials, as defined in Regulation (EU) 2024/1252 of the European Parliament and the Council.



## Solid waste

Data on waste generated from Group facilities in Greece and Romania are recorded and registered annually in the respective national Electronic Waste Registry (EWR) in accordance with applicable legislation, while the Group's subsidiaries collaborate with certified alternative waste management systems to ensure the safe processing, recovery or final disposal of waste.

Performance monitoring is achieved through the collection of individual facility reports, their consolidation and extraction of aggregated data. Partnerships with Alternative Waste Management Systems cover various waste categories, including:



**~77% solid waste recycling rate achieved by PPC Group in 2024, with efforts underway to further increase this percentage.**

## Environmental Management Systems

The Environmental Policies adopted by the Group's subsidiaries, reflect the development and implementation of a robust Environmental Management System (EMS) fully compliant with international standards ISO 14001:2015 and ISO 50001:2018. The EMS is designed to systematically monitor, manage and mitigate environmental impacts associated with the Group's operations and facilities.

Continuous environmental performance evaluation is supported by the establishment of key performance indicators (KPIs) in alignment with the Group's Sustainability Strategy (e.g. GHG emissions, energy consumption, quantities and categories of generated waste). The process includes the use of advanced data collection and monitoring tools, enabling the Group to identify and address any issues that may arise. Internal audits conducted include dedicated assessments of EMS implementation and effectiveness.

For further information regarding relevant certifications of the Group's facilities in 2024, please refer to the Sustainability Statement, [section "Environmental Management / Health and Safety \(pg. 14-15\)](#), included in PPC Group's 2024 Annual Financial Report.

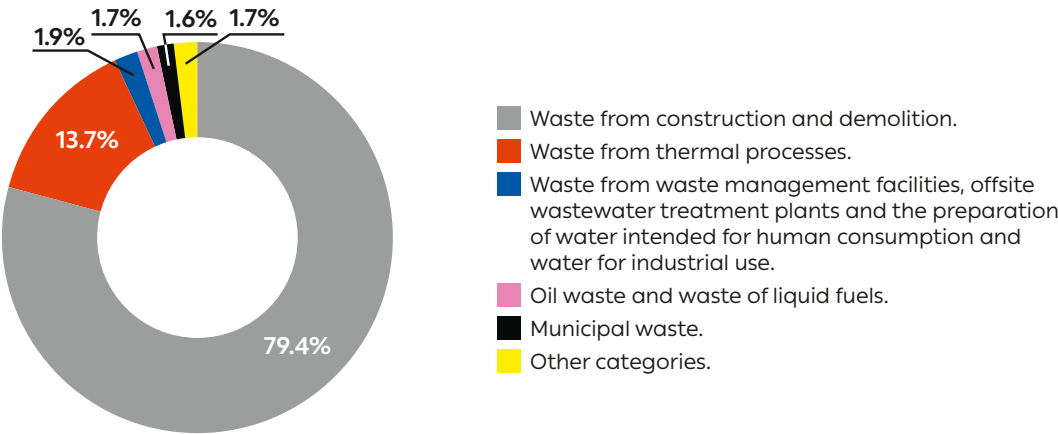
## PPC Group waste generation in 2024

| PPC Group                                                     | 2024       |
|---------------------------------------------------------------|------------|
| Total waste generated (tn) <sup>8</sup>                       | 555,096.93 |
| Total waste managed (recovery and disposal) (tn) <sup>9</sup> | 561,120.16 |
| Hazardous waste for R-D (recovery and disposal) (tn)          | 13,232.78  |
| Non-hazardous waste for R-D (recovery and disposal) (tn)      | 547,887.39 |

<sup>8</sup> Waste generated from Kotsovolos facilities in Cyprus and Sindos (Greece), totaling 67tn during the reporting year, is excluded from the indicator due to the absence of data regarding waste classification (hazardous or non-hazardous) and associated management operations. Nevertheless, it is confirmed that all waste was diverted from disposal or landfilling.

<sup>9</sup> The quantities of waste managed (through recovery or disposal operations) during the reporting year differ from the total waste generated, as they also include volumes of waste temporarily stored from previous years that were managed within the reporting period.

Main categories of waste generated



Waste diverted from disposal in 2024<sup>9</sup>

| PPC Group                                  | Onsite        |                                   | Offsite       |                                   |
|--------------------------------------------|---------------|-----------------------------------|---------------|-----------------------------------|
|                                            | Quantity (tn) | Percentage of total waste managed | Quantity (tn) | Percentage of total waste managed |
| Non-hazardous waste                        |               |                                   |               |                                   |
| Recycling (R3, R4, R5)                     | 0             | 0%                                | 422,603.55    | 75.31%                            |
| Other recovery operations (R1, R2, R6-R13) | 0             | 0%                                | 46,801.79     | 8.34%                             |
| Total non-hazardous waste                  | 0             | 0%                                | 469,405.34    | 83.65%                            |
| Hazardous waste                            |               |                                   |               |                                   |
| Recycling (R3, R4, R5)                     | 0             | 0%                                | 3,717.62      | 0.66%                             |
| Other recovery operations (R1, R2, R6-R13) | 0             | 0%                                | 9,272.11      | 1.65%                             |
| Total hazardous waste                      | 0             | 0%                                | 12,989.73     | 2.31%                             |
| Total waste diverted from disposal         | 0             | 0%                                | 482,395.07    | 86%                               |



Waste for disposal in 2024<sup>9</sup>

| PPC Group                                         | Onsite        |                                   | Offsite       |                                   |
|---------------------------------------------------|---------------|-----------------------------------|---------------|-----------------------------------|
|                                                   | Quantity (tn) | Percentage of total waste managed | Quantity (tn) | Percentage of total waste managed |
| Non-hazardous waste                               |               |                                   |               |                                   |
| Incineration with energy recovery (R1)            | 0             | 0%                                | 106.65        | 0.019%                            |
| Incineration without energy recovery (D10)        | 0             | 0%                                | 0.08          | 0.000%                            |
| Disposal to sanitary landfill (D1, D5)            | 0             | 0%                                | 76,961.09     | 13.716%                           |
| Other disposal operations (D2-D4, D6-D9, D11-D15) | 0             | 0%                                | 1,414.23      | 0.252%                            |
| Total non-hazardous waste                         | 0             | 0%                                | 78,482.05     | 13.987%                           |
| Hazardous waste                                   |               |                                   |               |                                   |
| Incineration with energy recovery (R1)            | 0             | 0%                                | 3.03          | 0.001%                            |
| Incineration without energy recovery (D10)        | 0             | 0%                                | 4.50          | 0.001%                            |
| Disposal to sanitary landfill (D1, D5)            | 0             | 0%                                | 44.67         | 0.008%                            |
| Other disposal operations (D2-D4, D6-D9, D11-D15) | 0             | 0%                                | 190.84        | 0.034%                            |
| Total hazardous waste                             | 0             | 0%                                | 243.04        | 0.043%                            |
| Total waste for disposal                          | 0             |                                   | 78,725.09     | 14%                               |

Liquid waste

All thermal power generation facilities operated by PPC Group are equipped with advanced and efficient liquid waste treatment systems, in compliance with the provisions of the respective Decisions of Approval of Environmental Terms (DAETs) and the requirements of Best Available Techniques for Large Combustion Plants. Safety measures are in place to prevent leaks and ensure the secure collection of waste lubricants and liquid fuels in designated containment systems, thereby protecting soil and water resources.

Treated effluents are discharged either into natural surface water bodies or underground, depending on the geographic location of each facility and the conditions stipulated in the relevant environmental permits. Wastewater volumes and quality parameters are subject to systematic monitoring and reporting to competent authorities. In 2024, no exceedances of regulatory thresholds for pollutant substances were recorded in treated wastewater discharged to surface or ground receptors at Group facilities.

In the event of small-scale leaks into the soil, PPC Group takes immediate action using appropriate decontamination equipment to contain dispersion and restore the affected area. Where technically feasible, interventions are carried out on-site to minimize environmental impacts. In rare cases of extensive incidents, procedures are implemented to ensure complete restoration in accordance with applicable environmental legislation and best available practices.

Sewage generated in PPC Group facilities is managed in compliance with applicable environmental legislation, ensuring the protection of water bodies. For other wastewater categories, direct collection procedures are applied using specialized vehicles or temporary storage in sealed containers and tanks, which are securely housed in designated spaces within substations and warehouses.

2.5.2 Circular economy practices

Recognizing the importance of integrating Circular Economy principles into the implementation of its Sustainability Strategy's Action Plan and ensuring compliance with regulatory requirements, PPC Group has launched a one-year group-level project. Among key objectives are the identification and assessment of risks and opportunities related to resource inputs and outputs, as well as waste generation, and the formulation of targeted actions to further embed circular economy practices across the Group.

The Group has also already adopted a range of impactful practices that actively promote circularity within its operations.

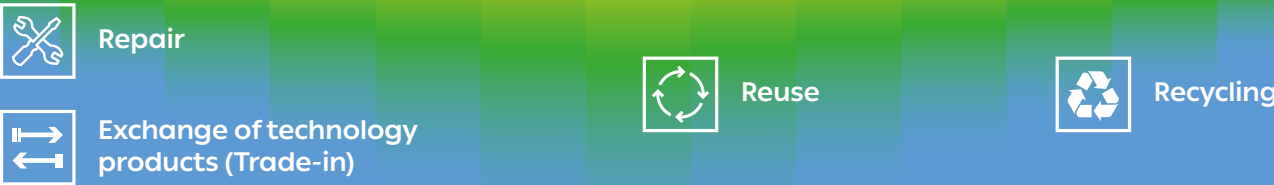
Recycling Programs and Pilot Initiatives

As part of its broader waste management strategy, PPC Group has implemented a structured recycling program across **16 office buildings**, in collaboration with **Rewarding Packaging Recycling S.A.**. The program involves the collection of **plastic bottles and aluminum cans** in designated bins located within the premises. Waste is collected by authorized personnel and detailed records of quantities collected are maintained.

Starting in 2025, a pilot collaboration with **Polygreen** is planned to expand waste management efforts to six additional waste streams: **paper/cardboard, organic residual waste, plastic, aluminum, food waste and coffee capsules**. This initiative **supplements** the existing **Rewarding Recycling** system. Collection will be conducted using separate bins for each waste stream, supported by traceability mechanisms and detailed quantity tracking.

Recycling, Reuse and Repair of Electrical and Electronic Equipment

Through its subsidiary Kotsovolos, PPC Group actively supports the circular economy by implementing innovative practices for recycling, reuse and repair of Waste Electrical and Electronic Equipment (WEEE). Specifically, in 2024, Kotsovolos contributed to circularity and reduced its environmental footprint through a series of targeted initiatives. Under the "Second Life" program, over 410,000 electrical and electronic devices were either reused or recycled. In addition, the company launched appliance replacement programs, offering financial incentives of up to €100 and distributed discount vouchers for small devices and batteries as part of awareness campaigns such as "Bee the Change".



Reuse and repair

Kotsovolos operates an Outlet store in Avlonas (Seirios) area and a Pop-Up Store at the Thessaloniki International Fair (TIF) during March - April 2024, offering display, sealed and / or refurbished "like brand new" products with warranty for consumers.

During the period from April 11<sup>th</sup> 2024 to December 31<sup>st</sup> 2024, a total of **14,653 devices** were repaired.



Program for the exchange of technology products

- Trade In** Kotsovolos is implementing a structured trade-in program for technology products (i.e. smartphones, laptops, smartwatches), providing consumers with financial incentives to purchase newer-generation devices. The program incorporates advanced tools powered by machine learning technologies, designed to:
- automate the device evaluation process and provide corresponding financial benefits to consumers
  - expand trade-in functionality across the entire retail network without requiring on-site technical staff.

7% of newly purchased smartphones in 2024, were combined with participation in the Trade-in program

The objective is to progressively **increase trade-in to 20%** (current EU average)

Recycling

Regarding Waste Electrical and Electronic Equipment (WEEE) recycling, during 2020-2024, Kotsovolos:

- Recycled a total of 50,000tn of WEEE, corresponding to approximately 2,500,000 items.
- Through the programs "Recycle and Change Device" and "Recycle and Change Water Heater" recycled 9,200tn.

Wind farm repowering in Greece

PPC Group, through its subsidiary PPC Renewables S.M.S.A., successfully completed Greece's first wind farm repowering initiative, replacing wind turbines that reached the end of their operational lifecycle with technologically advanced turbines of equivalent total installed capacity. To date, 105 obsolete turbines have been removed from 10 islands of the Aegean and Crete and replaced with 24 modern turbines of equal capacity.

All dismantled components, including towers, nacelles, cables, switchboards, and transformers, were recycled. Selected materials were creatively repurposed, such as turbine blades transformed into public benches for Trikala Municipality's Christmas village or into meeting tables for corporate offices. These innovative applications not only reduce waste but also demonstrate the added value of material reuse.

Furthermore, the foundations of the decommissioned wind turbines were separated into concrete and reinforcement steel, which were appropriately removed, managed and recycled in accordance with applicable legislation. The former turbine platform sites were restored to their prior form through backfilling.

Solid waste management in the Distribution Network

The Group companies designated as Distribution Network Operators in Greece and Romania conduct regular inspections of their distribution networks, maintenance and repairs on their equipment such as among others, their transformers. The aim is for this equipment to either be reinstalled and reused within the network or removed for further handling. Equipment deemed unsuitable for reuse is evaluated by competent committees and is auctioned off / disposed to third parties (certified waste management companies) through tenders, in alignment with the requirements of applicable environmental legislation.

Additionally, Group companies collaborate with specialized and licensed contractors for the collection, transportation, treatments and safe disposal of materials and equipment, after their classification as waste by the competent authorities, in accordance with the requirements of applicable national and European environmental legislation.

Utilizing by-products from thermal power plants (TPPs) and lignite mines

In alignment with circular economy principles, PPC Group promotes the commercial utilization of ash (fly ash and bottom ash) generated by lignite power plants, in accordance with the EU REACH Regulation. Owing to their stabilizing and hydraulic properties, these materials are widely used as raw inputs in the cement industry and in road construction, supporting natural resource efficiency and minimizing waste production.

A notable example is the construction of Platanovrysi HPP, where 80% of the binder used consisted of processed fly ash from the Ptolemaida unit. The project is recognized as a pioneering application both nationally and internationally, reinforcing the Group's position as a leader in sustainable engineering and innovation.

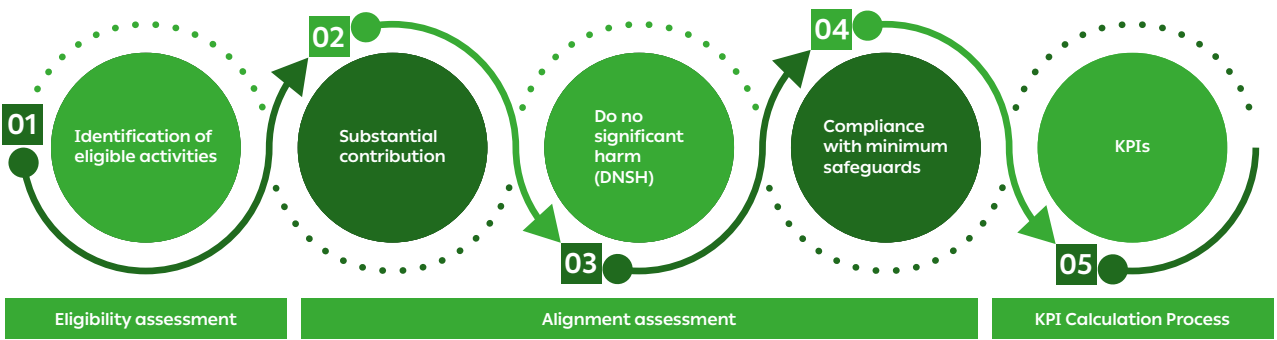
Through these practices, PPC Group reaffirms its commitment to embed circular economy principles in its production processes, transforming by-products into valuable resources and enhancing sustainability across its business sectors of activity.

2.6 EU Taxonomy Regulation

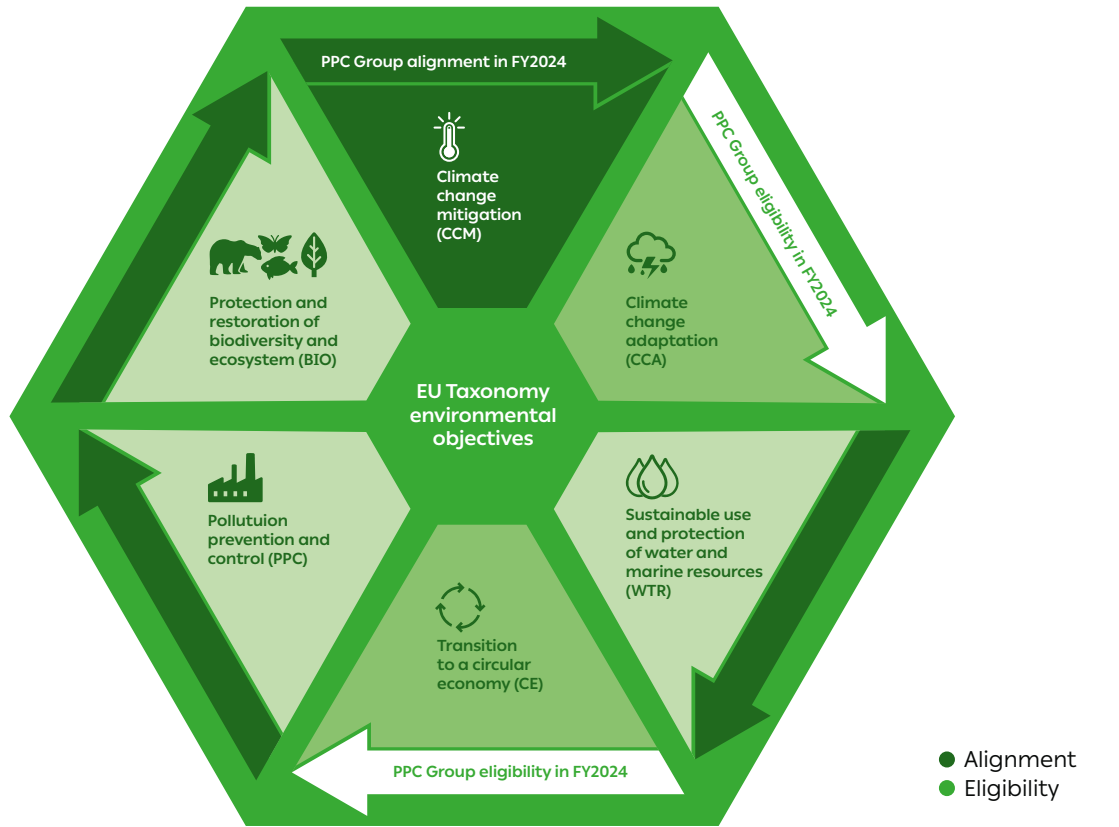
ESRS 2 | ATHEX ESG A-S1

The European Taxonomy Regulation (EU) 2020/852 (EUT Regulation) is a key tool of the European Commission's action plan to redirect capital flows towards a more sustainable economy and achieve carbon neutrality by 2050 in line with EU climate goals. The EUT Regulation and its supporting delegated acts were designed to help companies, investors and policymakers identify environmentally sustainable economic activities.

PPC Group as a non-financial entity subject to Article 29a of Directive 2013/34/EU, discloses information related to environmentally sustainable economic activities, as outlined in Article 8 of the EUT Regulation. Under this scope, a detailed assessment of the eligibility and alignment of the Group's economic activities for FY2024 was conducted, in line with the requirements of the Regulation.



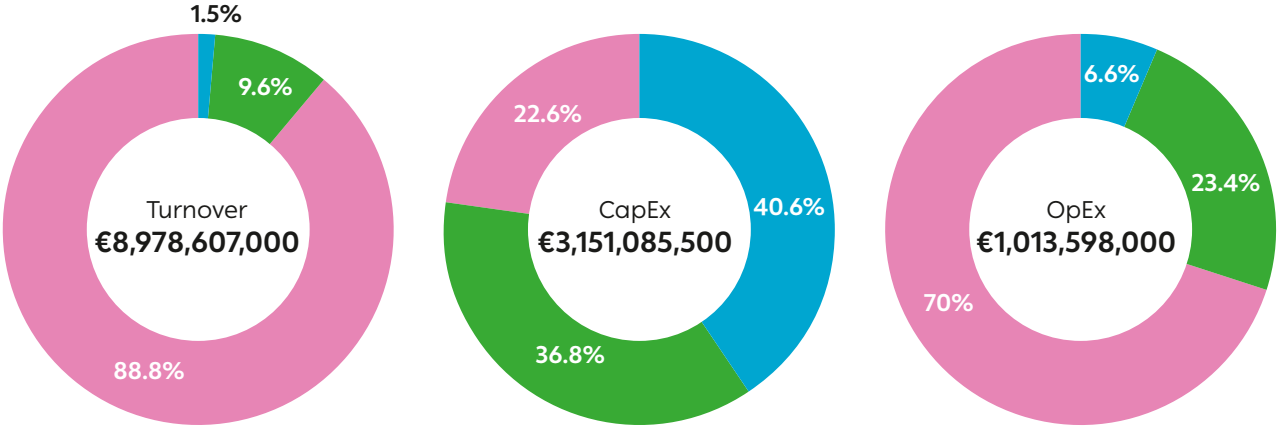
The assessment resulted in the identification of a total of 14 eligible economic activities for the climate objectives of Climate Change Mitigation (CCM), Climate Change Adaptation (CCA) and the environmental objective of Circular Economy (CE). From these activities, 8 were assessed as aligned with the EUT Regulation for CCM.



| Taxonomy-aligned economic activities of PPC Group for FY 2024                             |                                                                                                                                                     | Objective | PPC Group companies                                              |
|-------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------------------------------------------------------------------|
|          | 4.1 Electricity generation using solar photovoltaic technology                                                                                      | CCM       | PPC Renewables S.M.S.A.*<br>PPC Renewables Romania S.R.L.*       |
|          | 4.3 Electricity generation from wind energy                                                                                                         | CCM       | PPC Renewables Romania S.R.L.*                                   |
|          | 4.9 Transmission and distribution of electricity                                                                                                    | CCM       | HEDNO S.A. (only for electricity distribution), Retele Electrice |
|          | 6.15 Infrastructure enabling low-carbon road and public transport                                                                                   | CCM       | PPC Blue Romania                                                 |
|          | 7.3 Installation, maintenance, and repair of energy efficiency equipment                                                                            | CCM       | PPC Energie S.A.                                                 |
|         | 7.4 Installation, maintenance, and repair of electric vehicle charging stations in buildings (and parking spaces attached to buildings)             | CCM       | PPC Blue Romania S.R.L.                                          |
|        | 7.5 Installation, maintenance, and repair of instruments and devices for measuring, regulating, and controlling the energy performance of buildings | CCM       | HEDNO S.A.                                                       |
|        | 7.6 Installation, maintenance, and repair of renewable energy technologies                                                                          | CCM       | PPC Energie S.A.<br>PPC Advanced Energy Services                 |
| Taxonomy-eligible non-aligned economic activities of PPC Group for the FY 2024            |                                                                                                                                                     | Objective | PPC Group companies                                              |
| 4.5 Electricity generation from hydropower                                                |                                                                                                                                                     | CCM / CCA | PPC S.A.<br>PPC Renewables Romania S.R.L.                        |
| 4.10 Electricity storage                                                                  |                                                                                                                                                     | CCM / CCA | PPC Renewables S.M.S.A.<br>PPC Renewables Romania S.R.L.         |
| 4.29 Electricity generation from fossil gaseous fuels                                     |                                                                                                                                                     | CCM / CCA | PPC S.A.<br>Alexandroupolis Electricity Production S.A.          |
| 5.1 Repair, renovation, and refurbishment                                                 |                                                                                                                                                     | CE        | Kotsovolos                                                       |
| 5.2 Sale of spare parts                                                                   |                                                                                                                                                     | CE        | Kotsovolos                                                       |
| 6.10 Maritime and coastal freight water transport, port vessels, and auxiliary activities |                                                                                                                                                     | CCM / CCA | PPC S.A.                                                         |

\* Refers to part of the activity's projects.

PPC Group Key Performance Indicators (KPIs) in 2024



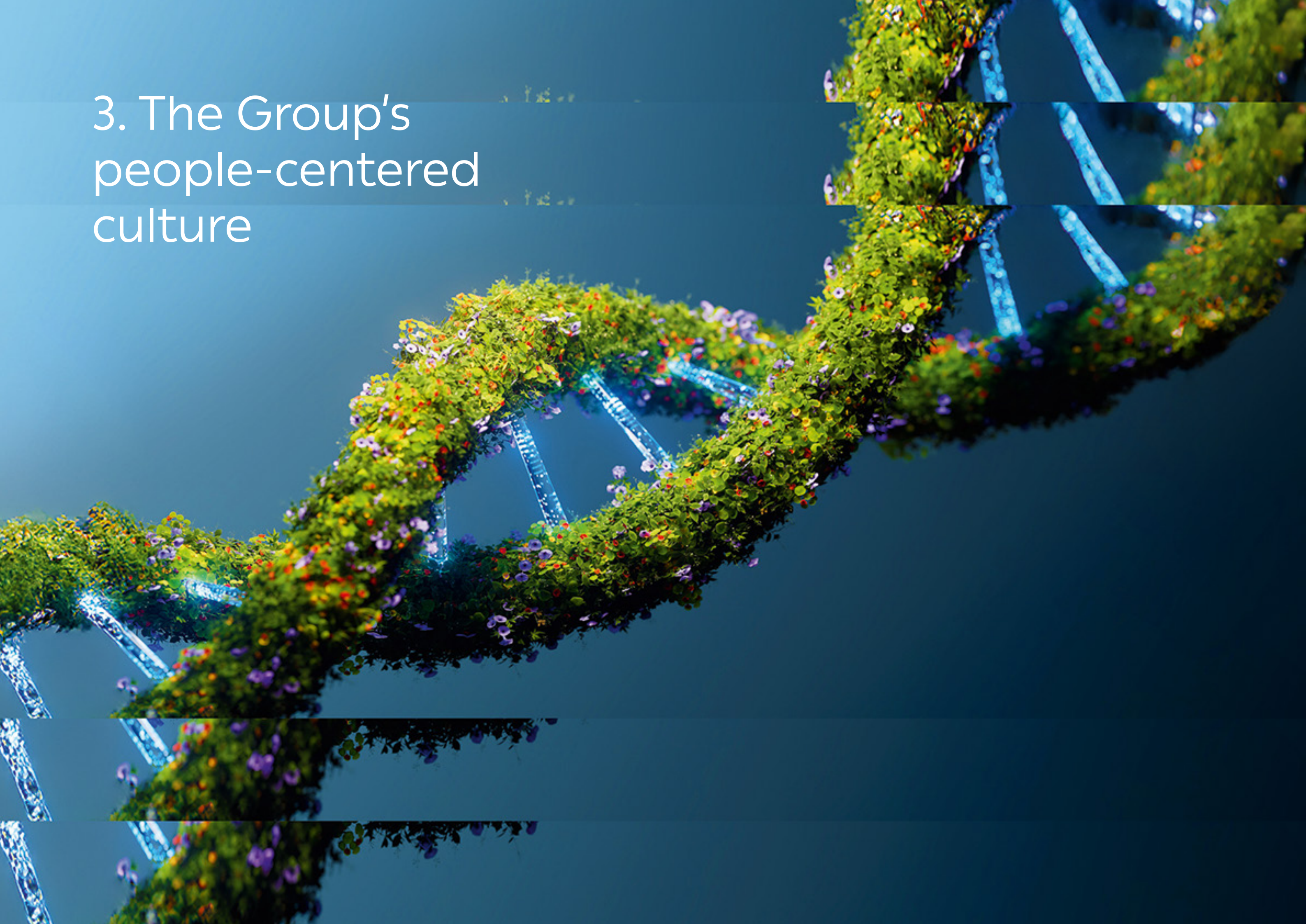
- Proportion of Taxonomy-eligible non-aligned economic activities (%)
- Proportion of Taxonomy-aligned economic activities (%)
- Proportion of Taxonomy-non-eligible economic activities (%)

- The Group has identified the need to further increase the alignment of its KPIs through the following key strategic actions:
- **Conducting a Climate Risk Assessment (CRA) and adaptation plans** for the Group's eligible economic activities and associated assets deemed non-aligned in FY2024. This proactive approach ensures that the Group's operations are resilient to climate-related risks, while further increasing its EU Taxonomy-alignment KPIs.
  - **Increasing investments in RES and energy storage** to significantly advance the decarbonization of energy grids across operational regions. This strategic move is anticipated to also enhance energy security in the area, ensuring a more stable and sustainable energy supply.
  - **Exploration of Carbon Capture Storage (CCS), biomass and hydrogen technologies** for the Group's Natural Gas (NG) units, which have the potential to significantly mitigate GHG emissions. These advanced technologies support the EU's initiatives to address climate change, thereby enhancing the sustainability of NG power generation units.
  - **Tracking KPIs** related to Taxonomy-aligned revenue, CapEx and OpEx of the Group's economic activities on an annual basis. Tracking ensures transparency and accountability in its sustainability efforts, providing investors and stakeholders with clear information on progress towards its EU Taxonomy goals.

Through the aforementioned approach to further aligning the Group's activities with the EUT Regulation, the transition to a sustainable economy is expected to gradually evolve, supporting the achievement of climate neutrality by 2050, in accordance with the provisions of the Regulation and the EU Green Deal.

For further information on the process and results of the assessment conducted for FY2024 under the EU Taxonomy Regulation, please refer to the Sustainability Statement, [Chapter 2.1 EU Taxonomy Disclosures](#), included in PPC Group's 2024 Annual Financial Report.

### 3. The Group's people-centered culture



In an environment defined by constant change and increasing demands, people are the most important reference point for achieving the Group's business strategy and its transition goals. In this context, the Group continues to invest in its workforce, revising policies and procedures, strengthening its corporate culture to foster a modern and safe working environment grounded in inclusion, trust and collaboration.

### 3.1 Our people

In 2024, the Group proceeded with a total of 4,708 new hires, increasing direct employment. Notably, women represent 32% of its workforce, reflecting the Group's long-standing commitment to specific principles defined in international standards (UN Global Compact and SDG 5).

During the reporting year, more than 429,700 training hours were delivered to employees, under the Group's new learning philosophy, which is based on the principles of Diversity, Equality and Inclusivity (DEI Learning). This approach also introduces new and innovative learning fields and modules focused on supporting continuous development.

#### 3.1.1 Employment

ESRS S1 | GRI 2-7, 2-18, 2-19, 2-20, 3-3 | ATHEX ESG C-S2, C-S7

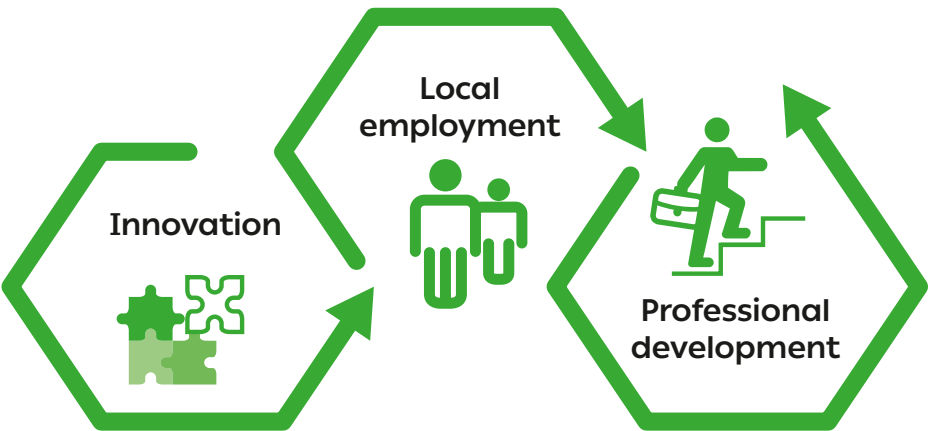


Material topics:

- **Working conditions: Secure employment**

PPC Group employs a substantial number of professionals across a wide range of disciplines, skills and expertise. As a result, the Group is one of the most important employers in Greece, playing a leading role in the domestic labor market, while also dynamically expanding its international presence across the Southeastern Europe labor market.

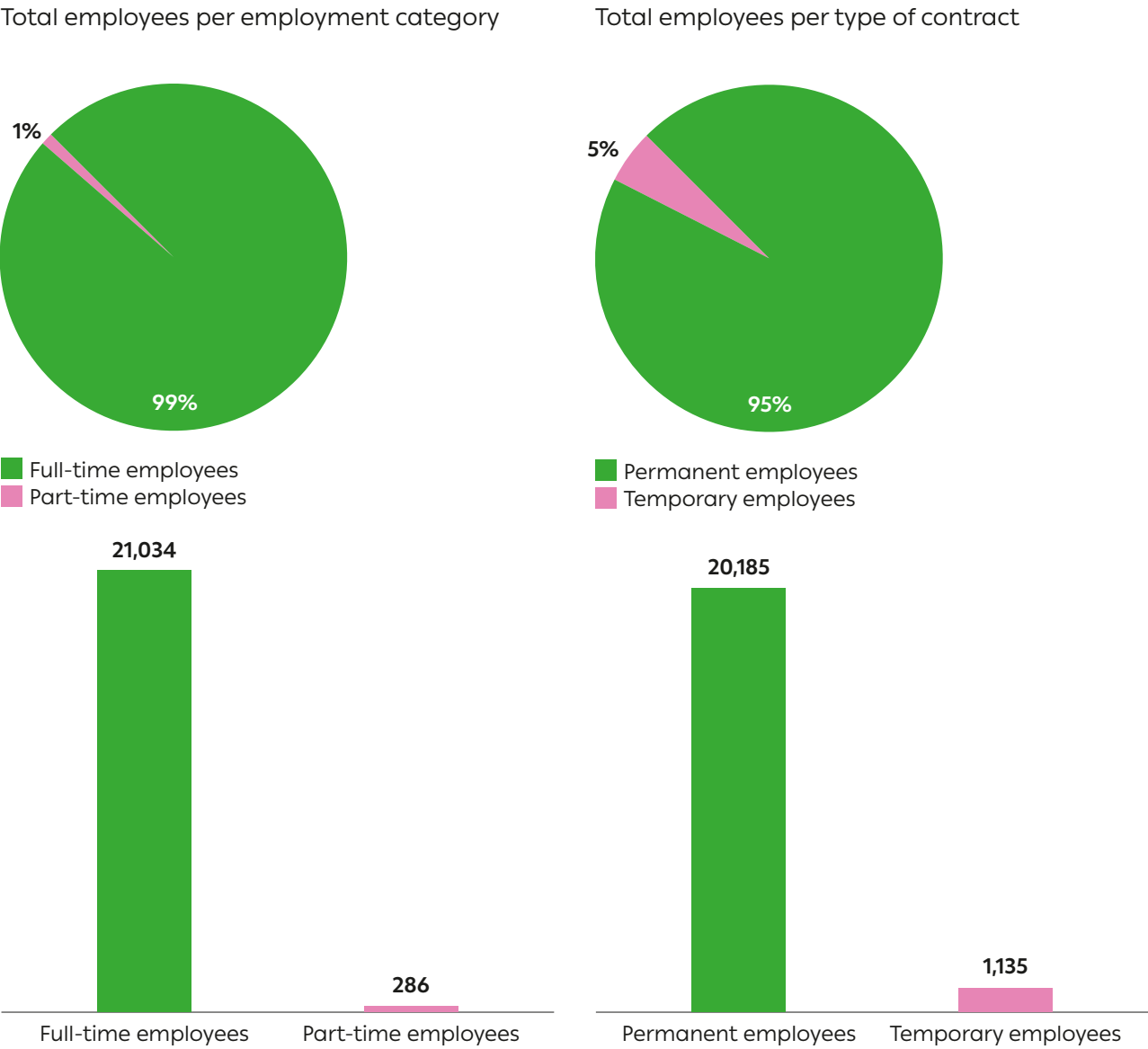
- In this context, the Group focuses on:
- Implementing **innovative** human resource **management practices**.
  - **Strengthening local employment** and creating new job opportunities.
  - Promoting **continuous learning and professional development** through access to modern and specialized training programs.



### Group performance in 2024:

|                                                                                                                                                                            |                                                                                                                                                                                  |                                                                                     |                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| <br> | <b>21,320</b> employees <ul style="list-style-type: none"><li>• 17,361<sup>10</sup> in Greece</li><li>• 3,834<sup>11</sup> in Romania</li><li>• 125 in other countries</li></ul> |                                                                                     |                                                                           |
|                                                                                         | <b>32%</b> of Group employees are women                                                                                                                                          |  | <b>35.2%</b> female representation at top management level <sup>12</sup>  |
|                                                                                         | <b>94.7%</b> of employees are permanent staff                                                                                                                                    |  | <b>98.9%</b> of employees are covered by collective bargaining agreements |

#### Workforce distribution by employment category and type of contract



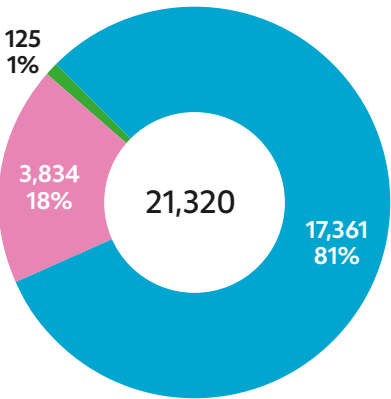
10 In 2024, Alexandroupolis Power Generation S.A. subsidiary did not employ any personnel. Construction activities were carried out by assigned contractors under the coordination of the Parent Company.

11 The reported figure does not include 7 employees of subsidiary PPC Renewables Romania S.R.L.

12 For the calculation of the indicator in accordance with ESRS standards, managerial staff two hierarchical levels below the Chief Executive Officer (N-2) have been included.

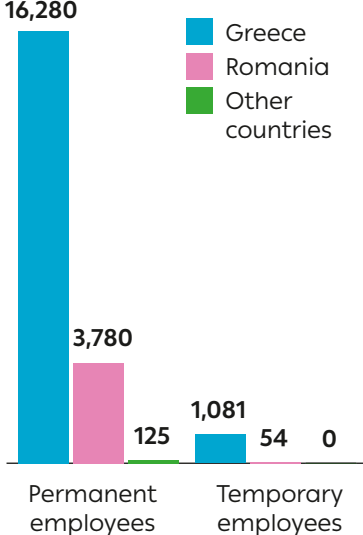
Geographic distribution of workforce

Geographic distribution of total employees

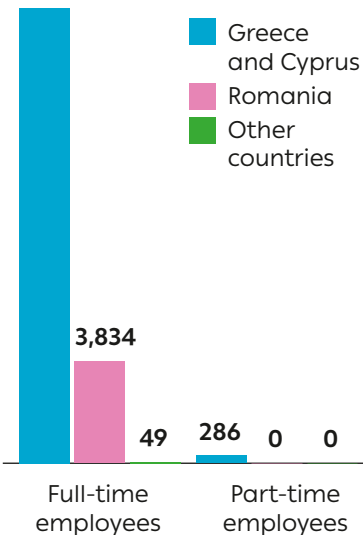


Greece  
Romania  
Other countries

Geographic distribution by type of contract



Geographic distribution by employment category



Employee performance evaluation

The Group implements evaluation systems focused on the professional development of its employees and the alignment of their goals with those of the organization. In 2024, 89.2% of PPC Group's workforce (executives and regular staff) was evaluated. The Parent Company has established a merit-based system for evaluating and rewarding employee performance, strengthening their trust in its processes and its commitment to transparency.

HEDNO S.A. and PPC Renewables S.M.S.A. apply employee evaluation systems in accordance with the Special Evaluation Form Regulation, available on the Companies' internal corporate intranet, accessible to all employees.

Kotsovolos implements two distinct performance evaluation processes, depending on the nature of the role and the respective business objectives. The annual evaluation process, "GROW to#beMORE," is primarily addressed to employees in the company's central administrative operations and is conducted through the SuccessFactors digital platform, where annual performance targets and Kotsovolos Competency Model behaviors are evaluated. Accordingly, the "Being the Best" process is conducted on a quarterly basis, mainly targeting employees in the store network, call center and warehouses. This process is based on a combination of scorecard evaluations and the SuccessFactors platform.

Finally, executives of the Parent Company, from the level of Assistant Director and above, are evaluated based on the PPC Executive Variable Remuneration System (PPC EVRS), which is an Annex to the Parent Company's Remuneration Policy and is based on performance targets achievement.

For further information regarding the Remuneration Policy, please refer to the Sustainability Statement, [Chapter 1.3.3 Integration of sustainability-related performance in incentive schemes](#), included in PPC Group's 2024 Annual Financial Report.



3.1.2 Talent acquisition and employee mobility

ESRS S1 | GRI 2-7, 2-26, 3-3, 401-1 | ATHEX ESG C-S4

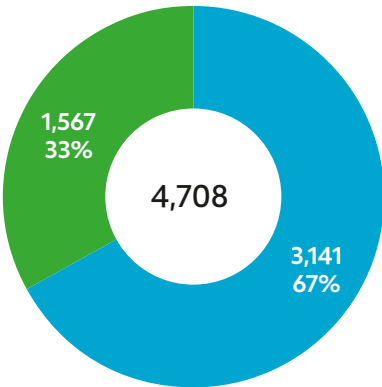


PPC Group continues to invest in the attraction and retention of skilled and specialized professionals, strengthening its organizational resilience and the achievement of its strategic goals. Talent acquisition is supported by diversity and inclusion policies, enhancing productivity and reinforcing the Group's reputation as an employer of choice.

In 2024, the Group recorded a total of 4,708 new hires, with their majority in the 30 - 50 age group.

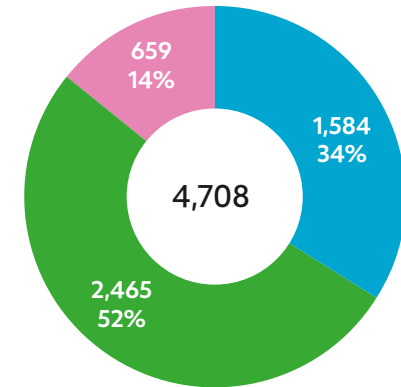
Internal mobility is encouraged through the announcement of available job positions within the Group, providing employees equal access to development opportunities.

Employee hires by gender



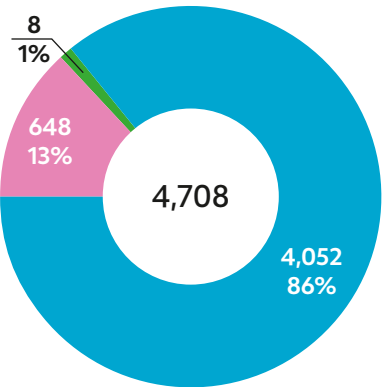
Men  
Women

Employee hires by age group



< 30 years old  
30-50 years old  
> 50 years old

Geographic distribution of employee hires



Greece and Cyprus  
Romania  
Other countries

Student internship opportunities<sup>13</sup>

In 2024, the Group welcomed in total 96 university students, 27 apprentices from the Public Employment Service (DYPA) Vocational Schools, 11 students of Higher Vocational Training Schools and 49 graduates from vocational High Schools. Since 1962, through its internship program, PPC S.A. has been offering young people the opportunity to gain valuable work experience, develop their skills and familiarize with the workplace environment. The majority of interns come from rural areas, reflecting the Company's commitment to enforce local communities. In 2024, 64 of the apprentices resided in rural areas.

The duration of internships for university students ranges from 1 to 6 months, depending on the academic institution, its curriculum and operational regulations.

In vocational high schools, internships can last up to 11 months including both school-based training and a "Workplace learning program" of 32 hours per week. Apprenticeship is completed upon fulfillment of the required hours for the specialty lab course and 172 days of presence in the workplace.

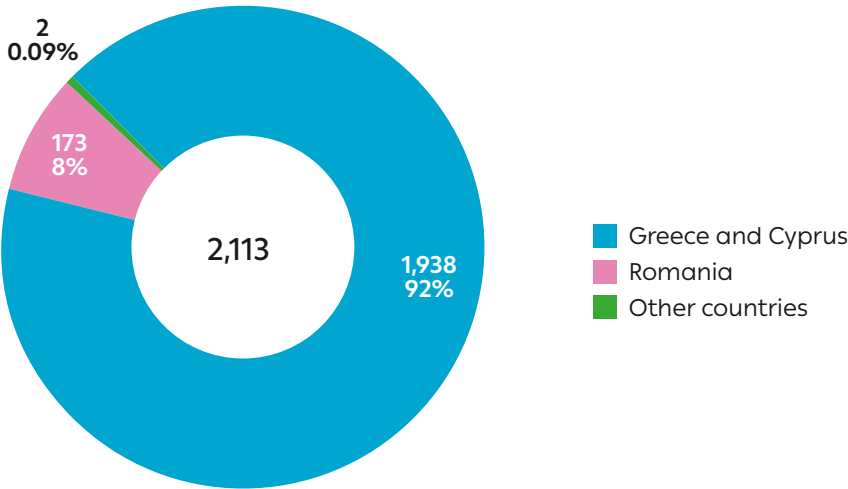
<sup>13</sup> Figures in this section refer to the companies PPC S.A., PPC Renewables S.M.S.A. and HEDNO S.A.

Attendance at the Vocational Schools of DYPA lasts for two academic years, during which students attend theoretical and laboratory courses, while participating in a workplace learning program. This program involves practical training in tasks related to their specialty for approximately 21 months (from the beginning to the end of their studies).

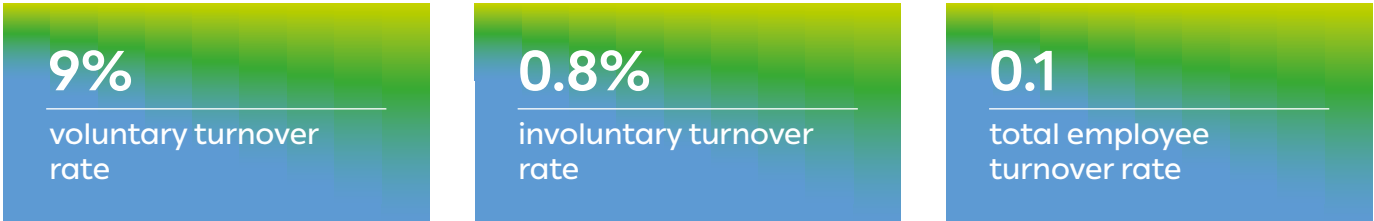
Employee turnover and mobility

Employee turnover rate for 2024 amounted to **10.17%**, with a total of 2,113 departures.

Geographic distribution of employee turnover



Voluntary and involuntary turnover rates of Group<sup>15</sup> employees in 2024 amounted to:



Safeguarding and reintegrating employees during the lignite phase-out era

The lignite phase-out process is being addressed through a series of measures aimed at protecting employees affected by the transition to a new and sustainable business model for energy production. As part of these efforts to mitigate potential impacts on the local workforce, due to the gradual decommissioning of lignite units and mines, the Company undertakes actions such as:

- The process of transferring personnel from decommissioned units to corresponding positions in other units or companies within the Group, following the publication of the positions and the selection of candidates.
- A voluntary exit program that provides financial incentives to support employees during this transitional period.
- Retraining program for employees to enhance their skills and enable their transition to a different unit within the Company.

3.1.3 Strengthening equality, inclusion and diversity

ESRS S1 | GRI 2-7, 2-19, 2-20, 2-21, 3-3, 405-1, 405-2 | ATHEX ESG C-S2, C-S3, C-G1, A-S3, A-S4, A-G4



Material topics:

- **Equal treatment and opportunities for all:**
  - Gender equality and equal pay for work of equal value
  - Diversity

PPC Group promotes a working environment that supports diversity, equity and inclusion, recognizing the importance of diversity as a catalyst for resilience and long-term creation of shared value.

In this context, since 2024, the Group implements its Diversity and Inclusion Policy, incorporating practices aimed at eliminating stereotypes and fostering open communication. The Diversity Policy is integrated into the broader Suitability Policy for Board members, with the goal of equal representation in terms of gender, age and skill sets.

The Diversity and Inclusion Policy is also linked with the implementation of:

- the **Policy against Violence and Harassment at Work**: through which any form of discrimination based on personal characteristics such as gender, age, nationality, disability, and others, is prohibited.
- the **Remuneration Policy**: enforcing equality through equal compensation and addressing wage disparities.
- the **Code of Conduct**: providing the guidelines for ethical and responsible conduct of all employees.

For further information on the Group's policies related to equality, inclusion and diversity, please refer to the Sustainability Statement, [Chapter 3.1.3 Policies related to own workforce](#), included in PPC Group's 2024 Annual Financial Report.

Gender representation and diversity

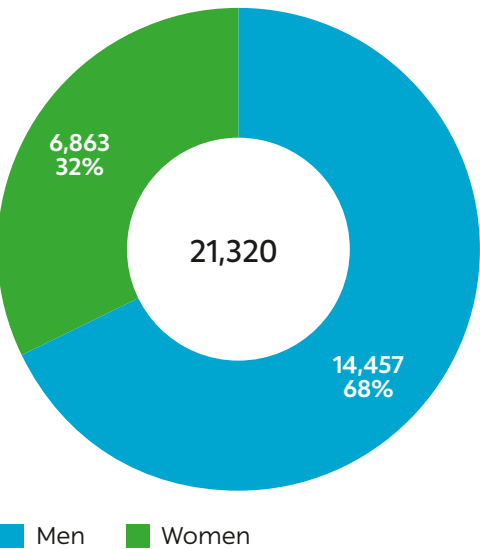
PPC Group consistently strengthens women representation across all ages and levels of professional development.

<sup>14</sup> The denominator for the calculation of employee turnover is the average number of employees for the reporting year.  
<sup>15</sup> Voluntary, involuntary and total turnover rate percentages were calculated based on the ATHEX ESG Reporting Guide 2024, taking into account respectively, the number of voluntary departures during the reporting year over the average number of the employees during the reporting year, and the total number of involuntary departures during the reporting year over the average number of the employees during the reporting year.

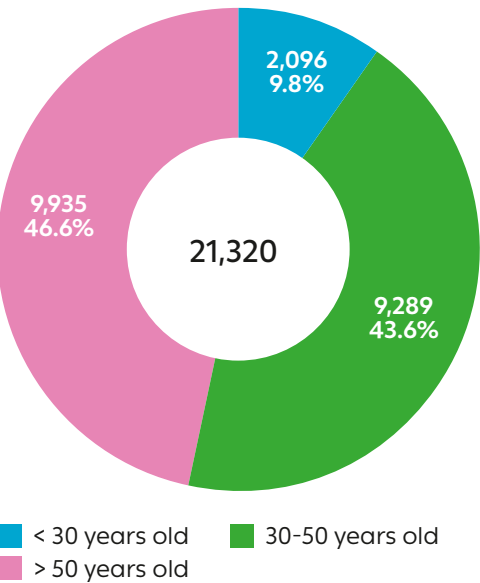
Gender and age distribution of employees

Women representation in the Group's total workforce in 2024 reached 32% and the age group with the highest representation is over 50 years old (46.6%).

Distribution of employees by gender



Distribution of employees by age group



Since 2023, PPC Group participates in the UN "Women's Empowerment Principles" initiative with the message "Equality Means Business"

The total number of employees of foreign nationality - relative to the country where an entity operates- and employees with disabilities within the Group as of 31.12.2024 is presented in the tables below.

Participation of other nationalities in the workforce

| PPC Group         | Number |
|-------------------|--------|
| General Directors | 3      |
| Senior Executives | 1      |
| Employees         | 6      |
| Total             | 10     |

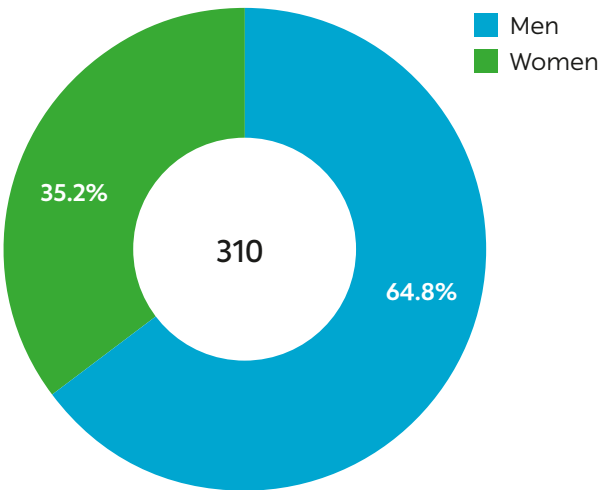
Number of employees with disabilities

| PPC Group                                  | Number |
|--------------------------------------------|--------|
| Total number of employees                  | 296    |
| Female employees of age up to 30 years old | 1      |
| Female employees of age 31-50 years old    | 13     |
| Female employees of age over 51 years old  | 85     |
| Male employees of age up to 30 years old   | 1      |
| Male employees of age 31-50 years old      | 23     |
| Male employees of age over 51 years old    | 173    |

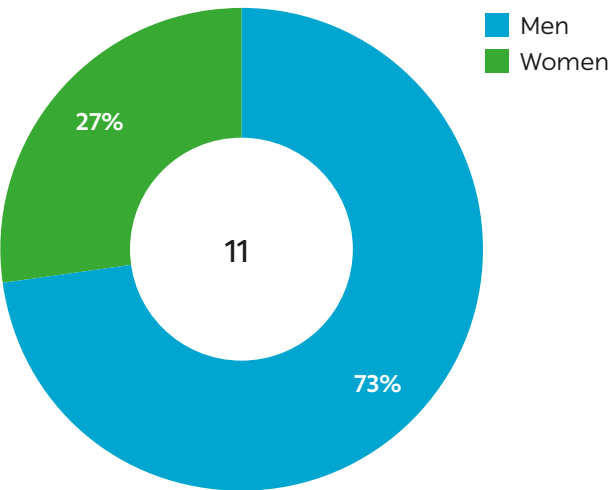
Gender and age distribution at the top management level<sup>16</sup>

In 2024 the Group made significant progress in gender representation at the top management level, with women representing 35.2%.

Gender distribution of management executives



Gender distribution in the Board of Directors



At the level of administrative, management and supervisory bodies, the Group continuously undertakes initiatives promoting diversity and inclusive decision-making.

| Governance body     | Women | Men | Age range |
|---------------------|-------|-----|-----------|
| Board of Directors  | 27%   | 73% | 45-71     |
| Audit Committee     | 33%   | 67% | 55-71     |
| Executive Committee | 36%   | 64% | 38-64     |

Composition of senior and top management levels

|                        | Board of Directors | General Directors | Senior Executives |
|------------------------|--------------------|-------------------|-------------------|
| Women                  | 3                  | 18                | 198               |
| Men                    | 8                  | 33                | 376               |
| Age up to 30 years old | 0 (0%)             | 0 (0%)            | 0 (0%)            |
| Age 31-50 years old    | 5 (45%)            | 30 (59%)          | 324 (56%)         |
| Age above 50 years old | 6 (55%)            | 21 (41%)          | 250 (44%)         |
| Total                  | 11 (100%)          | 51 (100%)         | 574 (100%)        |



<sup>16</sup> Refers to employees who are two hierarchical levels (N-2) below the Chief Executive Officer.

Employee compensation

At PPC Group, transparency in human capital remuneration practices is considered essential for safeguarding equal opportunities across the organization. Employee compensation is determined based on the nature of the work, the specific characteristics of each position and its hierarchical level -factors that influence the total salary. At the same time, a key element in the Group’s remuneration mechanism is the calculation of the total annual remuneration ratio.

In 2024, the ratio of the highest total remuneration over the median annual total remuneration<sup>17</sup> in the Group was **37**.

The gender pay gap within the Group in 2024 was **4.7%**<sup>18</sup>. This percentage is calculated as the difference between the average salary levels of female and male employees, expressed as a percentage of the average salary level of male employees. The pay gap between men and women is exclusively due to salary progression, which is linked to the years of prior experience and the age distribution of the workforce.

| Indicator                       | PPC Group |
|---------------------------------|-----------|
| Total annual remuneration ratio | 37        |
| Gender pay gap (%)              | 4.7       |

Variable pay

In 2024, the variable pay of the Group’s CEO total remuneration (excluding employer’s social security contributions to the state) was 37.2%.

Initiatives promoting the culture of inclusion and equality in the workforce

The Group’s Parent Company implemented the following actions during 2024:

- **Interactive talks on women’s empowerment** “Inspiring Inclusion”, “Equality in everyday life: how we practically support women’s empowerment and more”, “Managing Multiple Roles, Energy & Self-Care”, with 484 participants.
- **Kids & Family activities** “Back to school” & Parenting tips.
- **Online talks to raise awareness for the Elimination of Violence against Women**, with over 214 participants.

17 The indicator compares the total remuneration of the individual with the highest remuneration within the Group to the median annual total remuneration of all other employees.

18 For the calculation of the gender pay gap, the basic salary and any other remuneration, either in cash or in kind, that employees receive directly or indirectly (‘supplementary or variable elements’) from their work in the Group are taken into account. ‘Level of remuneration’ means the gross annual income and the corresponding gross hourly income. A total of 110 employees is excluded, specifically those on long-term leave, those of Evryo due to the recent acquisition, as well as companies with fewer than 10 employees. The Group aims to improve the process of collecting relevant data.

3.1.4 Employee well-being

ESRS S1 | GRI 2-16, 403-6 | ATHEX ESG SS-S9



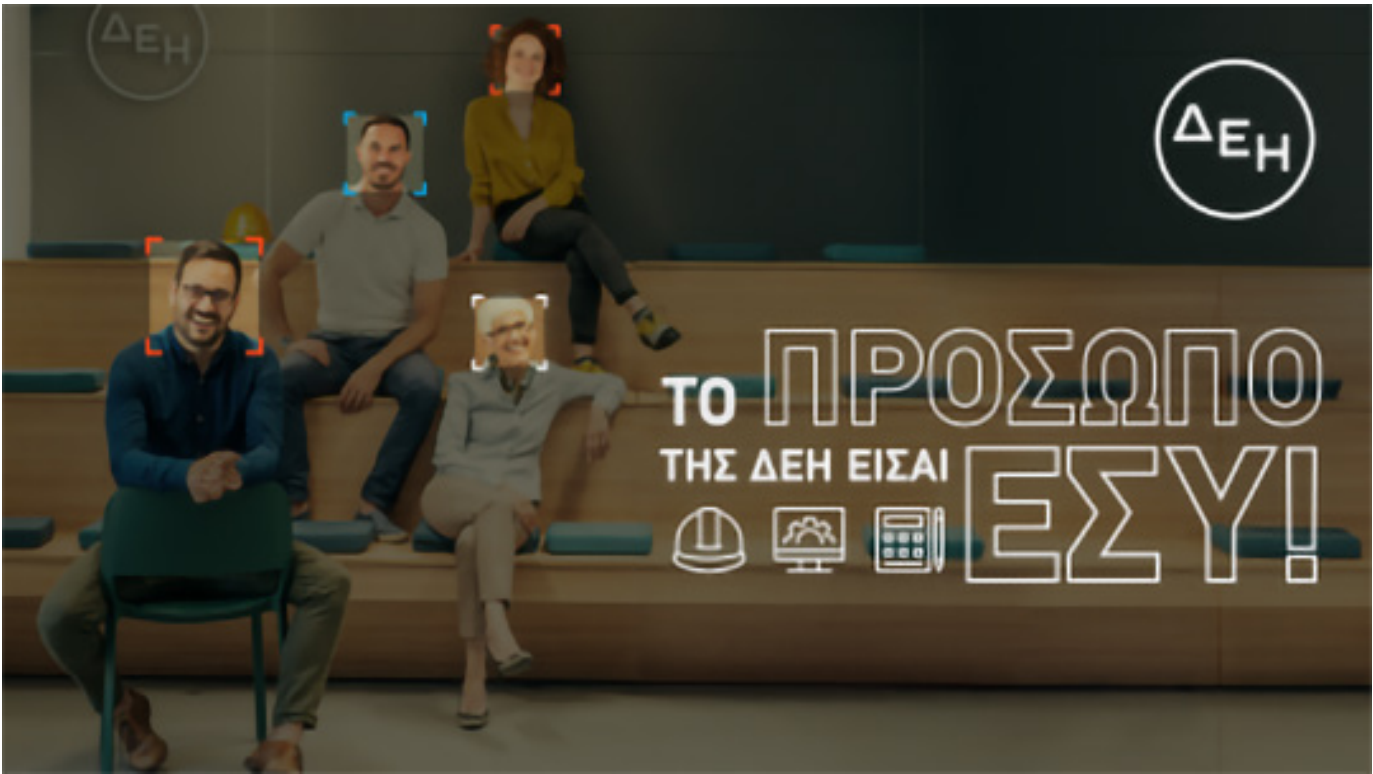
The Group invests in improving the well-being and professional growth of its employees, using feedback mechanisms, including regular engagement surveys and development programs.

Employee communication channels

PPC S.A. has developed the Employee Listening communication system for collecting data regarding employee issues, concerns and suggestions for improvement. The communication system includes:

- ▶ Anonymous employee surveys, either annual or brief pulse checks, capturing job satisfaction, concerns and suggestions for improvement.
- ▶ Focus groups with employee teams regarding their work-related needs.
- ▶ Discussion fora between members of the management team and employee groups.
- ▶ Feedback forms following participation in activities and seminars on the continuous improvement of services (e.g. onboarding, training, Employee Assistance Program -EAP talks).
- ▶ Digital feedback systems for the evaluation of internal services (e.g. IT helpdesk).
- ▶ Communication and reporting channels of the Compliance Department (e.g. helpline, email, in-person meetings).
- ▶ HR mailbox for submitting complaints regarding issues related to daily work life.
- ▶ Onboarding survey to capture the experience of newly hired employees.
- ▶ Exit interviews to investigate the reasons behind voluntary departures.

For further information regarding employee communication channels, please refer to the Sustainability Statement, [Chapter 3.1.4 Actions – Secure employment](#), included in PPC Group’s 2024 Annual Financial Report.



Group initiatives for employee well-being



Activities undertaken by the Parent Company in 2024 are presented below:

- **Group Activities:** Running, Hiking, Volunteering, Fitness, Wine Tasting, attracting 2,400 employees.
- Mental Health Counseling Services via **myEAP**, including 4 awareness sessions with participation of over 450 employees.
- **Online Talks “Doctor Series”**, on Colorectal Cancer Prevention, with 200 employees participating.
- On the occasion of World Mental Health Day, a series of online talks were held over the course of one week, consisting of four sessions titled:
  - ✓ Self-care is my right
  - ✓ When the mouth is silent, the body speaks
  - ✓ Panic attacks and how to manage them
  - ✓ Understanding depressionParticipation exceeded 930 employees.
- **Building Healthy Habits:** First Aid Training with 471 employees participating across Greece.

Employee benefits and reward programs

As part of its ongoing commitment to the well-being and support of its workforce, the Group offers a wide range of additional benefits, reflecting its dedication to creating a supportive and sustainable work environment. Indicatively, these benefits include a group insurance program, a special electricity tariff with a 30% discount on electricity consumption, as well as the possibility of granting low-interest loans and financial assistance. Special emphasis is placed on supporting employees’ families, through coverage of expenses for nurseries and children’s camps as well as free access to proprietary preschool education facilities.

Additionally, the Group provides subsidies for postgraduate studies, company vehicles with full coverage of travel expenses and additional financial incentives to reward the achievement of corporate goals through the allocation of shares to executives (Stock Awards Program), in accordance with the Remuneration Policy.

Finally, third-party liability insurance is provided for acts or omissions in the exercise of duties. To facilitate the day-to-day responsibilities of employees, the Group fully covers commuting expenses and provides modern technological equipment, including laptops and mobile devices.

For more information regarding employee benefits and offerings per employee category, please refer to [Annex 9.2](#).

3.2 Employee health and safety

ESRS S1 | GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9 | ATHEX ESG SS-S6



Material topics:

- **Working conditions: Health and safety**

Safeguarding the health and safety (H&S) of its employees is a longstanding commitment and a key priority for PPC Group, embedded at the core of its business strategy.

The Group plans and implements targeted actions and initiatives aimed at fostering and strengthening its H&S culture. Through continuous information sharing, training and active employee engagement, the goal is to enforce prevention, identify unsafe behaviors and working conditions, and ultimately reduce workplace accidents and potential risks of negative impacts.

The Group applies a unified approach for all employees and collaborating third-parties across its facilities, aiming to identify and manage occupational risks, mitigate their impacts with a focus on continuous improvement of working conditions.

In this context, the Group implements integrated measures and procedures to manage and eliminate risks related to employee H&S, while placing strong emphasis on the active participation of employees in the development, implementation and evaluation of the Occupational Health and Safety Management Systems (OHSMS) implemented in its facilities.

Occupational Health and Safety Management System (OHSMS)

The Group continues to develop Occupational H&S Management Systems across all its subsidiaries, in accordance with the international standard ISO 45001:2018. This initiative is part of the Group’s efforts to strengthen the prevention of occupational risks and promote a strong safety culture in the workplace.

The OHSMS are certified by an independent external body and fully comply with national legislation (L. 3850/2010).



Health & Safety indicators

In 2024, a total of **139 workplace accidents**<sup>19</sup> were recorded. Each incident is thoroughly investigated to identify its root causes and to implement the necessary corrective actions to prevent its recurrence.

The Group’s target is to continuously reduce the number of incidents and accidents through the implementation of preventive measures and the cultivation of a culture of awareness around H&S issues.

Employee accidents in 2024

| Indicator                                                                                                                             | Unit       | PPC Group |
|---------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|
| Percentage of workforce covered by the Group's H&S management system                                                                  | Percentage | 51.3%     |
| Days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health | Days       | 9,501     |

| Indicator                                     | Unit      | PPC Group  |
|-----------------------------------------------|-----------|------------|
| Number of accidents                           | Number    | 139        |
| Number of fatalities                          | Number    | 1          |
| Number of high-impact accidents <sup>20</sup> | Number    | 0          |
| Recordable work-related accidents             | Rate      | 3.97       |
| Incident Rate - IR <sup>21</sup>              | Frequency | 79.4       |
| Lost Days Rate - LDR <sup>22</sup>            | Rate      | 5,424.4    |
| Work hours                                    | Hours     | 35,030,761 |

PPC Group systematically monitors annual indicators of workplace accident frequency, severity and impact, in accordance with the GRI and ESRS guidelines, excluding only pathological incidents. Additionally, the Group calculates the Incident Rate (IR) and the Lost Time Case Rate (LTCR), as defined by the GRI standard and OSHA (Occupational Safety and Health Administration).

19 All workplace accidents with zero days of absence are included, including incidents during commuting to and from work, while pathological episodes are excluded as they are recorded internally as incidents and not as accidents. Despite their exclusion from the Report, these incidents are statistically processed and used to draw conclusions regarding their development, with the aim of investigating causes and taking measures to limit them.

20 Accidents with recovery period exceeding six months.

21 The indicator was calculated based on the methodology of the ATHEX ESG Reporting Guide 2024 and GRI 2021 standards. Accident frequency rate = Number of recorded injuries × 200,000 × 100 / Total number of hours worked by all employees in a calendar year. For the number of recorded injuries, the total number of staff injuries (permanent and temporary) was considered, not ESAW-classified accidents.

22 The indicator was calculated based on the methodology of the ATHEX ESG Reporting Guide 2024 and the GRI 2021 standards. Accident severity rate = Number of lost days due to occupational accidents × 200,000 × 100 / Total number of hours worked by all employees in a calendar year. The coefficient 200,000 represents the number of hours worked by 100 full-time employees, 40 hours per week for 50 weeks per year.

Contractor and subcontractor accidents in 2024

| Indicator                                                              | Unit of measurement | PPC Group |
|------------------------------------------------------------------------|---------------------|-----------|
| Number of contractor and subcontractor employee accidents              | Number              | 61        |
| Number of high-impact accidents <sup>20</sup>                          | Number              | 4         |
| Number of fatal accidents among contractor and subcontractor employees | Number              | 0         |

Training and cultivating a H&S culture

At PPC Group, special emphasis is placed on the active engagement and consultation of employees throughout the development, implementation and evaluation of the Occupational Health and Safety Management Systems (OHSMS). Furthermore, direct access to information related to health and safety is pursued for all employees.

In 2024, Group employee training on H&S topics was significantly enhanced. Specifically, a total of 7,201 employees received H&S training, with a focus on seasonal staff and the implementation of Emergency Response Plans (ERPs). Training programs also covered basic life support (first aid resuscitation / cardiopulmonary resuscitation - CPR, use of Automated External Defibrillator – AED), hazardous chemical management, fire safety, occupational risks such as working at heights (training and certification of wind turbine workers in accordance with the Global Wind Organization - GWO standards for safe work and emergency response), as well as psychosocial topics.

For further information on the Group's H&S Policy, please refer to the Sustainability Statement, [Chapter 3.1.3 Policies related to own workforce](#), included in PPC Group's 2024 Annual Financial Report.

Installation of defibrillators in the workplace

As part of strengthening H&S measures in the Parent Company's workspaces, an extensive program for the installation of Automated External Defibrillators (AEDs) is launched, aiming to enable immediate response to cardiac arrest incidents.

To date, 148 AEDs have already been installed in various Company locations, covering critical facilities and areas with high accessibility. Upon completion of the scheduled procurements, the total number of AEDs in Parent Company workspaces will reach 188, with installation expected to be completed by September 2025. At the same time, the Occupational Medicine Department will undertake the mapping of AED installation points to ensure easy and immediate access in case of emergency.



H&S procedures and measures implemented by PPC Group subsidiaries

| Company  | H&S procedures and measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PPC S.A. | <ul style="list-style-type: none"><li>• In the direction of improving Occupational Health &amp; Safety performance in the Units (Production and Mines) of the General Directorate of Production Operations:<ul style="list-style-type: none"><li>✓ The Oversight Audit and/or Recertification Audit of the Occupational Health &amp; Safety Management Systems (OHSMS) was successfully conducted for fourteen (14) Power Stations (12 Thermal Power Stations and 2 Hydropower Plants) of PPC S.A., as well as for Western Macedonia Mines (Central Field and Support Units), and the Skyros Thermal Power Plant, according to ISO 45001:2018 by Independent Accredited Bodies. The certification for the Megalopolis Mine (whose activity and personnel have been significantly reduced) continued to be valid for part of the year.</li><li>✓ The process of installing new OHSMS in accordance with ISO 45001:2018 at the Hydropower Plants (HPPs) continued and certification audits were completed in 2024 for the Aoos Springs HPP by an Independent Accredited Body (the certificate was finally issued on 8/1/2025).</li><li>✓ The Occupational Health &amp; Safety Department (OHSD), in order to more effectively carry out its mission, applies a unified Management System for Quality, Environment, and Occupational Health &amp; Safety (QEOH&amp;SMS), certified by an Independent Accredited Body in accordance with ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018, respectively, for its central facilities, as well as for seven (7) of the First Aid Stations it operates in Production Units and Mines.</li></ul></li><li>• The OHSD conducted 32 third-level H&amp;S audits, 13 of which in production units through joint audit committees, additional to internal and external OHSMS audits (where applicable).</li><li>• 2 training cycles for new safety technicians (40 hours per cycle) and 2 for H&amp;S committee members (16 hours per cycle), focused on production units &amp; projects.</li><li>• 8 online meetings for safety technicians (of which 6 for production units) and 13 for safety coordinators for production projects.</li><li>• Occupational health and first aid seminars at 19 locations in Greece, with 1,403 participants, mainly from production units &amp; mines.</li><li>• Completion or revision of 48 occupational risk assessment studies and 22 ATEX (Atmosphères Explosibles) studies.</li><li>• Renewal of equipment for driver and machine operator skill tests.</li><li>• Operation of at least 16 employee H&amp;S committees (EHSC) with the aim to engage employees in the consultation process.</li><li>• Regular H&amp;S inspections in the workplace and for contractor staff.</li><li>• Fire safety, evacuation and general drills conducted with the participation of all staff in 29 facilities in total.</li><li>• Systematic assessment of occupational risks and maintenance of conditions that prevent injuries and illnesses.</li><li>• Systematic information and training of employees on risks, safety rules and safe working practices.</li><li>• Collaboration with employee representatives and unions for effective implementation of H&amp;S rules.</li></ul> |
|          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

| Company                 | H&S procedures and measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PPC S.A.                | <ul style="list-style-type: none"><li>• Licenses in force for the provision of Internal and External Protection and Prevention Services (IPPS and EPPS).</li><li>• Distribution of 320,000 personal protective equipment (PPE) items and measuring hazardous factors in 1,050 workplaces across 80 facilities.</li><li>• Employee training programs to promote a safety culture in the workplace.</li><li>• Additional measures: remote work for health reasons, psychological support, psychiatric evaluations, counseling.</li><li>• 60 safety technicians, 24 occupational doctors, 74 nurses/health visitors and 5 specialist doctors, in place.</li><li>• Group medical insurance for employees and a blood bank through trade union organizations.</li><li>• Preventive health checks for all employees, under agreements with public or private healthcare providers.</li><li>• Provision of Psychosocial Support through an organized network including a psychiatrist, 3 psychologists, and 11 social workers.</li><li>• Counseling Support for employees (facilitating appointments during work hours) and their family members.</li><li>• Conducting Social Surveys for the provision of financial aid to employees with specific problems, health issues, accidents, etc.</li><li>• Briefings, special communication lines on issues such as the pandemic response, individual counseling, anti-smoking actions, substance abuse, etc.</li><li>• Contractor commitment to H&amp;S rules and best practices, including occupational risk assessments and ERPs as needed.</li><li>• Contractor implementation and compliance with H&amp;S legislation standards and requirements.</li></ul> |
|                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| PPC Renewables S.M.S.A. | <ul style="list-style-type: none"><li>• Integration of the H&amp;S risk identification process into the company's overarching quality, health, safety and environment system.</li><li>• Provision of measures and resources for the prevention of accidents, injuries, illnesses and the elimination of health risks for employees and third parties.</li><li>• Robust risk assessment for all operations across facilities, including offices, warehouses, RES plants and worksites.</li><li>• Inspection of equipment, materials and work methods as part of the assessment process.</li><li>• Implementation of Occupational H&amp;S management standards under ISO 45001:2018, certified by an external third-party.</li><li>• Provision of written instructions, training sessions and workshops on H&amp;S topics.</li><li>• Group medical insurance for employees and monthly visits to an Occupational Physician, with additional visits as needed for health reasons.</li><li>• Employees can propose improvements of H&amp;S procedures, which are reviewed along with the input of Safety Technicians and the Occupational Physician.</li><li>• Request for H&amp;S documentation from contractors and monitoring of compliance with contractual terms through work certifications.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                              |

| Company    | H&S procedures and measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| HEDNO S.A. | <ul style="list-style-type: none"> <li>• Update of the Occupational H&amp;S Policy.</li> <li>• Investigation of all H&amp;S work-related incidents and root cause analysis, where required, in accordance with the Corporate Incident Management Framework. Drawing conclusions, recording and communicating lessons learned, and taking the necessary preventive and corrective actions.</li> <li>• Adherence to the "Life Saving Rules" as a prerequisite for cooperation, with zero tolerance for any violation. The "Life Saving Rules" at HEDNO S.A. are: <ol style="list-style-type: none"> <li>1. Risk Assessment: Conduct a risk assessment before commencement of any work.</li> <li>2. Work Permit: Always obtain authorization before commencing any work.</li> <li>3. Electrical Isolation: Always follow the three-step procedure "Isolate – Test – Ground".</li> <li>4. Working at Heights: Properly anchored when working at heights.</li> <li>5. Mobile Equipment: Keep mobile equipment at a safe distance from networks in operation.</li> <li>6. Safe Lifting: Maintain a safe distance from load lifting areas.</li> <li>7. Excavation Work: Fence off excavation areas and ground openings.</li> <li>8. Confined Spaces: Ensure safe access when working in confined spaces.</li> <li>9. Road Safety: Always drive responsibly.</li> <li>10. Personal Protection: Use the appropriate PPE and necessary collective protective equipment (CPE) for every task.</li> </ol> </li> <li>• Interruption of ongoing work by any employee in the event of life-threatening conditions and/or situations, or upon identification of deviations from the "Life-Saving Rules," until full restoration and correction is achieved.</li> <li>• Regular field visits to enable extensive discussions on safety issues and raise awareness among HEDNO employees and partners.</li> <li>• Conducting inspections to ensure compliance with H&amp;S measures as a control mechanism for the proper implementation of safety protocols.</li> <li>• Field visits focused on identified key risks (Serious Injuries and Fatalities - SIF) across ongoing operations onsite, with emphasis on tasks related to the following Critical Hazards: Electrical Isolation, Working at Heights, Mobile Equipment. The purpose of these field visits is to engage in discussions related to H&amp;S and raise awareness among contractors on H&amp;S issues in the workplace.</li> <li>• Conducting Visual Felt Leadership (VFL) visits for discussion and interaction with employees on workplace safety issues, aiming to improve the occupational H&amp;S culture.</li> <li>• Systematic information and training of employees on occupational risks in their work, safe work methods and practices, emergency response and first aid instructions, proper use of PPE/CPE, as well as the incident reporting process. Systematic information and training of company executives on the occupational risks of the activities they supervise.</li> <li>• Issuance of internal guidelines for safe work practices and protection against risks. Development of technical manuals, brochures and other informational materials on H&amp;S topics. Preparation of ERPs to protect personnel and facilities, in collaboration with competent authorities.</li> <li>• Conducting regular emergency preparedness drills for staff, in cooperation with competent authorities.</li> </ul> |

| Company               | H&S procedures and measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| HEDNO S.A.            | <ul style="list-style-type: none"> <li>• Use of prevention systems and protective measures to reduce risks.</li> <li>• Zero tolerance for failure to report H&amp;S incidents in the workplace.</li> <li>• Continuous monitoring and control of potential risks with immediate implementation of appropriate preventive measures and improvement of the H&amp;S culture.</li> <li>• Implementation of occupational risk prevention measures, including safe work instructions, ERPs and provision of appropriate PPE/CPE.</li> <li>• Medical supervision of employee health and Periodic Preventive Occupational Health Screenings, with full assurance of medical confidentiality and personal data protection.</li> <li>• "SupportRoom" a psychosocial support service for employees to effectively manage difficulties arising from their personal, family or work life.</li> <li>• Contractor commitment to comply with H&amp;S rules and best practices.</li> <li>• Evaluation of corporate performance on Occupational H&amp;S issues, based on internationally established indicators.</li> <li>• As part of the company's H&amp;S transformation project ("ALL SAFE" Project), the development of a unified Environmental Management System under international standard ISO 14001, was launched in 2024, revising the structure, roles and procedures for environmental management.</li> <li>• Systematic recording and monitoring of environmental incidents arising during work by company crews and contractors, in order to minimize H&amp;S risks.</li> </ul> |
| Kotsovolos            | <ul style="list-style-type: none"> <li>• There is H&amp;S Guide and Policy in place for employees: <ul style="list-style-type: none"> <li>✓ The H&amp;S Guide instructs store managers on duties such as protocol implementation, training, accident investigation, emergency response plans and first aid supplies. The importance of risk control measures and the use of safety equipment is highlighted, especially for warehouses and during lifting of heavy objects.</li> <li>✓ The Illness Policy includes procedures for illness management and informs employees on applicable legislation and company measures.</li> </ul> </li> <li>• Risk prevention training is provided, as well as personal protective equipment for employees.</li> <li>• First aid teams are formed and H&amp;S heads are appointed in facilities where they are deemed necessary.</li> <li>• Group medical insurance is provided for employees.</li> <li>• A psychological support and nutrition helpline is available for employees and their first-degree relatives.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Romanian Subsidiaries | <ul style="list-style-type: none"> <li>• Management of H&amp;S incidents in accordance with the H&amp;S Incident Policy.</li> <li>• Adoption of the Non-Compliance and Corrective Actions Management Policy to strengthen H&amp;S measures.</li> <li>• Establishment of a H&amp;S incident management mechanism, including stages of identification, investigation and handling of accidents and near-misses.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

| Company                                     | H&S procedures and measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Romanian Subsidiaries                       | <ul style="list-style-type: none"> <li>PPC Blue Romania S.R.L., PPC Renewables Romania S.R.L. and Retele Electrice Romania S.A. have certified Occupational H&amp;S Management Systems in place in accordance with international standard ISO 45001:2018.</li> <li>Adoption of strict measures against activities that threaten employee H&amp;S, in line with the Stop Work Policy.</li> <li>Suspension of work in cases of hazardous situations or unsafe behaviors until safety is restored.</li> <li>The Health, Safety, Environment and Quality (HSEQ) Department periodically monitors continuous process improvement and regulatory compliance. Any employee who observes an incident is required to report it immediately, with the HSEQ department notifying the Labor Inspectorate and communicating the investigation results.</li> <li>Holistic risk management approach through the integration of H&amp;S measures, from design to implementation, based on European guidelines and standards.</li> <li>Regular training, briefings and on-site inspections enhance accident prevention and foster a safety culture.</li> <li>Occupational risk assessment through periodic risk evaluations for each job position, including ergonomic and psychosocial factors.</li> <li>Routine medical examinations and job position adjustments based on doctors' recommendations.</li> <li>Strict contractor evaluation and monitoring: pre-selection, training, inspections and compliance with H&amp;S and environmental requirements for all external business partners.</li> </ul> |
| Alexandroupolis Electricity Production S.A. | <ul style="list-style-type: none"> <li>Contracts with counterparties for the Combined Cycle Unit include obligations and measures related to H&amp;S, risk assessment and presence of a Safety Technician onsite.</li> <li>Collaboration with an external H&amp;S Coordinator is a prerequisite for regular monitoring and inspection, ensuring the prevention of negative impacts on employee H&amp;S.</li> <li>Installation of automation systems in the NG powered production unit to prevent accidental gas leaks.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |



### 3.3 Training and development of human resources

ESRS S1 | GRI 2-17, 404-1 | ATHEX ESG C-S5, A-S2



The development of human capital is a fundamental commitment for the Group, which systematically invests in enhancing employees' knowledge and leadership skills at all levels.

During 2024, the Parent Company developed a robust **Training Policy** aimed at the continuous growth and empowerment of its employees. Within this framework, a combination of training methods is applied, based on:

- Experiential learning,
- Social learning / coaching / mentoring / feedback, as well as
- Hybrid learning (classroom and/or e-learning).

Additionally, the Group offers employees training programs on various subject areas, enhancing their professional development and alignment with the Group's strategic objectives. Specifically, training activities provided include:

- Core and mandatory training covering key operational topics such as Cybersecurity, the Code of Conduct, Corporate Governance, Health and Safety, Compliance and Risk Management.
- Technical training ensuring employees have the necessary knowledge to effectively perform their duties.
- A structured induction training program for new hires, contributing to their effective integration as well as their understanding of the Group's operations and culture.
- Personal development skills programs, such as leadership or empowerment (soft skills) training programs.

In 2024, PPC Group offered 233,000 training hours to new hires through induction training programs.

| PPC Group <sup>23</sup>                                                                      | 2024         |              |               |
|----------------------------------------------------------------------------------------------|--------------|--------------|---------------|
|                                                                                              | Men          | Women        | Total         |
| Number of employees who participated only in training programs conducted by external parties | 556          | 172          | 728           |
| Number of employees who participated only in training programs conducted internally          | 3,950        | 2,002        | 5,952         |
| Number of employees who participated in both internal and external training programs         | 3,774        | 3,240        | 7,014         |
| <b>Total number of employees who participated in training programs</b>                       | <b>8,280</b> | <b>5,414</b> | <b>13,694</b> |

23 The indicators "Number of employees who participated only in training programs conducted internally" and "Total number of employees who participated in training programs" do not include 1,311 people of HEDNO S.A., as these participated in internal, virtual large-scale training programs.

| PPC Group                                                                    | 2024 |       |       |
|------------------------------------------------------------------------------|------|-------|-------|
|                                                                              | Men  | Women | Total |
| Average training hours per employee <sup>24</sup>                            | 22.3 | 14.9  | 20.2  |
| Percentage of training man-hours by gender (out of the total training hours) | 75%  | 25%   | 100%  |

Average training hours per employee level

| PPC Group <sup>25</sup>                                                             | 2024 |
|-------------------------------------------------------------------------------------|------|
| Average training hours for employees in top management                              | 20.7 |
| Average training hours for employees in all other levels (excluding top management) | 24.4 |

Total Group training expenditures

| PPC Group                 | 2024      |
|---------------------------|-----------|
| Training expenditures (€) | 5,759,181 |

Continuous employee training

PPC Group implements a robust and multi-level training plan, annually shaped based on business and market needs, including participation in conferences, study subsidies and specialized training programs. Under this scope, the Group has the Educational Project Management System in place, covering the entire training process cycle.

Additionally, through the Executives' Training Policy and the Board of Directors Training Policy, Group Board members and executives are updated on sustainability topics, current trends in ESG and the respective regulatory framework.

In 2024, special focus was placed on topics such as occupational H&S, compliance, risk management, professional skills (soft skills, leadership skills), ethics and anti-corruption topics.

Moreover, in 2024, the 1st Sustainability Masterclass was conducted for Group executives from the management level and above, in collaboration with the Training and Development Department, promoting the sustainability culture within the organization and among executives.

As part of the continuous enhancement of knowledge of the Parent Company's workforce, two cycles of Business English courses were held in 2024, each lasting 100 hours, under the theme "Business English As a Success Tool" with the participation of 150 employees. Additionally, HEDNO S.A. implemented the first cycle of "Business English", lasting 90 hours, with the participation of 150 employees.

Finally, the Parent Company and HEDNO S.A., in collaboration with leading higher education institutions in the country, have established Postgraduate Study Programs, primarily for their employees. The purpose of these programs is to strengthen their knowledge and skills in the critical sectors of electricity generation and distribution, contributing to their professional development and to the further advancement of the Group's services.

24 The indicator does not include 5,073 training man-hours of HEDNO S.A., as these concern the 1,311 people referred in the previous footnote (23) the training hours of whom haven't been included.

25 The indicators include data from the Parent Company, HEDNO S.A., PPC Renewables S.M.S.A.and FiberGrid.

Career orientation

The Group successfully provides free counseling service for Career Orientation to the children of its employees and retirees.

Library services

Since 1996, PPC S.A.'s Library is a member of the National Collective Catalogue of Scientific Journals of the National Documentation Centre (EKT), which comprises of libraries across Greece and provides, among other services, access to Greek and International databases.

PPC's Library is a major information center featuring approximately 8,000 books, 60 journals, other print and electronic publications, and rare studies dating back to the library's founding.

3.4 Protection of Human Rights

ESRS S1 | GRI 2-16, 2-25, 2-26, 2-27, 3-3, 406-1 | ATHEX ESG C-S6, SS-S4, SS-S9



Material topics:

- **Equal treatment and opportunities for all:**
  - ▶ Gender equality and equal pay for work of equal value
  - ▶ Diversity

Respect for human rights is a core principle for the Group. With absolute respect for human rights, it fully complies with international standards and principles, such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, as well as the Fundamental Conventions of the International Labour Organization (ILO).

These principles are embedded across all Group activities through the [Human Rights Policy](#) and the [Policy against Violence and Harassment at Work](#), fostering a culture of inclusion, safety and justice across the full spectrum of its business operations.

Through transparent governance and ongoing dialogue with stakeholders, the Group seeks to prevent, mitigate and address any potential negative impacts on human rights associated with its corporate presence.

The Group's Human Rights Policy takes into account all groups of people who could potentially be affected -positively or negatively- by the Group's business activities, including their interests. These groups include Board members, executives, employees under dependent employment contracts, providers of services under mandate contracts with or without remuneration or project contracts, independent services providers and temporary employees, interns, apprentices and volunteers, as well as the employees of third-party service providers.

The Group is also working towards developing methods and procedures for the equitable management of particularly vulnerable groups, such as children, youth, women, who may potentially be affected by its activities.

At the same time, the Group implements the [Enforcement Policy and Reporting/Complaint Management Procedure](#) aiming in ethical and responsible behavior across operational levels.

The Group also respects the right of employees to freely engage in trade union activities and collective bargaining, without fear of harassment or intimidation, encouraging open and constructive dialogue with employee representatives, based on mutual respect and trust. The information and active engagement of employees in the Group's policies is achieved through:

- Internal corporate websites (portals).
- Group website and informative emails.
- Direct communication with executives.

In 2024, employee awareness raising activities were conducted, as well as anonymous surveys to capture their understanding of the Policies against Violence and Harassment at Work.

For further information on PPC Group Policies and Regulations related to the protection of Human Rights, please refer to the Sustainability Statement, [Chapter 3.1.3 Policies related to own workforce](#), included in PPC Group's 2024 Annual Financial Report.

In 2024, a total of **14 complaints** were filed through the Group's internal reporting channels available to employees regarding issues of discrimination and harassment, of which **2 cases** were confirmed. The reported incidents were isolated cases linked to professional behavior, for which the Group proceeded with an immediate investigation to assess the accuracy of the incident classifications. Subsequently, the Complaints/Reports Evaluation Committee and the Reporting Body imposed the corresponding disciplinary sanctions for both confirmed cases.

Additionally, during 2024, within PPC Group:

Zero serious incidents of discrimination, abuse or violation of human rights based on race, religion, gender, age, disability, nationality or political beliefs.

Zero reports received regarding incidents of forced or child labor within the Group's companies. There are no recognized indigenous populations in the countries where the Group operates. As such, no incidents or concerns related to indigenous communities have been recorded.

Zero irrevocable court decisions were issued concerning human rights violations in the workplace.



## 4. Strengthening sustainability in the supply chain



Responsible supply chain management contributes to the achievement of the Group's strategic objectives and the creation of long-term value for its stakeholders. With a presence across multiple markets and a broad range of activities, PPC Group collaborates with numerous suppliers at both national and international level, aiming to build relationships founded on transparency, integrity and respect for the principles of sustainable development.

## 4.1 Supplier profile

ESRS S2 | GRI 2-6, 2-26, 414-1 | ATHEX ESG C-S8



PPC Group seeks to engage with suppliers who embrace the principles of Sustainable Development and responsible business conduct, thereby shaping a supply chain that respects people, the environment and local communities. In this context, the Parent Company and its subsidiaries act proactively with regards to their suppliers/partners, ensuring respect for and adherence to human rights, with particular emphasis on the following areas:

- Life, health and safety in the workplace
- Appropriate working conditions
- Freedom of association and collective bargaining
- Prohibition of discrimination, violence and harassment in the workplace
- Prohibition of child labor, all forms of forced labor and human trafficking
- Protection of personal data
- Anti-corruption
- Environmental protection
- Rights of local communities
- Disciplinary practices



The Group's subsidiaries implement relevant procedures for their suppliers, external partners, contractors and other third parties within their supply chains. Furthermore, suppliers, partners, subcontractors and all external stakeholders collaborating with Group companies as an integral part of its value chain, are expected to adopt the Group's Sustainable Development Policy and contribute, to the extent of their responsibility, to its implementation based on their own procedures. Their contribution to the application of the Policy, according to their respective processes and responsibilities, is critical for achieving sustainability objectives and enhancing responsible business operations.

To further enhance transparency and efficiency, procurement processes have been digitalized at Group level, including the broad implementation of electronic tenders, the use of digital signatures and exchange of documents by e-mail. At the same time, digital tools are being utilized, such as electronic auctions to achieve competitive pricing, as well as business intelligence (BI) tools for expense analysis, performance indicator monitoring, and process optimization.

### PPC Group suppliers by geographic distribution<sup>26, 27</sup>

| Supplier category       | 2024                |                         |                |
|-------------------------|---------------------|-------------------------|----------------|
|                         | Number of suppliers | Invoice value (€)       | Percentage (%) |
| Domestic suppliers      | 22,440              | 5,278,130,857.10        | 90.7           |
| International suppliers | 857                 | 540,310,434.78          | 9.3            |
| <b>Total</b>            | <b>23,297</b>       | <b>5,818,441,291.88</b> | <b>100</b>     |

## 4.2 Evaluation of suppliers

ESRS S2 | GRI 2-6, 414-1 | ATHEX ESG C-S8



PPC Group recognizing the critical role of the supply chain in achieving sustainability objectives and ensuring business continuity, in 2024 further strengthened its strategy regarding responsible and sustainable procurement.

Responsible supply chain management and strong partnerships with suppliers offer strategic advantages, enhancing the Group's reputation and competitiveness, as customers and investors increasingly emphasize sustainability and transparency. In this direction, PPC Group seeks to collaborate with suppliers and partners who, beyond compliance with applicable legislation, also adopt environmentally and socially responsible practices.

In 2024, the Group launched a three-year strategic partnership with EcoVadis, the globally recognized sustainability assessment platform, aiming at the gradual mapping, evaluation and classification of suppliers based on their performance in environmental, social and governance (ESG) criteria. The mapping and evaluation process covers the entire supply chain of the Group and is currently in progress, with an estimated completion timeframe of 3-5 years.

<sup>26</sup> EDS AD Skopje is not included in the indicators. Additionally, the data included from HEDNO S.A. refer to the total number of suppliers with the corresponding invoice value accounted for in all HEDNO S.A. services during 2024. At the same time, regarding the systemic procurement entries via ERP (Material Management) of HEDNO S.A., which are part of the total invoices accounted for, 8,142 domestic suppliers were recorded with a total invoice value before VAT of €1,025,517,939 and 41 foreign suppliers with a total invoice value before VAT of €55,964,565.

<sup>27</sup> Domestic suppliers are considered as those based in the same country as the respective company, while foreign suppliers are those based in a country different from the company's headquarters.

In 2024 the total number of new suppliers for PPC Group amounted to ~9,940<sup>28</sup>, with 88.1% of new suppliers aligned with social criteria and standards<sup>29</sup>.

Additionally, in 2024, PPC S.A. enhanced its supplier evaluation and management processes through the pilot implementation of the SAP Ariba information system. This system enables a comprehensive approach to managing suppliers/partners -from the invitation to register in the Supplier Registry, to their certification and ongoing monitoring and evaluation of their performance, ensuring they meet the Group's business requirements. Upon registration in the Supplier Registry and their certification, suppliers become eligible partners for meeting the Parent Company's supply chain needs. During the certification process, suppliers are required to complete questionnaires and/or provide documentation on:

- General company information
- Legal documents and compliance with PPC policies
- Key financial and banking information
- Compliance with Health & Safety requirements
- Compliance with ESG criteria
- Technical requirements

At the end of 2024, suppliers from specific expenditure categories were invited on a pilot basis to join the Supplier Registry, and during 2025 the system will be implemented across all expenditure categories.

### Evaluation with ESG criteria scoring during tender procedures

PPC S.A., in its effort to encourage potential suppliers to adhere to ESG principles and criteria, rewards candidates who achieve high scores based on ESG criteria it has defined. On a case-by-case basis, ESG criteria are used as selection and award criteria for contractors, with bonus points added to the evaluation score of participants in tenders that include an assignment criterion based on the combination of quality and price.

A list of indicative ESG criteria has been developed and made available to the Procurement Departments. Depending on the expenditure category and the content of each tender process, it is mandatory to select at least three (3) ESG criteria as part of the qualitative criteria, with a weighting factor applied on a case-by-case basis to the total sum of evaluation weights.

Indicative examples of criteria included in the list are:

- adoption of policies and procedures related to environmental protection, human resources, social criteria and governance,
- publication of a Sustainability Report (with external assurance),
- mandatory or voluntary employee training on ESG topics,
- ISO certifications, e.g. ISO 50001, ISO 14001, ISO 45001, etc. and
- existence of mechanisms and policies to prevent corruption and bribery.

<sup>28</sup> The indicator does not include Alexandroupolis Power Generation S.A., EDS AD Skopje, PPC Bulgaria JSCo and PPC Belgium S.A.

<sup>29</sup> The indicator does not include HEDNO S.A., Alexandroupolis Power Generation S.A., EDS AD Skopje, PPC Bulgaria JSCo and PPC Belgium S.A. Moreover, in 2024, 242 new suppliers were recorded in relation to the systemic procurement entries via ERP (Material Management) of HEDNO S.A., of which 100% are aligned with social criteria and standards.

### Supplier performance evaluation system

The Parent Company implements an internal system for measuring, analyzing and managing supplier performance. Each supplier is evaluated according to specific criteria during and after each contractual period. These criteria are:

- Quality
- Timeliness
- Communication and cooperation
- ESG criteria
- Data security
- Innovation

The process is conducted using appropriate scorecards, selected according to the expenditure category and the scope of the contract. The evaluation scorecards are divided into 4 categories, all of which include the parameter of response to ESG criteria. In this context, the Parent Company periodically briefs its partners/suppliers to communicate respective evaluation results and findings and decide appropriate actions, where necessary.

To monitor the performance of specific supplier categories, pilot key performance indicators, directly linked to the above criteria, are used. PPC S.A. has developed a Corrective Action Plan (CAP) in order to assess these indicators, update existing targets and set new targets, where necessary.

### Supplier engagement and communication activities

In 2024, PPC S.A., in collaboration with EcoVadis, conducted an initial mapping of active suppliers of the past five years. Following this process and in collaboration with the Procurement Departments, high-interest suppliers were selected for evaluation based on their importance to the company, in order to create a timeline for their engagement in the evaluation process for the year 2025.

Relevant communication material was also developed in cooperation with the Corporate Internal Communication Department to support supplier engagement activities. These activities included:

- Creation of a [landing page on the Group's website](#) to inform suppliers about the possibility to be evaluated by EcoVadis.
- Preparation of a Press Release regarding PPC – EcoVadis collaboration.
- Preparation of communication templates to inform suppliers.
- Preparation of internal briefings for Procurement executives.

### Executives' participation in training and conferences

- First year of PPC executives' presence at the annual global EcoVadis "Sustain Conference 2024".
- Participation of suppliers, encouraged by PPC, in Axis III of the Greek Sustainable Business Agreement (GSBA), an initiative by CSR Hellas, aimed at educating suppliers on sustainability and corporate responsibility topics.

## 5. The customer at the center of transformation



PPC Group consistently maintains its customer-centric orientation, integrating the needs, expectations and rights of its customers into every business decision. The Group's strategy is focused on the continuous enhancement of customer experience, through the development of innovative solutions and high value-added products that address modern energy requirements and promote the sustainable transition.

Through systematic investments in cutting-edge technologies and digital tools, the Group enhances the quality of services and interactions with its customers, offering personalized, reliable and accessible solutions. These initiatives are embedded in the broader framework of Creating Shared Value (CSV), strengthening the link between the Group's business activity, social cohesion and economic growth.

## 5.1 Products and services

ESRS S4 | GRI 3-3



### Material topic:

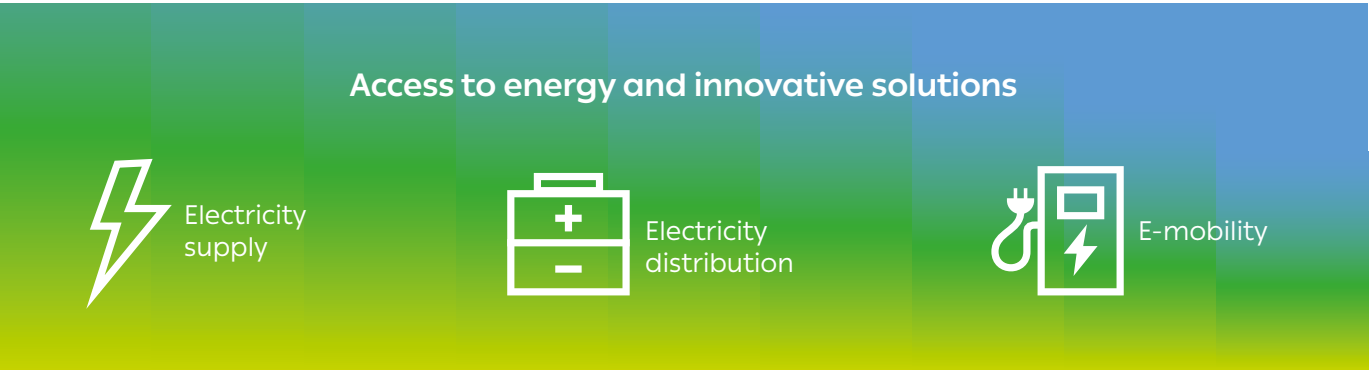
• Access to products and services

PPC Group is accelerating its transformation into a modern, customer-centric provider of integrated energy solutions, responding to the growing needs of consumers and the challenges of the energy transition. With a strong focus on reliability, innovation, and sustainability, the Group, through the Parent Company and its subsidiaries, offers a dynamically evolving portfolio of products and services that cover every aspect of daily energy needs, from electricity supply and distribution to e-mobility, RES solutions and digital customer services. By investing in advanced technologies such as smart meters, digital energy management tools and service platforms, the Group enhances customer experience, promotes energy autonomy and actively contributes to shaping a sustainable energy future for all.

At the same time, PPC Group is expanding its commercial footprint by offering consumer electronics, household appliances and technology products through both wholesale and retail channels. These services further diversify the Group's services portfolio and strengthen customer relationships, providing comprehensive solutions for the modern household and businesses.

### 5.1.1 Access to energy and innovative solutions

The Group is heavily investing in innovation and sustainability, offering a range of modern solutions and services that strengthen access to energy for both consumers and businesses.



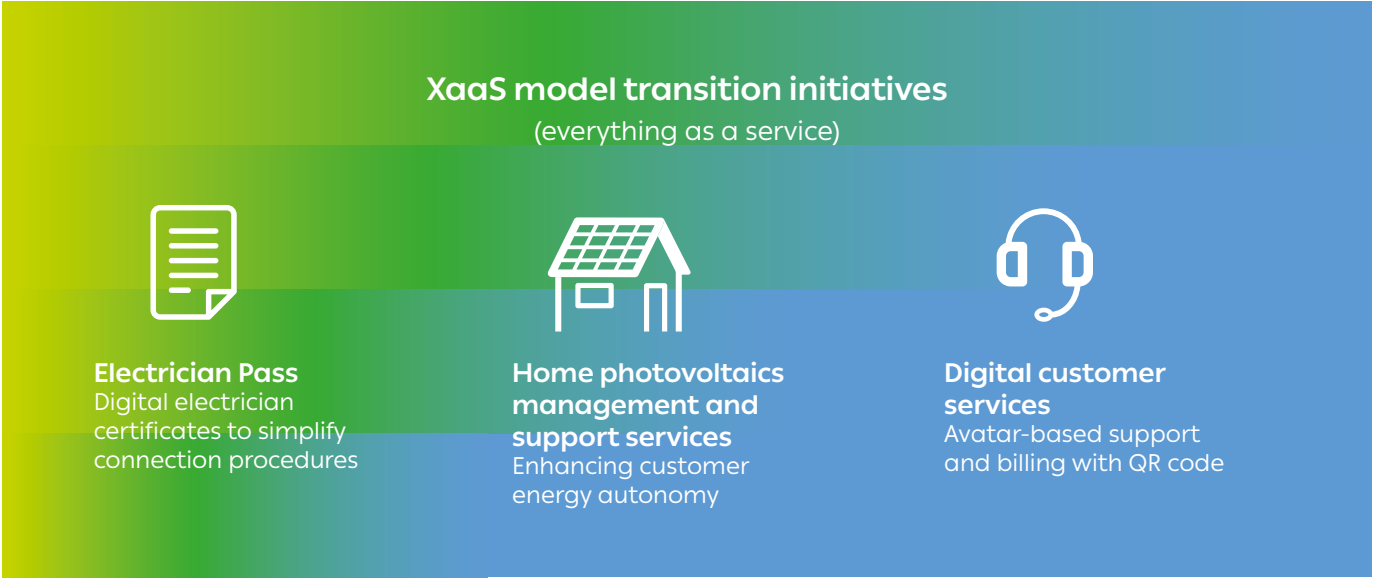
## Electricity supply

The supply of electricity is a core service of PPC Group, delivered through the sale of electricity generated by its conventional and renewable power generation units. By leveraging the full extent of its production capabilities, the Group contributes to the reliable coverage of the market's energy needs, while actively supporting the transition to greener and more sustainable solutions.

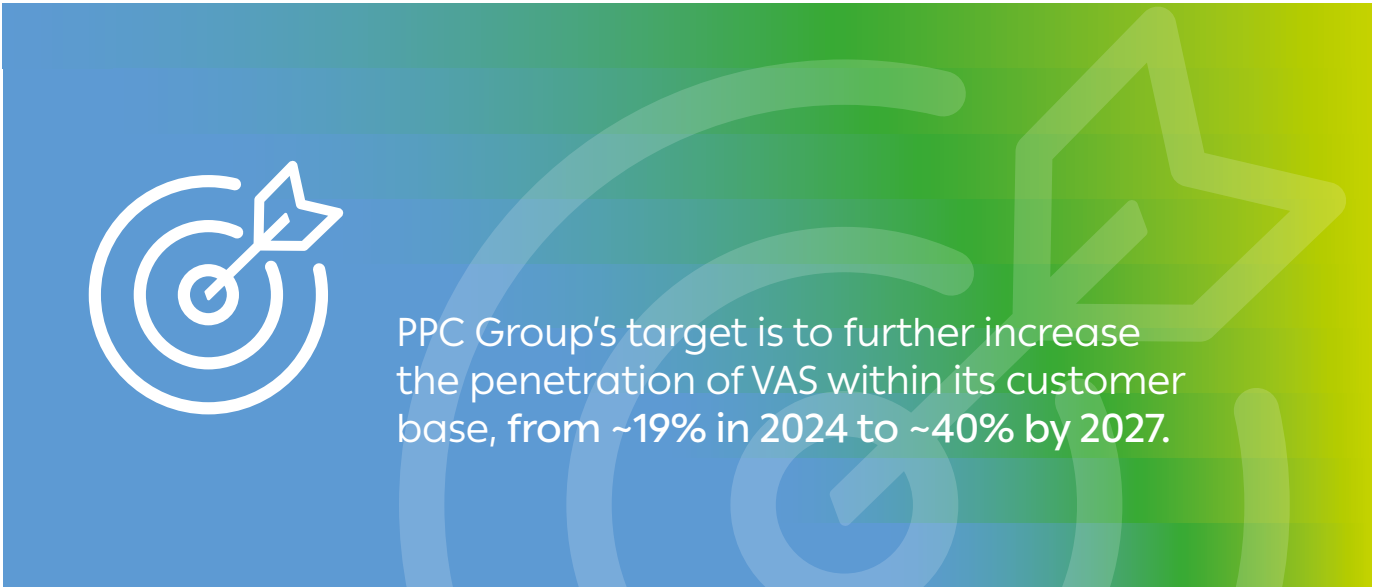
The Group further strengthens its customer-centric approach, evolving into a modern energy advisor by offering holistic, innovative and personalized solutions to its customers. A central priority is to raise environmental awareness and guide customers on energy efficiency, through educational initiatives and digital tools that improve accessibility and direct communication.

As part of its strategy for the period 2025 - 2027, the Group is investing in new technologies and value-added services, aiming to enhance customer experience and facilitate everyday life. During 2024 - 2025, the Group's service portfolio expanded rapidly.

The following initiatives are part of the Group's broader transition to an **"Everything as a Service" (XaaS)** model, with the goal to provide integrated, flexible and sustainable solutions that meet the evolving needs of its customers.



The Group also incorporates multiple value-added services (VAS) into its operations, developing services that promote green solutions and sustainable practices, while encouraging the use of RES.



Value-added services (VAS)

- **Heat Pumps**, enabling the shift from equipment sales to a fully integrated service offering ("as-a-service" model).
- **Rooftop photovoltaic (PV) panels**, offered as a holistic service aimed at further increasing the penetration of RES in the building stock.
- **«myEnergy Coach» service**, the digital energy-saving advisor for Low Voltage customers, providing personalized recommendations for energy upgrades and savings across all household energy sources (electricity, heating oil and natural gas).
- **«MyEnergy» service**, the energy monitoring platform for Medium Voltage customers, supporting them in managing energy consumption of their business by providing historical data, comparisons and benchmarking consumption of similar businesses.
- **Immediate technical support services**, expected to be further strengthened following Kotsovolos acquisition.
- **Green certificates**, available to both individuals and businesses.
- **PV and electrical energy storage (EES) solutions** exclusively for businesses (Business-to-Business – B2B), aiming to provide tailored solutions for medium and large enterprises, covering heating and lighting needs and green energy production.

Moreover, the Group continues to extensively revamp its physical stores and digitalize customer services, aiming to provide continuous 24/7 support, enhance the interactive experience and improve accessibility for all. Special focus is placed on serving individuals with disabilities, through the integration of tailored tech solutions and tools that facilitate communication and access to the Group's services.

Electricity distribution

In the field of electricity distribution, PPC Group's subsidiaries designated as Independent Electricity Distribution Network Operators, provide reliable and efficient access to energy for millions of consumers in Greece and Romania.

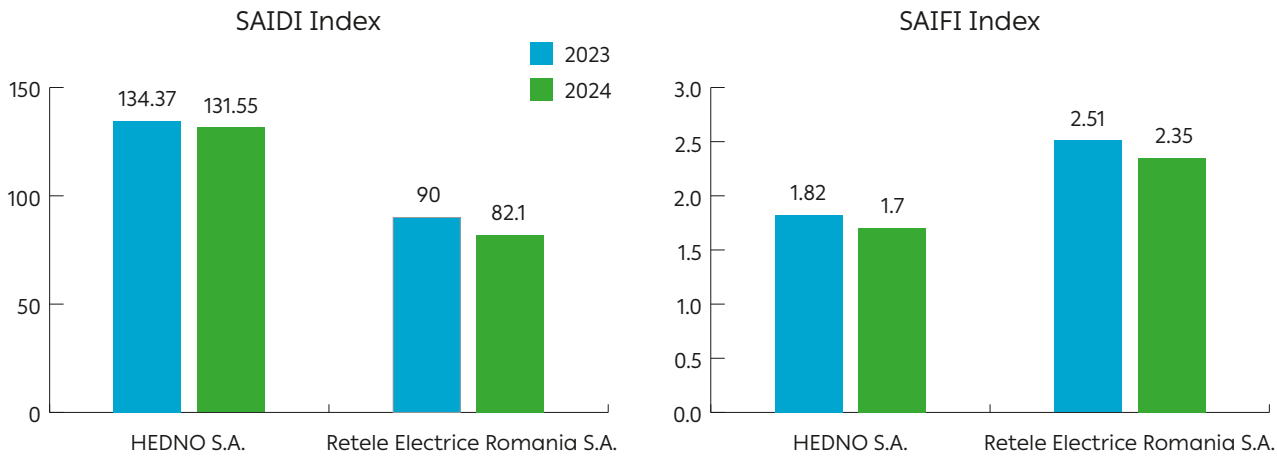
In Greece, HEDNO S.A. is progressing the digitalization of its distribution services and enhances energy efficiency through the installation of smart meters, leveraging technologies such as artificial intelligence and big data<sup>30</sup>. Similarly, in Romania, Retele Electrice is investing in the modernization of its processes and the transformation of its networks into smart grids, with an emphasis on remote intervention management and strengthening infrastructure resilience.

In 2024, the penetration of smart meters reached approximately 13% in Greece and 55% in Romania. These devices enable automatic consumption readings, real-time information, remote interventions and the application of differentiated tariffs, offering customers greater accuracy, convenience and opportunities for energy and cost savings.

Furthermore, aiming at affordable and uninterrupted access to energy, the Group's Network Operators conduct continuous quality checks, monitoring the SAIDI (System Average Interruption Duration Index) and SAIFI (System Average Interruption Frequency Index) indicators.

In 2024, HEDNO S.A. recorded an improvement in the SAIDI 131.55 minutes (from 134.37 in 2023) and in the SAIFI 1.7 (from 1.82 in 2023). Retele Electrice recorded a reduction in SAIDI 82.1 minutes (from 90 in 2023) and in SAIFI 2.35 (from 2.51 in 2023). These results confirm the Group's steady progress toward a more efficient, intelligent and sustainable distribution system that strengthens energy security.

<sup>30</sup> Refers to extremely large and complex data sets that are difficult to process and analyze with traditional data management methods and tools.



PPC Group's subsidiaries, designated Independent Distribution Network Operators, offer a wide range of services for the reliable, safe and innovative distribution of electricity. These services include:

Distribution Network Operators' Services

|                                                                                       |                             |                                                                                                                                                                                                                                                            |
|---------------------------------------------------------------------------------------|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | Connection of new users     | Expansion and strengthening of the network to integrate new customers and producers, including rooftop photovoltaics and small-scale RES units.                                                                                                            |
|   | Digitalization of processes | Through the service platform and mydeddie app, users can digitally submit and track connection requests, enhancing transparency and service speed.                                                                                                         |
|  | Smart meters                | As of 31.12.2024, approximately 760,000 smart meters have been installed in Greece, enabling remote consumption monitoring, dynamic pricing and improved energy management. In 2024 ~240,000 smart meters were installed in Greece and 180,000 in Romania. |
|  | Timely fault detection      | Use of digital applications for the immediate detection and resolution of technical faults, reducing response time and enhancing network reliability.                                                                                                      |
|  | Guaranteed services         | Provision of services with specific quality standards, such as restoration time or connection quality, and timely customer updates.                                                                                                                        |
|  | Energy information          | Consumer access to real-time consumption data through digital applications, enhancing energy awareness and the potential for savings.                                                                                                                      |

E-mobility

PPC Group is strategically investing in the development of e-mobility services, promoting sustainable mobility in Greece and Romania. It operates the largest network of electric vehicle charging stations in Greece, with 2,537 charging points and 550 stations in Romania, offering a wide range of solutions for individuals and businesses. The main services include:



**bluePass Service**  
Combined public and home charging with a unified user experience.



**Home chargers**  
Installation of home chargers with discounts and technical support for private consumers



**Partnerships with commercial brands**  
Reward programs and joint initiatives with major companies.



**Development of fast chargers**  
Installation of new charging stations at strategic locations nationwide, enhancing coverage and charging speed.

5.1.2 Strengthening customer loyalty through expanded rewards and green technology financing

Responding to constantly changing market conditions and the increasing demands of customers/ consumers, the Group is strategically expanding its portfolio, incorporating new products and services that enhance sustainable consumption, offering additional incentives and financing options for green technologies. This strategy contributes to the creation of new revenue streams, strengthens customer base retention and supports the Group's sustainability initiatives.

Promotion of heat pump installations, contributing to the reduction of annual CO<sub>2</sub> production by 2,207tn

Customer-centric products and services

|                             |                                                                                                                                                                                                                                                                                                                                       |
|-----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Agricultural Tariffs «GAIA» | The new "GAIA" agricultural tariffs are addressed exclusively to customers engaged in agricultural activities and, in particular, to cases of agricultural holdings that contribute to primary plant and animal production and are offered with a ten-year duration and a fixed price per kWh for the first two years of consumption. |
|-----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                                                                                          |                                                                                                                                                                                                                                                                      |
|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  myBuildingGasControl | The myBuildingGasControl natural gas product addresses household customers with central heating and offers fixed prices throughout the duration of the contract.                                                                                                     |
|  myBusinessEnter      | The myBusinessEnter electricity product is designed for businesses with installed capacity up to 25 kVA, offering a fixed supply charge and simplified billing.                                                                                                      |
|  myHomeEnterTwo       | A dual-zone energy product for maximum savings and reduction of the energy footprint at a competitive price during RES production hours to support further investment in RES and CO <sub>2</sub> -free energy consumption.                                           |
| Dynamic Products                                                                                         | These products will be available in the near future and will provide a financial incentive for customers to consume electricity during hours with high RES contribution.                                                                                             |
|  GreenPass            | The additional service from PPC that guarantees the amount of energy the customer consumes at home is produced and reserved for them from RES.                                                                                                                       |
| Carbon Free Energy 24/7                                                                                  | The additional service from PPC S.A. for large B2B customers, covering their consumption with green energy 24 hours a day, 7 days a week. An innovative service that "synchronizes" the production and consumption of green energy.                                  |
|  bluePass           | An additional service offering 50 kWh per month for charging at all publicly accessible chargers of PPC blue network, with energy that is green through Green Pass coverage.                                                                                         |
|  myHome4Students    | A product specifically designed for students, offering the first 150 kWh at a particularly low price. The product includes free fixed charges for the summer months, integrated Green Pass, as well as additional discounts through the Company's partner suppliers. |
|  myEnergySolar      | Rooftop PV systems supply and installation services for households. With the installation of the PV system, the energy produced significantly reduces the cost of electricity for the customer and GHG emissions by producing and consuming green energy locally.    |
|  myEnergyHeatPump   | An integrated supply and installation service for heat pumps in businesses and households, contributing to the electrification of heating/cooling and energy savings of up to 70%.                                                                                   |
|  GreenPassPro       | A product for monitoring and offsetting the carbon footprint (related to Guarantees of Origin for electricity produced from RES).                                                                                                                                    |



A program providing incentives and rewards to customers with a green orientation.



Through its subsidiary Kotsovolos, the Group implements the "Rooftop PV systems" program, promoting the installation of PV panels, heat pumps, and solar water heaters, enhancing the energy autonomy of households.

### 5.1.3 Services that promote the circular economy

Through its subsidiary Kotsovolos, the Group strengthens the circular economy by implementing recycling programs for large and small electrical appliances, while also offering financial incentives to consumers. In addition, it provides repair and replacement services for old appliances/devices to consumers.

#### Programs and services that promote the circular economy



Through the "Second Home" program, repaired appliances are donated to vulnerable families, extending the lifespan of devices and products.



Recycling actions

Conducting internal and external recycling actions, enabling customers to return their old appliance for responsible management, while promoting the development of a circularity culture.



Recycling points

Operation of recycling points within stores throughout Greece, which provide easy access for all customers to recycle their old appliances.



Circular economy promotion incentives

Provision of incentives (coupons) for the replacement of old appliances with new ones.



Trade-in program for the replacement of old devices (smartphones, smartwatches and laptops) with new ones.



Repair center

Operation of a Repair Center in the central warehouse in Magoula, Attica, and at the HUB in Sindos, Thessaloniki.



Service points

Operation of service corners within 71 Kotsovolos stores, that offer repair services for products (laptops, desktops and smartphones).



Maintenance services

Provision of maintenance services to ensure the proper functioning of devices, aiming to increase their lifespan.



Outlet points

Operation of an Outlet store in the area of Avlonas (Seirios) and a Pop-Up Store at the Thessaloniki International Fair (TIF), giving a "second" chance to non-perfect appliances.

## 5.2 Pricing policy

ESRS S4



As of 01.01.2024, the Greek energy market operates without significant institutional interventions, and a further de-escalation of natural gas and electricity prices is observed. Nevertheless, the risk of high prices and hence the risk of a prolonged energy crisis has not been eliminated, given the geopolitical tensions in the Middle East that began in October 2023. PPC Group systematically monitors developments in the energy market, aiming for timely adaptation to new conditions and the protection of consumers, both in terms of pricing and quality of services. Through targeted interventions and flexible products, the Group seeks to offer stability, transparency, and energy security to all its customers.

In this context, the Group's pricing policy, in the competitive market sectors where its subsidiaries operate, aligns with modern trends in the retail energy market and is designed to meet the diverse needs of customers, offering flexibility and targeted support to households and businesses. Furthermore, to maintain social cohesion and enhance access to energy, the Group implements, in accordance with the relevant legal framework, special tariffs and programs for vulnerable social groups, aiming at energy inclusion and the protection of the most vulnerable consumers.

The Group implements a comprehensive program for overdue debt management, including:

- flexible settlement schemes,
- targeted communication actions, and
- gradual disconnection interventions,

aiming to improve collection rates, prevent energy poverty and strengthen the financial sustainability of the customer base. PPC S.A. complies with the applicable regulations in force, as defined by law, for the protection of vulnerable residential consumers. These regulations concern the deadlines for bill payments, the arrangement of overdue debts, the prohibition of disconnection during specific periods of the year and the continuous supply of electricity to individuals who require mechanical support and/or suffer from serious health issues.

In 2024 the Group counts:

- 334,889 PPC S.A. customers eligible for Social Residential Tariff (SRT).
- 6,990 customers under the Universal Service Supplier (USS) regime who qualify for SRT.
- 7,317 vulnerable customers.

Under the Decision of the Regulatory Authority for Energy, Waste and Water (E-199/2024), PPC S.A. is designated as the Supplier of Last Resort for Electricity for the period from 29.09.2024 to 28.09.2026, for customers in the Low and Medium Voltage categories.

## 5.3 Protection of personal data and privacy

ESRS S4 | GRI 3-3, 418-1 | ATHEX ESG C-G6, SS-S2, SS-S3, SS-S5



#### Material topic:

- **Information-related impacts for consumers and/or end-users: Protection of personal data**

The protection of privacy and personal data, as well as equal access to products and services, emerged as a material topic for the Group, according to the Double Materiality Assessment for 2024.

In accordance with the provisions of the EU General Data Protection Regulation (GDPR) and harmonized national legislation (L. 4624/2019), the Group has developed and implements comprehensive policies and procedures for the protection of personal data and the privacy of its stakeholders.

The Group's [Human Rights](#) and [Personal Data Protection](#) policies, concern the protection of the right to privacy, the security of consumers' personal data, as well as reliable and affordable access to its products and services, with the aim of making existing and future customers feel welcome and valued. The policies are publicly available on the Group's and its subsidiaries' websites.

In 2024, the total number of users whose information was utilized for secondary purposes in accordance with applicable legislation in force, amounted to 1,425,017 (Kotsovolos: 1,425,000 users, HEDNO S.A.:17 users).

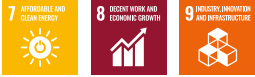
Through the practices and procedures implemented within the scope of these Policies, the Group has reduced the number of recorded customer personal data breaches. Indicatively, in 2024, 7 confirmed incidents of customer data leakage or loss were recorded, for which the exact causes are still under investigation, while the review of these cases remains ongoing.

Regarding legal requests for user data, in 2024 the Group recorded 330 requests concerning data of 1,246 users of HEDNO S.A. from governmental or law enforcement authorities, including requests for usage content, of which 89.8% resulted in disclosure to the requesting authority.

For further information regarding the Group's personal data protection policies and procedures, please refer to the Sustainability Statement, [Chapter 3.2.3 Policies related to consumers and end users and 3.2.4 Actions](#), included in PPC Group's 2024 Annual Financial Report.

## 5.4 Communication, customer satisfaction and complaints management

ESRS S4 | GRI 2-16, 2-25, 2-26, 3-3, 416-2 | ATHEX ESG SS-S8



The customers of PPC Group, namely the consumers and end users of its services and products, constitute important stakeholders, as their interests, views and rights decisively influence the Group's business model. In this context, the Group interacts on a daily and systematic basis with its customers through the available communication channels and satisfaction surveys, recording their feedback.

The Group also implements necessary measures and appropriate practices/procedures to improve both the quality and accessibility of its products and services, while designing initiatives aimed at contributing to consumer satisfaction and enhancing customer experience. In 2024, the Group recorded no incidents of non-compliance with regulations and voluntary codes related to consumer health and safety impacts of its products and services during their life cycle.

Specifically, the Group implements a multi-level system for monitoring customer satisfaction, which includes:

### 1. Systematic data collection

- Through digital communication forms, call centers, applications, and physical stores.
- Special forms for submitting requests and complaints, tailored per category.

### 2. Quantitative monitoring

- Recording and analysis of communication volume (e.g. number of complaints, requests, calls).
- Response indicators: >80% of requests are answered within 24 hours.

### 3. Qualitative evaluation

- Annual satisfaction surveys.

### 4. Complaint management

- Implementation of a Complaint and Request Management Code.
- Categorization and resolution based on internal procedures and the individual needs of customers.

### 5. Digital support via CRM platform

- Centralized request management.
- Data protection.
- Monitoring of communication history.

The Group develops its customer base while simultaneously focusing on the retention of retail customers. To support these objectives, the Parent Company monitors and records the results of the customer churn rate, which for 2024 ranged between **5%-13%**.

For further information regarding customer communication channels and complaints management, please refer to the Sustainability Statement, [chapter 3.2.4 Actions, section "Access to Energy – Communication channels with consumers and end users"](#) included in PPC Group's 2024 Annual Financial Report.

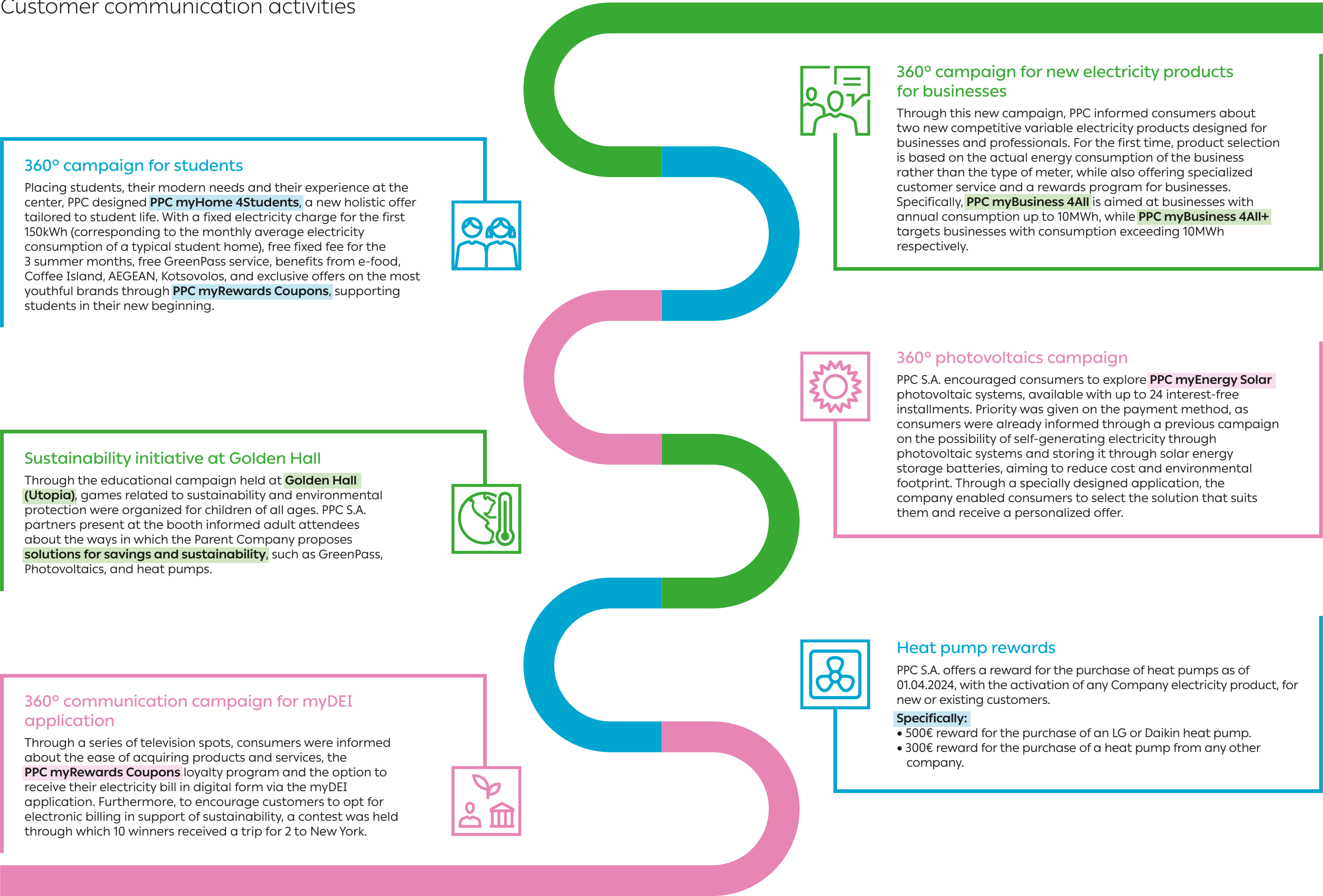
## Respect for consumers through responsible marketing practices

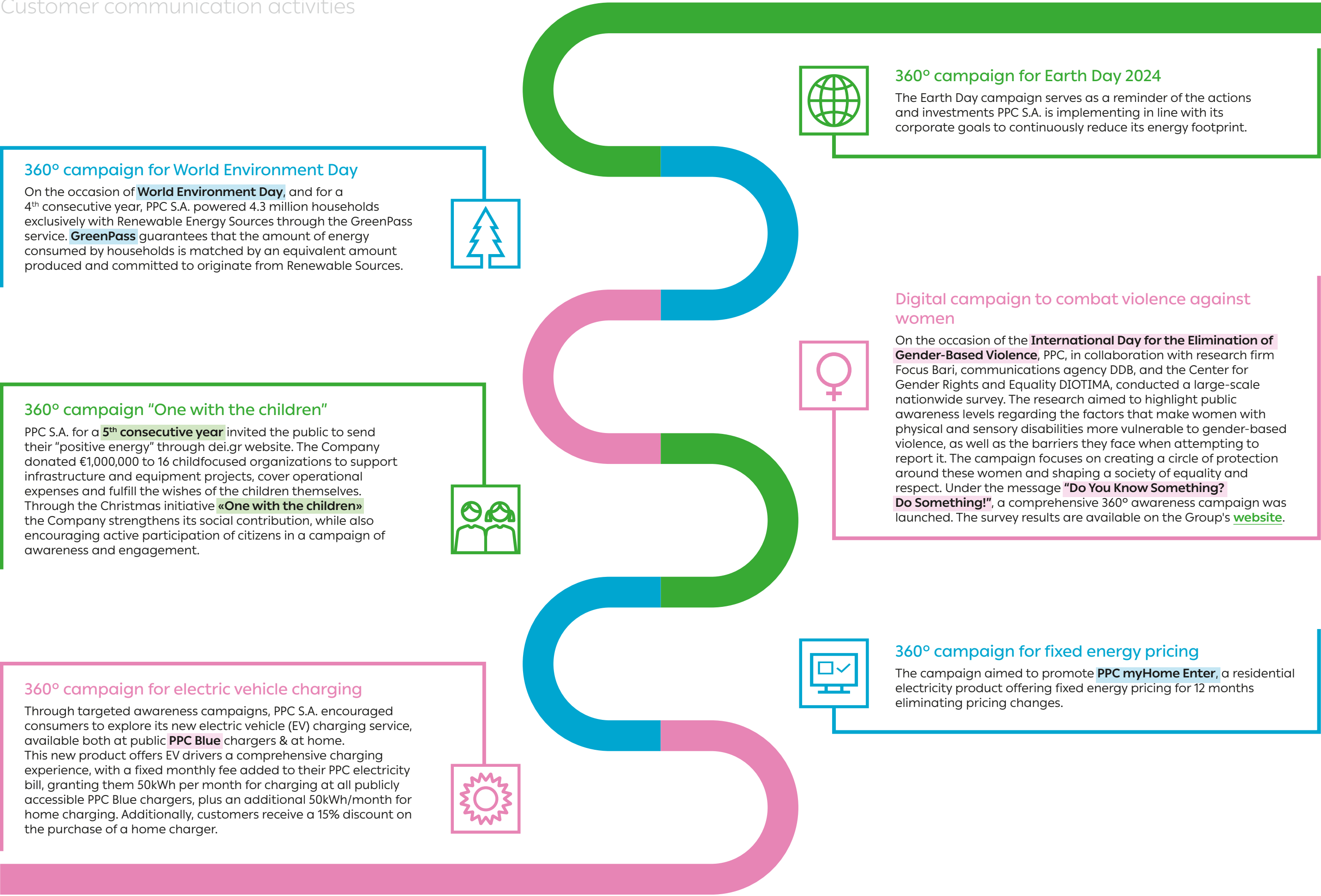
The Group implements all appropriate measures to ensure direct and transparent access to information for its customers regarding their rights, terms of use and standards of products and services, through the official websites of its subsidiaries and the Group's central website.

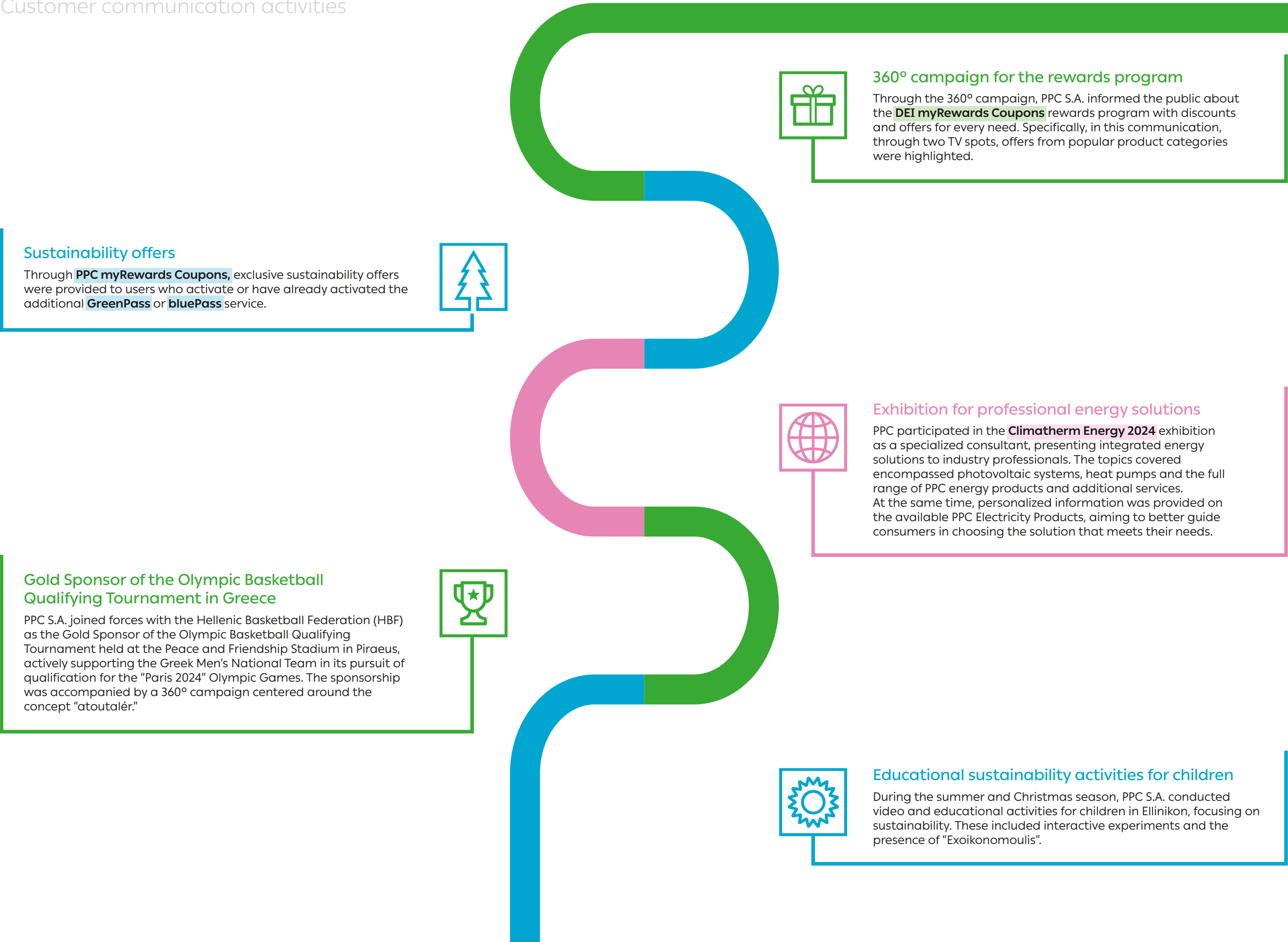
In the context of respecting customers and maintaining responsible commercial communication, the Parent Company and PPC Group's subsidiary Kotsovolos adhere to the Hellenic Code of Advertising and Communication (HCACP), in accordance with the guidelines of the Communication Control Council (CCC), regarding advertising and promotional material. Compliance with the Code ensures that advertising content is appropriate, impartial, authentic and aligned with applicable legislation.

Furthermore, the Parent Company and Kotsovolos actively participate as members in the Hellenic Advertisers Association (HAA), enforcing their commitment to responsible communication. The HAA promotes smooth and transparent communication for the benefit of advertisers, partners and consumers.

In 2024, the Customer Experience Department of the Parent Company launched a new initiative to strengthen customer-centric culture, through the CX Academy by PPC program. The purpose of the program was to help participants understand the core principles of customer experience: Customer centricity, Honesty & Trust, Ease & Directness, Personalized Service and Advisory Guidance. The program was delivered in 20 cycles throughout the year, targeting the participation of 490 employees and offering an experiential understanding of customer experience. It included visits to stores and PPC S.A.'s call center, as well as observation of BackOffice procedures.





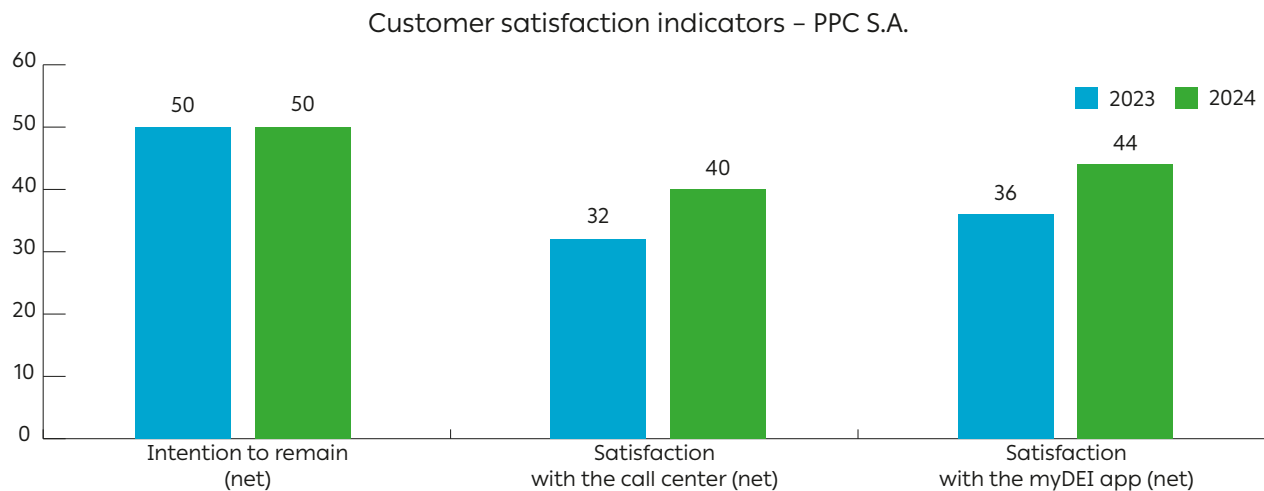


Customer satisfaction surveys & management of complaints and requests

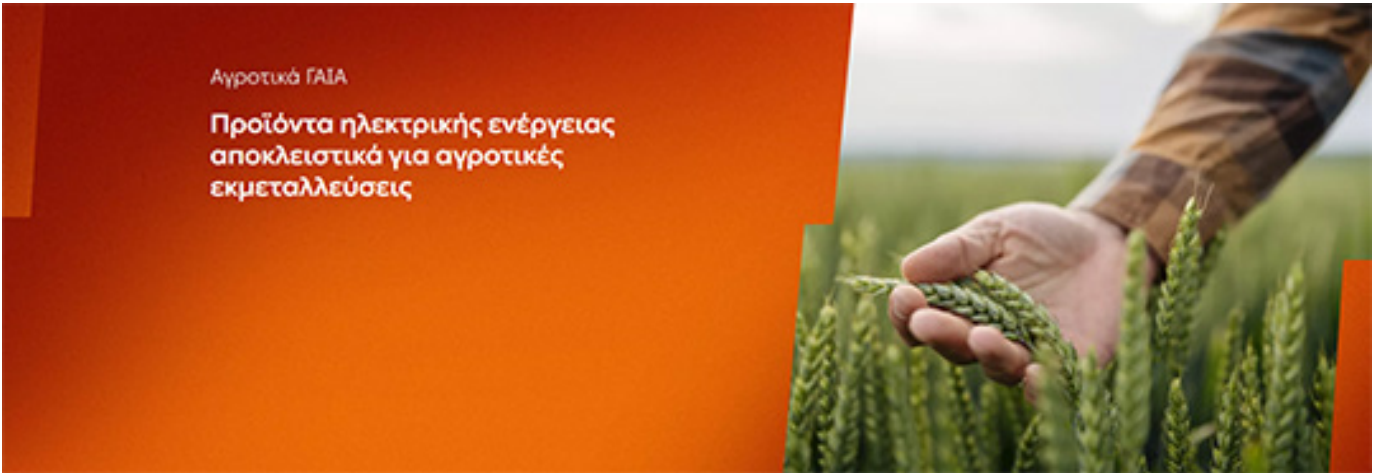
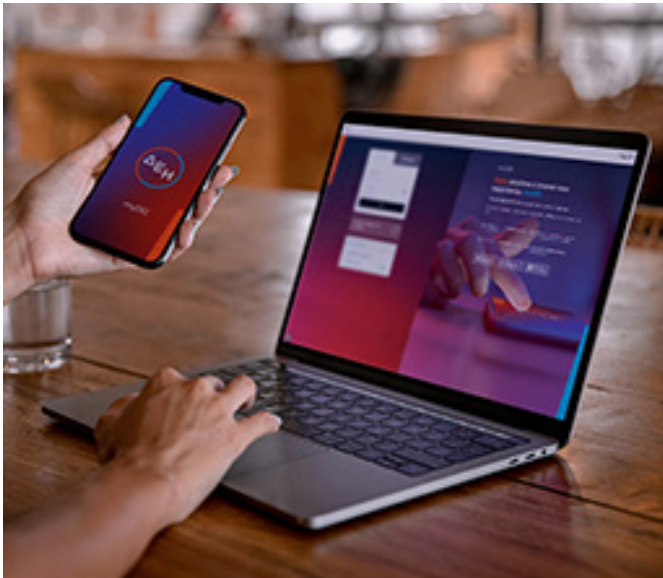
As part of its customer-centric approach, the Group interacts daily and systematically with consumers and end users through available communication channels and satisfaction surveys, recording their feedback. It also implements the necessary measures and appropriate practices/ procedures to improve both the quality and accessibility of the products and services it provides, while designing initiatives aimed at contributing to consumer satisfaction and enhancing the customer experience.

In 2024, PPC S.A. conducted a customer satisfaction survey in two phases (April 2024 & October 2024), through telephone interviews carried out by an independent certified company, with a sample of 6,000 residential customers.

The survey participants had interacted with PPC S.A. through its physical stores, call center, or website, and based on these communications, they evaluated their experience. The company aims to continue to systematically monitor customer satisfaction in order to adapt its services to their needs. The results of the 2024 customer satisfaction survey are presented below:



Additionally, HEDNO S.A. conducts annual customer satisfaction surveys regarding the Guaranteed Services they receive. The survey is based on quantitative indicators and is conducted through the electronic distribution of a structured questionnaire. Upon completion of the survey, relevant satisfaction indicators are extracted by Region and Service, and conclusions are recorded. The results of the survey are taken into account by the Company's Management and the departments responsible for customer service, in order to take all necessary measures to improve the quality of services and consequently increase customer satisfaction levels. According to the results for the year 2024, the Overall Customer Satisfaction Index reached 57.8%.



## 6. Social contribution and engagement with local communities





PPC Group continues to strengthen its contribution to society through targeted Corporate Social Responsibility (CSR) initiatives and partnerships, substantially contributing to local and regional growth, guided by the principles of Sustainable Development.

Within this framework, the Group focuses on five key areas: Environment, Society, Education, Culture, and Sports.

In 2024, the Group allocated €19.57 million in donations and sponsorships, supporting institutions, organizations, and local communities<sup>31</sup>.

These initiatives strengthen local economy, contribute to the upgrade of infrastructure, and create employment opportunities, both directly and indirectly. Beyond their financial aspect, the Group's social initiatives make a substantial contribution to enforcing social cohesion, showcasing talent, responding to natural disasters and protecting the environment.

Special emphasis is placed on engaging the Group's human resources through the promotion of volunteering. For yet another year, employees actively participated in environmental and social initiatives, while the Group's sports teams supported charitable causes through their participation in national and international events.

Overall, PPC Group's social contribution in 2024 reflects a cohesive and multidimensional approach, that strengthens social resilience, promotes quality of life and meaningfully contributes to shaping a sustainable future for all.

6.1 Environment

PPC Group consistently demonstrates sensitivity to issues related to environmental protection and the promotion of sustainability standards. Its environmental initiatives focus on preserving natural resources, raising environmental awareness and supporting actions that contribute to addressing the climate crisis.

Beach cleanups by PPC S.A.

“Project Paralies” – cleaning 50 beaches across Greece

As part of PPC's collaboration with Project Paralies, cleanup teams collected more than 1.2tn of waste from Makrame and Mikrolimano beaches in Lavrio, and from 47 beaches on the islands of Kea, Kythnos, Sifnos and Serifos. The initiative was completed with a voluntary beach clean-up in Lavrio, reinforcing the Group's sustainability strategy through the implementation of sustainability practices and environmental responsibility.

The carbon benefit resulting from the recycling of waste collected during the adoption of the beaches in Lavrio corresponds to the annual carbon absorption by a forest of approximately 4,470m².

Similarly, cleanups across 47 beaches on the 4 islands resulted in the collection of 76.9kg of waste, totaling 34,431 items. The three most common types of waste were cigarette butts (17,644 items), plastic fragments (6,800 items) and pieces of paper (4,673 items).

Reforestation and tree planting

Tree planting in Penteli for a greener future

At the foothills of Mount Penteli, 400 fir saplings were planted, which decorated PPC's offices during the Christmas season.

The area selected for tree planting, indicated by the Municipality of Penteli, was previously used as a Waste Transfer Station. This gives the initiative even greater significance, as it marks a meaningful transformation of the local landscape to a green space.

«GREEN FUTURE» investing in a “greener” future

For a second consecutive year, PPC S.A. supported the «GREEN FUTURE» program through educational activities and tree plantings in areas affected by natural disasters. With the participation of 525 primary school students, the educational program -carried out in collaboration with the NGO WE4ALL- was successfully completed, contributing to tackling the climate crisis, enhancing the resilience of affected areas against future natural disasters and restoring ecosystems.

Under the scope of the program, educational initiatives and tree plantings were also carried out in Evia, Thessaly, Evros, Rhodes, Crete and Corfu schoolyards. Through interactive presentations, students were informed about the environment, climate change and the benefits of volunteering and recycling.

Restoration of burned areas in Dadia Forest

In collaboration with local authorities, HEDNO S.A. actively supported the restoration of Dadia Forest, participating in the “Education & Environment – Read-Learn-Act” program of the Hatzigakis Foundation, making a substantial contribution to the regeneration of a unique natural ecosystem that suffered severe damage from the 2023 wildfires.

Planting 667 trees in Paiania for a "greener" environment by Kotsovolos & AFIS

Kotsovolos and AFIS joined forces and in collaboration with the Treeapp organization, planted 667 trees in Paiania, contributing to a sustainable future and a "greener" environment for all. Through their joint initiative, the two companies invited the public to recycle batteries in special bins placed in 59 Kotsovolos stores across Greece. For every full bin, Kotsovolos and AFIS committed to planting a tree and “charging” the environment, enhancing sustainability and circular economy. As a result of this initiative, a green hill was created on the southern side of Paiania, covering an area of 3,934m², which previously served as a landfill. Planting 667 trees has multiple benefits, not only for the environment and the microclimate of Paiania, but also for neighboring areas, contributing to temperature reduction during summer months and biodiversity restoration in the area.

31 The term 'local communities' refers to communities located in the Group's operational areas, but also to those not directly geographically related.

Provision of forest fire-fighting equipment and personal protective equipment

HEDNO S.A., as part of its close collaboration with institutions and volunteer groups, provided forest firefighting equipment, personal protective equipment and vehicles. The purpose of this initiative was to meet the needs of those who were on the front lines of the wildfires from the very beginning, to enhance their safety and support the effectiveness of their work.

In this context, in 2024, HEDNO S.A. collaborated with organizations, volunteer groups and associations, including the following:

- the Association of Volunteering Fire Fighters of Lesvos and
- the Civil Protection Volunteer Association of Agios Stefanos.

Biodiversity protection

The protection and care of endangered species is a priority for HEDNO S.A. In 2024, activities focusing on preventing, minimizing and restoring the impact of its operations on ecosystems and protected species continued. These include the installation and maintenance/replacement of artificial nests, support for stork ringing, undergrounding of networks in forested and sensitive areas, replacement of bare conductors with insulated or twisted ones to prevent collisions or electrocution, installation of pole covers in Natura 2000 sites and implementation of pilot projects with nesting deterrents, among others.

Notably, the long-standing collaboration with the Wildlife Protection and Care Association 'ANIMA' continued, covering part of the costs for treating birds injured by electrocution or collisions with power lines.

Additionally, within the framework of the EU co-funded LIFE Bonelli EastMed program (LIFE17 NAT/GR/000514) implemented during 2024 and aiming to preserve and properly manage the Bonelli's eagle population in the Eastern Mediterranean, HEDNO S.A. actively contributed by installing insulating covers at selected points of the Medium Voltage overhead Distribution Network, both in mainland and island regions of Greece.



6.2 Society

The Group's social initiatives aim to strengthen social cohesion, promote equality and improve quality of life. Through collaboration with local stakeholders, social welfare projects and development interventions are implemented, such as infrastructure upgrades and the support of local entrepreneurship.

Supporting vulnerable social groups and promoting health

HEDNO S.A. supports initiatives and organizations that combat poverty, hunger and social exclusion, and promote public health prevention. Under this context, the Company continued to support NGOs and other associations, including the following:

- Make-A-Wish Greece,
- Volos Nursing home,
- Greek Society Protecting People with Autism (GSPAP) and
- Social Welfare Center of the North Aegean region,

encouraging these initiatives and placing emphasis on sensitive social sectors, such as the elderly and vulnerable groups.

Recognizing the importance of health as a foundation for the well-being of local communities, HEDNO S.A. provided financial support to health sector organizations, including the Association of Friends of the University Obstetrics and Gynecology Clinic of Aretaieio Hospital "By the Woman's Side", the Hellenic Neurological Society, the Athens Eye Hospital, the Cardiology Clinic at Konstantopouleio Patision Hospital, the Metaxa Cancer Hospital and the Hellenic Cardiology Foundation.

Additionally, HEDNO S.A. continued in-kind donations – self deliveries, to support local communities and civil protection agencies against natural disasters.

Contribution to local groups and communities

Organization of the «CSR HELLAS» student competition

PPC Renewables S.M.S.A. provided financial support for the organization of the 8th cycle of the Student Competition focused on the 17th UN Sustainable Development Goal (SDG#17 – Partnerships for the Goals), launched by the Hellenic Network for Corporate Social Responsibility, a non-profit association, under the name 'CSR HELLAS'.

Volunteer activities for the empowerment of local communities

React Day is the largest volunteering initiative of Kotsovolos, featuring 11 years of presence and more than 12,700 volunteer actions. Every year, employees from all company units across Greece, join forces and through small volunteer activities with significant social and environmental impact, take part in "React" for a Better World. During React Day in October 2024, a total of 64 activities were carried out, with the participation of 1,700 volunteers, supporting local organizations under the pillars of Society, People and Environment.

Program «Second Home»

At Christmas 2024, Kotsovolos and the Central Union of Municipalities of Greece (KEDE) joined forces for the third time and supported 150 families from 5 municipalities through the "Second Home" program.

Additionally, through its cooperation with NGOs and other local organizations, as well as through individual requests, the Company contributes to sponsorship needs by providing essential household appliances through the 'Second Home' program, thereby strengthening society and supporting those in need. In this context, the company donated 421 household appliances to the organizations 'The Smile of the Child', 'Athens Municipality Reception and Solidarity Center' and 'Life Evolution', contributing to their important work.

Finally, ad hoc sponsorships and donations of appliances were made in response to requests from local organizations focusing on the needs of children, economically vulnerable groups and individuals with disabilities, reaching a total of 162 appliances in 2024.

Since its launch in 2017, the 'Second Home' program in collaboration with the Central Union of Municipalities of Greece, has supported 523 families and donated more than 2,450 appliances to people in need.

Strengthening public structures and services

Upgrading critical electricity supply infrastructure for the Armed Forces

As a supporter of national security issues, HEDNO S.A. worked closely with the Armed Forces to upgrade critical electricity supply infrastructure at their facilities, with particular emphasis on border areas, remote islands and islets. This collaboration carries a clear national significance, aiming to maintain infrastructure at optimal levels of operation and performance, thereby enhancing the overall level of national security.

Supporting educational institution infrastructure and sponsoring educational programs

- Sponsorship by PPC Renewables S.M.S.A. to the National Technical University of Athens (NTUA - School of Mechanical Engineering) for the construction of a small wind turbine at the university's facilities.
- Sponsorship by PPC Renewables S.M.S.A. to the Athens Science Festival (Scico) for the educational program "Eco-Innovative Stem Labs".

Supporting healthcare facilities

PPC Renewables S.M.S.A., contributing to the health and well-being of the communities in which it operates and supporting healthcare services, funds awareness initiatives and provides essential resources to local health organizations. During 2024, support was provided to non-profit organizations and associations such as the Panhellenic Association of Heart-Lung Transplant Recipients 'I Skitali'.



Contribution to projects for public benefit purposes

PPC Renewables S.M.S.A., aiming to meet the needs of society, donated equipment to Thessaloniki Traffic Police. Moreover, the company provided financial support to Mouzaki Municipality for specific public benefit projects, such as the redevelopment of Oxyas Square, the publication of a municipal album and the renovation of the entrance stop in the local community of Drakotrypa.

Furthermore, in 2024, PPC Renewables S.M.S.A. aiming to promote outreach and strengthen relations with local communities, supported the following municipalities through sponsorships:

- Chios, contributing to the improvement of the accessibility of rural roads in the community of Melanious – Parparia, Municipal Unit (MU) of Amanis.
- Heroic Island of Para, supporting the Scientific Conference "Psara, the place and its people," held in collaboration with the National Historical Museum of the Historical and Ethnological Society of Greece and the Institute of Historical Research of the National Hellenic Research Foundation.
- North Kynouria, specifically, the cultural association of Xiropigado community, "Aktivion" aiming to highlight the primary sector and local products of the municipality.

Finally, the Company made donations to the Greek Embassy in Chişinău, Moldova, the Holy Church of the Holy Trinity in Palaiochori, the Hellenic Association of Photovoltaic Companies and the Cultural Association of Kremasti "O Elatos" in the Municipality of Laconia.



# 6.3 Education

As part of its commitment to promoting education, the Group systematically invests in the cultivation of knowledge and skills, fostering educational innovation and technical training. Through partnerships with schools, universities and research institutions, it supports the development of the next generation of professionals.

## Promotion of technology and innovation

### The National Robotics Team at the Educational Robotics Olympiad

PPC S.A. and the PPC Innovation Hub stood by the National Robotics Team. For a second consecutive year, PPC supported the National Robotics Team FIRST Global – PPC Team Greece, at the World Robotics Competition, FIRST Global Challenge 2024, which was held for the first time in Athens. The Greek team secured 4<sup>th</sup> place in the overall ranking of the World Challenge, marking the best position ever achieved by Greece in the history of the event. The preparation of the National Robotics Team, PPC Team Greece, was undertaken by Eduact, the National Coordinating Body, providing crucial support and guidance to the team.

This year’s FIRST Global 2024 competition, themed around sustainable food production as one of the most critical challenges of the 21<sup>st</sup> century, challenged 193 student teams from around the world to learn about and address the obstacles and opportunities for providing fair, safe, nutritious and environmentally responsible food to the global population. PPC Team Greece received the Social Media Award, standing out for its innovation, collaboration with teams from other countries and its technical excellence demonstrated during the competition.

## Supporting educational institutions in Greece

Focusing on the development of sustainable communities and the advancement of social progress, HEDNO S.A. actively supports the educational community by offering programs and resources that empower students of all educational levels to fully realize their potential. Under this scope, the company provides support to academic institutions such as:

- the National Technical University of Athens (NTUA),
- the Aristotle University of Thessaloniki (AUT),
- the Technical University of Crete,
- the University of Patras,
- the University of Thessaly

and schools across Greece, while also rewarding excellence by covering monetary awards for top-performing students.

Additionally, financial support was provided to:

- the Law School of the National and Kapodistrian University of Athens (NKUA) for the participation of the JESSUP Team in an international moot court competition,
- the university student team iGem Thessaly for its participation in the International Genetically Engineered Machine (iGem) Competition,
- the university student team EESTEC,
- the Poseidon Team of the University of West Attica,
- the Initiative SCONAKI- Learning Ancient Greek,
- the Greek Robotics team of the Model High School of Anavryta, and
- the Oceanos Team for the construction of a vessel.

## Developing outreach for educational purposes

PPC Renewables S.M.S.A. provided financial support for educational purposes to:

- the NTUA and the School of Electrical and Computer Engineering for their participation in the global competition on energy efficiency, safety and innovation “Shell Eco Marathon,” as well as for the purchase of materials for the construction of a small wind turbine and covering part of its transportation costs to the Netherlands,
- the Department of Geology and Geoenvironment of the NKUA,
- organizations and initiatives for the implementation of educational events, including THETA communications and the organization of the Athens Science Festival.

### Green City – Recycling Program in schools

For a third consecutive year, PPC S.A. supported the educational recycling program “THE GREEN CITY,” informing more than 50,000 primary and secondary school students with the participation of 301 schools in Attica region.

Students were informed about the importance of recycling and how they can recycle 8 categories of materials by placing them in the special bins of the recycling vehicle visiting the schools.

By supporting “THE GREEN CITY” program, PPC promotes quality education, while contributing to waste reduction, resource conservation and the promotion of the Circular Economy model.



Carbon Farming School

With the participation of 500 students of all educational levels, the "Carbon Farming Schools" program was completed in 10 schools of Western Macedonia, Megalopolis, and Attica, with the support of PPC S.A. for a 2<sup>nd</sup> consecutive year.

With the aim of experiential education on sustainable agriculture and nutrition, students and educators participated in informational activities. Through hands-on experience, participants learned about the benefits of sustainability, carbon farming and regenerative agriculture, planting more than 3,600 plants, enriching the soil with 16,000lt (16m<sup>3</sup>) of compost, covering over 1,500m<sup>2</sup> of soil with hay for its protection instead of using chemical fertilizers.

Through the design and installation of Mediterranean agroecological school gardens and the development of experiential educational activities, conditions are also created for interaction and collaboration among children, with the garden serving as a shared space that provides both food and knowledge.

Support of the "AIOLOS" reception and awards

PPC Renewables S.M.S.A. sponsored the event for Global Wind Day and the "AIOLOS" awards ceremony, organized by the Hellenic Wind Energy Association (HWEA/ELETAEN) as the official representative. The aim of the event was to communicate wind science to the public.

Technology reaches everywhere with Kotsovolos and the Aegean Team

Kotsovolos joins forces with the Aegean Team as an Official Donor and Technology Equipment Supporter of the Team's mission, covering the needs of residents on small and remote islands, especially students and teachers of all levels of education, from kindergartens to high schools.

This new partnership aims to support local communities by enhancing residents' digital skills and improving care for children within the education sector.

The first joint initiative between Kotsovolos and the Aegean Team took place on the island of Kasos during the Team's Winter Mission from October 17<sup>th</sup> to 20<sup>th</sup> 2024, where the company provided technology equipment to schools of all levels, supporting over 100 students.

"Unlock the Power of AI" program - The future of technology in the hands of youth

Through the "Unlock the Power of AI" program implemented by Kotsovolos in collaboration with "The Tipping Point" organization, students were offered a unique opportunity to discover the potential of Artificial Intelligence (AI). As part of the program, groups of students had the chance to interact via live video with various professionals, as well as representatives of Kotsovolos, who shared their knowledge and experience, emphasizing the developments brought by AI in the job market, its applications and the ethical dimensions related to the use of GenAI. Student groups from the following regions participated in the program: Orestiada, Ioannina, Zakynthos, Syros, Koufonisia, Amorgos, Kos, Rhodes, Kasos and Rethymno.

Educational programs and support for students

"DEI Proodevo" excellence award program and HEDNO S.A.

For yet another year, PPC S.A. and HEDNO S.A. rewarded the children of employees and retirees who excelled during the school and academic year. As part of the 'DEI Proodevo' initiative, PPC S.A. awarded a total of 446 students from secondary and tertiary education. Specifically, PPC S.A. per level of education, granted:

- 125 excellence awards in the category "Junior High School Diploma"
- 205 excellence awards in the category "High School Diploma"
- 116 excellence awards in the category "University Degree, Masters & Doctorate Degrees"



Similarly, HEDNO S.A., as part of its program to reward the children of employees and retirees, granted 182 excellence awards to top performing students during the corresponding school and academic year. Specifically, 50 excellence awards were granted in the category "Junior High School Diploma", 103 in the category "High School Diploma" and 29 in the category "University Degree, Masters & Doctorate Degrees".

Overall, this excellence recognition initiative represents a significant effort of the Group to promote education and highlight talent. In doing so, it helps shape a promising future for young people, encouraging their academic and professional development.

Career Orientation Program for children of employees and retirees

Since 1995, free career counseling services are offered to the children of the Parent Company's employees and retirees, with strong participation every year. In 2024, the career orientation team provided counseling services to 148 children. This initiative has been widely accepted by those involved, while a similar program is also implemented by PPC Renewables S.M.S.A., as well as by HEDNO S.A., providing career counseling services to 74 children of the Company's employees and retirees, in the same year.

Internship program

PPC S.A., PPC Renewables S.M.S.A. and HEDNO S.A. offered employment opportunities to students (university students, technical school students, etc.) as part of their internship programs, passing on the Group's extensive expertise to young people. Through these internships, students have the opportunity to apply their academic knowledge in practice, collaborate with distinguished professionals of the Group and become familiar with systems, tools, procedures and best practices in their field of interest.

'Learning How to Save Energy' Program for Primary school students

Exoikonomoulis, PPC's child-friendly mascot who promotes energy saving, teaches children, through educational activities, how to care for the planet.

Postgraduate Study Programs for PPC Group employees and graduate Engineers

Postgraduate Study Program “Pumped Hydropower Storage and Hydroelectric Energy”

PPC S.A. recently launched a new, specialized Interdisciplinary Postgraduate Study Program titled “Pumped Hydropower Storage and Hydroelectric Energy,” created for the first time in Greece in collaboration with the University of Western Macedonia (UoWM) and the NTUA. The program is offered to 40 engineers annually.

The program is addressed to most engineering specialties, including Hydraulic, Civil, Mechanical, Electrical, as well as Environmental Engineers, Geotechnical Engineers, and others. Courses began in November 2024 with distinguished professors from UoWM, NTUA, the School of Engineering of the Aristotle University of Thessaloniki, as well as executives of major international consulting firms.



Participants specialize in the design, feasibility analysis and implementation of pumped hydropower storage and hydroelectric generation projects of PPC Group and can work on relevant projects of the Group or other companies, in Greece and globally.

The educational program “Pumped Storage and Hydroelectric Energy” includes lectures and workshops, with a total duration of 150 hours. The courses are mainly conducted through asynchronous distance learning, including visits to hydropower stations, pumped hydropower storage stations of the Group and laboratories of the UoWM.

Postgraduate Study Program “Modern Electricity Distribution Grids”

Responding to modern educational trends and specialized knowledge requirements arising from the Company’s transformation, HEDNO S.A. announced the establishment of a Professional Postgraduate Program titled “Modern Electricity Distribution Grids”, in collaboration with the University of Western Macedonia, embracing the spirit of innovation. In its first implementation cycle, 40 Company employees were eligible to participate, graduates of Technical Universities with at least one year of work experience with the Company.

The program was also open to 10 graduates from accredited and equivalent Universities in relevant fields, and 5 selected candidates chosen by the University, based on HEDNO’s selection criteria.

6.4 Culture

The Group’s cultural activity extends to supporting organizations and initiatives that foster artistic creation, cultural heritage and intercultural exchange. At the same time, the Group contributes to the restoration and enhancement of public spaces of cultural and religious significance, strengthening the cultural identity of local communities.

Support of cultural institutions and contribution in event organization

ANIMASYROS 2024

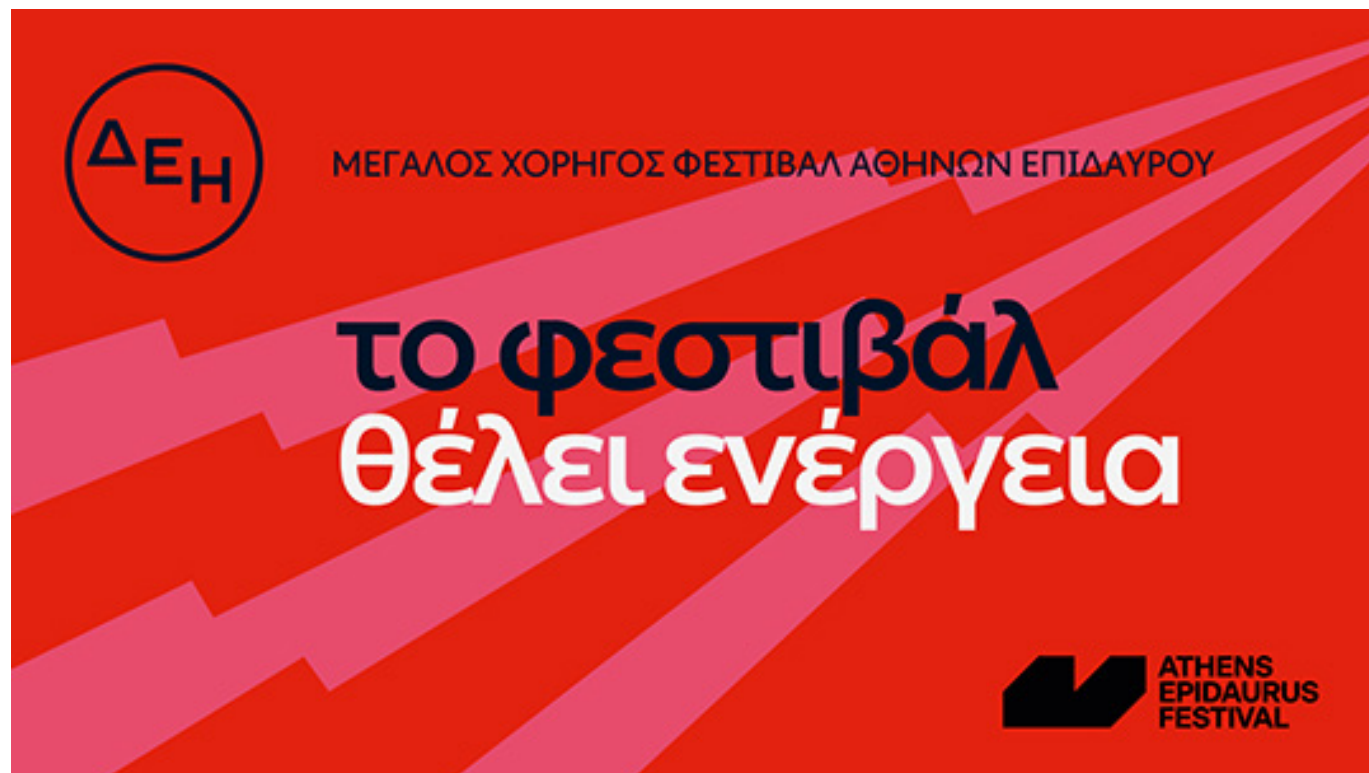
The largest International Animation Festival in Greece and one of the top 20 of its kind in Europe, was held for a third consecutive year with the sponsorship of PPC S.A. in Syros. The central theme of ANIMASYROS 2024 was the African Continent, with a program richer than ever before, hosting 261 films, 6 of which feature-length, from 50 different countries, 8 competition sections -a major tribute to “Africa: An Animated Continent”, as well as smaller thematic vignettes.

Athens Open Air Film Festival

PPC S.A., as strategic partner of the 14th Athens Open Air Film Festival, actively supported the Festival and its activities. Upon initiation of the partnership, Athens was filled with the bright light of cinema, with more than 20 free screenings from June to September.

Kastelorizo International Documentary Festival – Beyond borders

For a second year, PPC S.A. was a Strategic Partner of the Kastelorizo International Documentary Festival “Beyond Borders.” The Festival focused on documentary films pertaining to historical events and personalities, as well as socio-political issues. The purpose of the partnership was to strengthen the dialogue with culture and art, as an integral part of the country’s social and economic web.



#### Thessaloniki Documentary and Film Festival

With the central messages 'The Festival Needs Energy' and 'Inspiration Needs Energy', PPC S.A. supported the Thessaloniki Documentary and Film Festival as a Strategic Partner. The festival took place from March 7<sup>th</sup> - 17<sup>th</sup>, 2024, featuring dozens of screenings and activities. Through this collaboration, PPC supported the Thessaloniki Film Festival organization, fostering a city long associated with culture and the seventh art, as well as the creators who bring every frame and scene to life through their work.

#### Athens Epidauros Festival

PPC S.A. stands as a companion to the Athens Epidauros Festival, actively supporting this significant cultural institution as a Grand Sponsor, recognizing the immense importance of culture in shaping a better future.

PPC S.A. supports everyone and everything that leads us to a future rich in culture, promoting cultural wealth and intercultural exchange, while also fostering artistic diversity.

#### National Theatre of Northern Greece (NTNG)

PPC S.A. actively supported the National Theatre of Northern Greece and its rich program of performances presented by Greek and international creators on its main and alternative stages for the theatrical season up to December 2024. As Grand Sponsor of the NTNG, PPC recognizes the significant contribution of the Organization to the domestic artistic and cultural scene.

#### National Opera of Greece

For one more year in 2024, PPC S.A. as Grand Sponsor, supported the productions of the Alternative Stage of the Greek National Opera, as well as the realization of the opera by Christoph Willibald Gluck "Iphigenia in Aulis / Iphigenia in Tauris." Through the "PPC Energo" program, the Company supports important productions and initiatives that foster cultural dialogue and promote artistic expression.

#### Support of the National Theatre of Greece

For a second year, PPC S.A. was a sponsor of the Main Stage and the Experimental Stage for Young Creators of the National Theatre. In this context, through the "PPC Energo" program, the Company supported the National Theatre and its major productions of the year. The partnership between PPC S.A. and the National Theatre underscores the Company's role as a supporter of artistic expression and cultural creation.

#### Strategic partner of the Benaki Museum

For 80 years, the Benaki Museum has offered a multifaceted and acclaimed cultural contribution. Under this scope, PPC S.A. promotes the work of the Benaki Museum through participation in its exhibitions and exclusive sponsorships.

#### Support of local associations and enhancement of cultural initiatives

Recognizing the importance of art and culture, HEDNO S.A. actively supports cultural organizations and initiatives across Greece. In 2024, HEDNO S.A. notably contributed to the development of sub-projects within the Digital Transformation Framework of the Historical Archive of Lavrio, the tribute to Greek playwright Christoforos Christofis and the 3rd Classical Music Festival of Chalkis Municipality.

#### Support of music events

##### MAD Video Music Awards at Tae Kwon Do stadium

PPC S.A. was a sponsor for a fourth consecutive year of the iconic MAD Video Music Awards, that took place at the Tae Kwon Do Indoor Stadium in Faliro on June 19th 2024.

##### Energy Out Loud

As part of this event, sponsored by PPC S.A., four major music events were held in Attica: Rockwave Festival, Primer Music Festival, EJEKT Festival and RELEASE ATHENS FESTIVAL 2024, giving attendees the opportunity to enjoy internationally renowned artists in Greece.

##### RockWave Festival at Lycabettus Municipal Theatre

PPC S.A. was a sponsor of the largest music festival in Athens for a second year in a row, featuring a series of music events and concerts held at the Lycabettus Municipal Theatre.

##### Primer Music Festival at Tae Kwon Do Indoor Stadium and Plateia Nerou

The organization of the Primer Music Festival by PPC S.A. is a milestone event aimed at promoting electronic music in Greece. PPC S.A. served as the Grand Sponsor of the event, featuring artists such as PAUL KALKBRENNER, along with numerous musicians and contributors, under the titles "Primer Presents" and "Primer Music Festival 2024."

##### Release Athens Festival at Plateia Nerou

Release Athens Festival 2024, which hosted a series of concerts, welcomed dozens of bands representing both the present and future of the global music scene. Among them were punk rock legends The Offspring, the iconic Massive Attack, Pulp, Duran Duran, and Thievery Corporation, as well as some of the biggest names in heavy metal history, including Judas Priest, Bruce Dickinson, Megadeth, Blind Guardian, and Behemoth.



Υπόσχομαι να προστατεύω και να φροντίζω  
αυτόν τον Πλανήτη που είναι το σπίτι μου,  
τώρα και για πάντα.

Εύα Μαρίνα Βασιλέως  
Αλεξάνδρος Κωνσταντίνα Γιώργος

Αντώνης

Χρήστος Στέλιος Θεόδωρος

Να

Ejekt Festival

PPC S.A. was Grand Sponsor of EJEKT Festival 2024, which welcomed as headliners KORN who performed for the first time in Greece, the Italian band MANESKIN – winner of Eurovision 2021, the band BRING ME THE HORIZON / NECK DEEP, and many other famous artists.

Sponsorship of fashion events

MadWalk 2024 at Tae Kwon Do Stadium

For a third consecutive year, PPC supported the unique event in Greece combining music and fashion, by sponsoring MadWalk 2024 by THREE CENTS, held at the Tae Kwon Do Indoor stadium in Palaio Faliro. The audience enjoyed impressive catwalks featuring creations by top Greek designers and fashion brands, along with powerful performances by popular artists. For yet another year, MadWalk 2024 presented its “Fashion Heroes,” its own fashion ambassadors.

6.5 Sports

In the field of sports, the Group supports initiatives and events that promote the values of fair play, teamwork and healthy physical activity. Through supporting local sports clubs and athletic events, it strengthens citizen engagement and strengthens community bonding.

Cycling races with employee participation

Cycling in the Alps for a good cause

Members of the PPC Cycling Team participated in the Global Biking Initiative, an international event that brings together amateur cyclists from around the world to raise funds for charitable causes. They cycled from Bologna to Zurich, raising money for SOS Children’s Villages.

Sports events and collaborations with Federations

Hellenic Cycling Federation

As a Grand Sponsor of the Hellenic Cycling Federation (HCF), PPC S.A. has established its connection with cycling -a strong bond that began in 2021, marked by numerous events across Greece aimed at promoting the shift toward sustainable mobility.

PPC International Cycling Tour of Greece

PPC S.A., as the title and Grand Sponsor, supported the PPC International Cycling Tour of Greece for a third consecutive year, promoting the use of bicycles as a means of recreation and sustainable transportation. The 2024 Tour of Greece connected Thessaloniki with Athens through five uniquely designed stages (race routes), featuring elevation profiles that rival those of major international tours in terms of interest and challenge.



e-bike Festival

The PPC e-bike festival was held for a third year in Thessaloniki, Karditsa, and Athens. During the Festival, visitors had the opportunity to test more than 50 different electric bicycles, suitable for all types of use. A specially designed track was available for test rides, and attendees could also participate in a skill-based game called “Smart Pedal”, where all participants received commemorative gifts.

Athens Bike Festival

PPC S.A. supported the “10th Athens Bike Festival”, gathering more than 15,000 visitors every year, including athletes, amateur cyclists, bike enthusiasts, children and citizens interested in alternative transportation. The Athens Bike Festival highlights the joy of cycling, the simplicity, ease and practicality that define this mode of transport.

City of Athens Culture, Sports & Youth Organization (OPANDA)

PPC S.A. was Grand Sponsor of the 28<sup>th</sup> Athens Cycling Tour organized by OPANDA. Held annually since 1987, the Cycling Tour is a historic institution of the city, attracting more than 15,000 cyclists. It’s a ride through Athens, with routes passing by the city’s most important historical and modern landmarks, welcoming participants of all genders and ages, with a focus on the 18–55 age group.

Ironman Greece 70.3 MARATHON

For a fourth year, PPC S.A. participated as a sponsor in the triathlon event officially titled “PPC IRONMAN® 70.3® Marathon, Greece”, held in Marathonas Municipality. A premier triathlon event, with over 200 races annually and 400,000 participants across more than 90 countries.

ANDRUS BEER TRAIL RACE FESTIVAL

PPC Renewables S.M.S.A. was the official representative and organizer of the 1<sup>st</sup> Andrus Beer Trail Race Festival in 2024. The Company supported the event, aimed to promote openness, the athletic spirit and teamwork among the general public, as well as to offer tangible support to individuals with special needs.

3x3 Schools powered by PPC & POWER TO THE HOOD by Eurohoops

More than 3,500 students from 214 schools across Greece participated in the 3x3 Schools powered by PPC. In collaboration with the Hellenic Basketball Federation, PPC implemented initiatives for a second consecutive year aimed at developing 3x3 basketball in Greece. These included not only the school-based program but also 3x3 PPC Street Basketball, which saw a 65% increase in participation compared to the previous year, offering people of all ages the opportunity to engage in this modern, fast-paced and dynamic sport. The tournament was held in six regional cities and concluded with a final event, where the prize was participating in the FIBA 3x3 Challenger 2024 international tournament.

Finally, with open events for everyone, across the country and throughout the year, PPC S.A. in collaboration with Eurohoops, organized for a second consecutive year the PPC 3x3 POWER TO THE HOOD by Eurohoops sports event.



Support of sports events and athletes

In 2024, HEDNO S.A. promoted athletic awareness and citizen participation in sports by financially supporting various sports clubs and associations, including:

- Cholargos Basketball Club, for the 8th Papagou-Cholargos City Road Race "Running for Autism",
- Donoussa Professionals' Association, supporting the Donoussa 2024 Mountain Running Race,
- Marathonios Dromos NPO, for the organization of the 9th Rhodes Marathon

Finally, HEDNO S.A. provided in-kind sponsorship by purchasing equipment for Paralympian Grigorios Polychronidis, supporting his participation in international competitions and events.

Local sports clubs and organizations

PPC Renewables S.M.S.A. supported local sports organizations through sponsorships, including the Philathlitikos Omilos Proteas Grevenon and the Athletic Club "SARISSES", promoting the values of teamwork and physical activity.

Support of Olympic and Paralympic Athletes

Equal support for the Olympic and Paralympic Teams

With the message "Same in our desires, equal in our abilities" and a commitment to equality, Kotsovolos stands by the athletes of the national Olympic and Paralympic Teams for the past four years, promoting equality and respect for all people, for a better world that includes everyone and a better life without discrimination.

Guided by this message, Kotsovolos supports both teams equally, not only through sponsorship and support programs, but also through a series of initiatives aimed at encouraging and empowering the athletes, while inspiring its employees, partners, and customers with the Olympic ideals and a vision of a world without barriers or discrimination.

As part of this effort, the company organized a celebratory event in July 2024 for its people and partners to wish "good luck" to the athletes of the Greek Olympic and Paralympic Teams ahead of the Paris 2024 Olympic Games.

In a festive atmosphere, Kotsovolos, its people, and its partners personally wished success to 13 athletes from the Greek Olympic and Paralympic delegation, loudly declaring that we are all "Same in our desires, equal in our abilities."



"STRONG. One man against 250 kilometers of open sea", a documentary dedicated to Paralympian athlete Charalampos Taiganidis

As part of the "Technology without Barriers" program, Kotsovolos proudly supported the unique endeavor of Paralympian athlete Charalampos Taiganidis, who overcame his fears and fulfilled his dream of swimming 250km in the open sea -from Chania to Sitia- proving that will power can overcome any obstacle.

Kotsovolos stood by him at every stage of his preparation, filming the entire journey of his effort up to the finish line. This journey was presented in July 2024 in the documentary "STRONG. One man against 250 kilometers of open sea", created by the people of Kotsovolos to inspire viewers with Charalampos's strength, determination and courage.

## 7. Corporate governance, ethics and compliance



PPC Group has been rapidly transforming into a multinational group of private-sector companies, operating in competitive energy markets and beyond. In this context, the implementation and adherence to best practices in corporate governance is a strategic priority for the Group, aiming to establish a robust system of accountability and transparency.

This system is continuously advanced in order to effectively respond to growing environmental and socio-economic challenges, serving the interests of shareholders and all stakeholders. Robust structures and preventive mechanisms are fundamentals to this system, aligning with legislation and international best practices.

## 7.1 Corporate governance

ESRS G1 | GRI 2-9, 2-10,2-11, 2-13, 3-3 | ATHEX ESG C-G1



### Material topic:

- **Corporate culture**

In addition to its comprehensive governance framework, the Group establishes, develops, promotes and evaluates its corporate culture, integrating ethical standards across all aspects of its operations. The Board of Directors and senior executives play a key role in strengthening the Group's corporate culture, setting the standards and rules for its implementation.

Under this scope, in 2024, the Group General Department of Human Resources and Organization continued the "Corporate Culture Program", aiming to shape and further strengthen corporate culture in alignment with PPC Group's strategic objectives and vision.

### Group Corporate Governance System (CGS)

Corporate governance for PPC Group represents a framework of structures, principles, rules, procedures and practices, in pursuit of continuous improvement of its operation, enforcing long-term economic value, and creating shared value for society and the environment.

Under this perspective and in response to emerging market demands for greater transparency and accountability in an ever-evolving business environment, the Group is developing a unified and strong Corporate Governance System (CGS) to support the achievement of its growth objectives.

Specifically, in 2024, through the Group General Legal Affairs & Corporate Governance Department, the Group initiated the project of planning a Corporate Governance System at Group level, pursuant to L. 4706/2020, the [Hellenic Corporate Governance Code](#) already adopted and implemented by the Parent Company, international best practice and applicable EU legislation (REMIT, EMIR, MAR Regulations, etc.). The objective of the project is the substantial integration of PPC Group principles and values into its operations, so that they shape processes, policies and behaviors across the entire Group. In 2024, the first phase of the project was completed, focusing on mapping and analyzing differences in the corporate governance systems of the Group's significant subsidiaries, both in Greece and abroad.

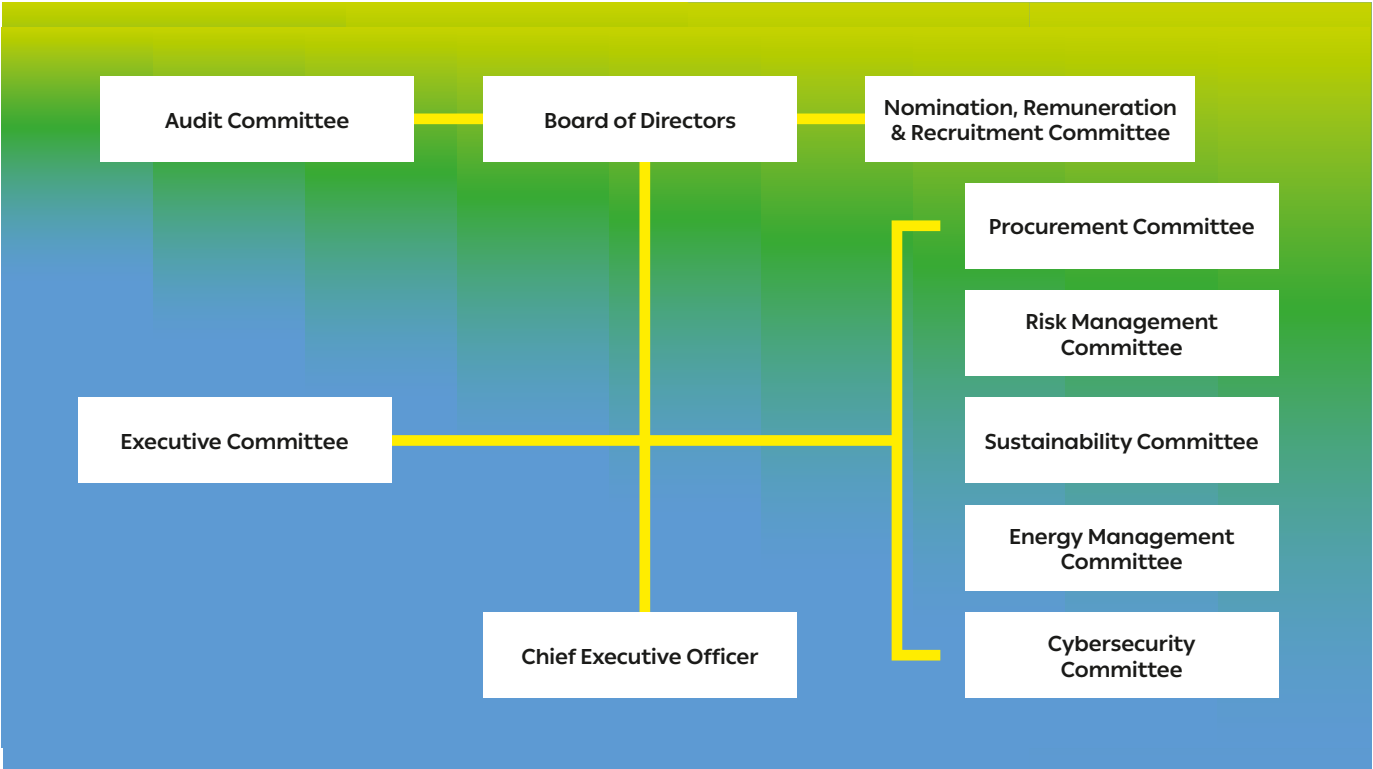
The Group CGS, including the structures and/or procedures of internal audit, risk management and regulatory compliance, ensures that significant subsidiaries (within the meaning of L. 4706/2020) operate effectively, comply with applicable laws and regulations, and provide accurate financial and general information to the Parent Company. Adherence to the Group's principles and practices contributes to maintaining effective oversight, protecting assets and effectively managing business risks for the Group.

Further information regarding the Group's corporate governance practices and the key features of its Corporate Governance System are included in [Sections III Corporate Governance Practices and IV.3 Key Characteristics of the Corporate Governance System \(including the ICS\) of significant subsidiaries](#), of PPC Group's 2024 Annual Financial Report.

### Administrative, supervisory, and management bodies

The Board of Directors of PPC Group consists of 11 members, elected for a three-year term of office, of whom 3 (27%) are executive and 8 (73%) are non-executive. Among the non-executive members, 6 (55%) are independent as defined by L. 4706/2020 on Corporate Governance. Moreover, as the roles of the Chairman of the Board of Directors and the Chief Executive Officer are held by the same individual, the Vice Chairman of the Board of Directors serves as an independent non-executive member and possesses expanded responsibilities that align with those of the Senior Independent Member, in accordance with the Special Practices of the Hellenic Corporate Governance Code adopted and implemented by the Parent Company.

In accordance with Article 10 of L. 4706/2020 and the Parent Company's Articles of Association, two Board Committees operate within the Parent Company: the Audit Committee and the Nominations, Remuneration & Recruitment Committee. Additionally, to support the fulfillment of its responsibilities, the Board of Directors has established six further committees, which operate in an advisory capacity and play a key role in the decision-making process.



Further information regarding the Curricula Vitae and the sustainability related qualifications of the Group's board members is included in the Statement of Corporate Governance, [Chapter A. 3 Curricula Vitae of the members of the Board of Directors](#), of PPC Group's 2024 Annual Financial Report.

PPC Group organizational structure

PPC Group has a multi-level and modern organizational structure, reflecting its leading role in the energy sector in Greece and Southeastern Europe. This structure supports strategic development, effective management and flexibility in addressing the challenges of the energy transition.

7.2 Business ethics and regulatory compliance

ESRS G1 | GRI 2-15, 2-16, 2-23, 2-24, 2-25, 2-26, 2-27, 3-3, 205-3, 206-1 |  
ATHEX ESG C-G5, A-G2, SS-S9, SS-G1



Material topic:

• Corruption and bribery

PPC Group applies a proactive, active and responsible approach, regularly monitoring developments in the regulatory framework. This approach ensures timely compliance with regulatory requirements and alignment with the principles of responsible business conduct.

Compliance with the applicable regulatory framework, as well as with the principles of business ethics and conduct, is a non-negotiable priority for the Group and reflects its steadfast commitment to the principles of integrity, transparency and adherence to standards.

This strategy strengthens stakeholder trust, substantially limiting the risks of negative impacts that could affect the Group's reputation, financial stability and, consequently, its ability to effectively implement its sustainability strategy.

Ethics & Compliance Program

The Parent Company's objective is to ensure that its principles and values are effectively implemented and influence practices, policies, and behaviors across the Group. In particular, the Ethics & Compliance Program, which is implemented by the Parent Company through the Compliance Department in cooperation with the Cultural Transformation & New Activities HR Department of the Company, aims not only at legal compliance but also at shaping a culture within the Company and the Group more widely. In this context, in 2024 the Compliance Department carried out implementing actions of the "Ethics and Compliance of the Company" Program, with the goal of embedding the Policies into Business operations and promoting ethical behavior standards. Ensuring the Company's compliance with laws and regulations and zero tolerance for corruption and bribery, reflects its firm commitment to the principles of integrity, transparency and respect for rules.

Policies of the Ethics & Compliance Program

- Code of Conduct
- Anti-money Laundering and Counter-terrorism Financing (AML/CTF) Policy
- Conflict of Interest Policy
- Policy against Violence and Harassment at Work
- Human Rights Policy
- Enforcement Policy & Report/Complaint Handling Procedure
- Anti-Corruption and Anti-Bribery Policy

Within the framework of the Program, in 2024, implementation actions were undertaken with the main objective of promoting transparency and integrity processes in the Parent Company's business operations and establishing a culture of ethics and compliance. In particular:

- Provision of advice and guidance to employees on issues related to the implementation of the Business Conduct Policies, through tools such as the Help Line and the Compliance Responders Network («train the trainers») for the facilitation of two-way and faster communication of compliance issues.
- Training and awareness programs for employees regarding the Program's Policies and the Company's Code of Conduct.
- Development of a digital platform for the submission and registration of annual Declarations of Compliance with the Code of Conduct.
- Digital submission and registration of Conflict-of-Interest Declarations by liable persons.
- Actions for the implementation of Program Policies in the Individual Stages of Executive / Staff Recruitment and during the Due Diligence Third Parties Process.
- Sample audits in operational areas of implementation of the Program Policies (ongoing monitoring) in order to identify, in cooperation with the competent Units, any "weaknesses" in operational procedures and to enhance the more effective implementation of the Group's Policies.
- Training initiative on energy transactions and the applicable regulatory framework against money laundering acts, in accordance with the applicable Anti-money Laundering and Counter-terrorism Financing Policy.

Additionally, in 2024, the promotion of the Company's Business Ethics Policies was conducted at Group level, with particular focus on significant subsidiaries. Finally, in 2024, no penalties were imposed at Group level for anti-competitive behavior, antitrust violations, or monopolistic practices.

Further information on the content of the Group's responsible business conduct policies is provided in [chapter 4.1.2 Business conduct policies and corporate culture](#), of the Sustainability Statement included in PPC Group's 2024 Annual Financial Report.

Internal Control System (ICS)

The Group has established an Internal Control System (ICS), which includes all the internal control mechanisms and procedures governing the organization, including Risk Management, Internal Audit and Regulatory Compliance. Through a comprehensive framework of procedures and mechanisms, the ICS contributes in particular to:

- the consistent implementation of the business strategy, with the efficient use of the available resources,
- the identification and management of material risks associated with business operations,
- the effective functioning of the Group Internal Audit Department,
- the compliance with the regulatory and legislative framework, as well as the internal rules governing the Group's operation,
- ensuring the completeness and reliability of the data and information required for the accurate and timely determination of the Company's financial position and the preparation of reliable financial statements, as well as its non-financial status.

The Audit Committee is responsible for monitoring, reviewing and evaluating the adequacy and effective operation of the ICS.

The Board of Directors regularly reviews the corporate strategy, the main business risks for the Company and the Internal Control System it implements.

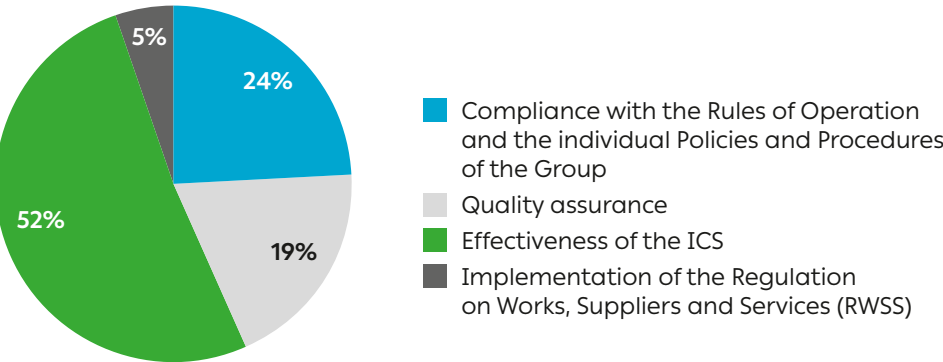
Internal Audit, in accordance with L. 4706/2020 as in force, is performed by an independent organizational unit within PPC Group, with the purpose of monitoring and improving its operations and policies. This unit is the Internal Audit Group Function (IA/GrF), which reports functionally to the Audit Committee and administratively to the CEO.

The mission of the IA/GrF under its Charter is to ensure adequate and valid control of the Group including its significant subsidiaries, in order to protect the interests of the shareholders, in accordance with the applicable legislation, the principles of Corporate Governance and the best practices of Internal Audit. Specifically, the IA/GrF monitors, audits and evaluates:

- quality assurance mechanisms,
- corporate governance mechanisms, and
- compliance with the commitments contained in prospectuses and business plans of the Group regarding the use of funds raised on the regulated market.

In 2024, a total of 37 audits were conducted within the framework of the IA/GrF annual audit program.

Subject of audits conducted in 2024



For further information regarding the Internal Audit of PPC Group, please refer to [Section IV Internal Control System and Corporate Governance System](#) of PPC Group's 2024 Annual Financial Report.

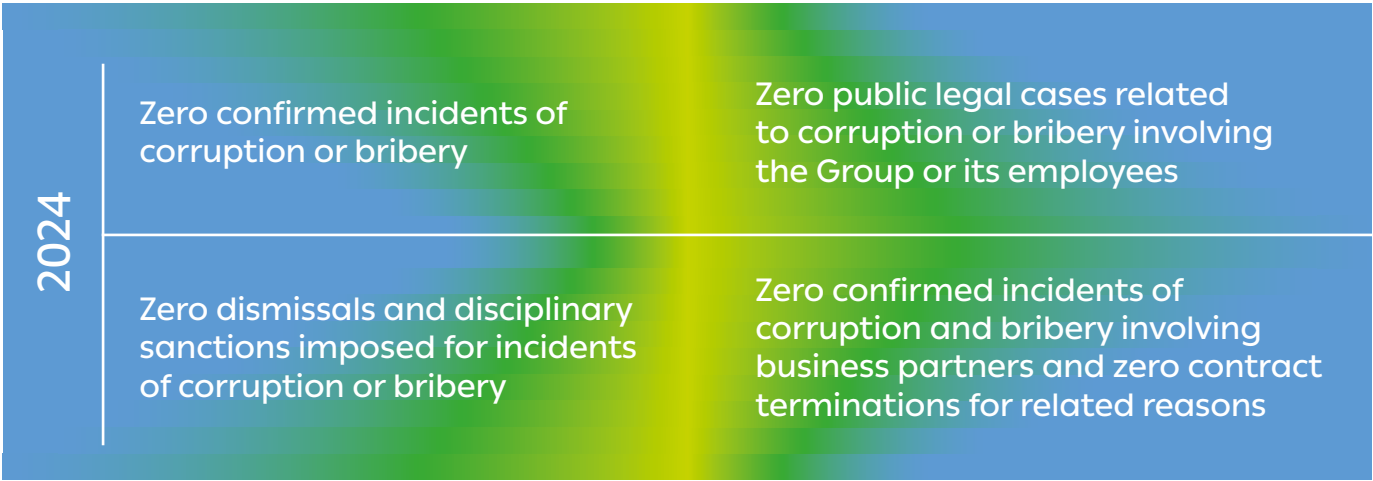
Preventing corruption and bribery

Combating corruption and bribery is a priority for PPC Group. In this context, the Group consistently promotes the principles of integrity and transparency across all aspects of its operations, unequivocally condemning any form of corruption, as well as any action or omission that could harm its reputation and credibility.

In particular, the Group implements procedures aimed at the prevention, detection and addressing reports or incidents of corruption and bribery, which are described in the Code of Conduct and the Anti-Corruption and Anti-Bribery Policy. These documents are available to all Group employees, while relevant training is conducted on a regular basis. Any deviation from these guidelines is unacceptable and may lead to disciplinary measures.

Furthermore, the Group has established communication channels for reporting or disclosing potential incidents of violations, through the Report/Complaint Handling Procedure.

Further information regarding the Group's Report/Complaint Handling Procedure is provided in the Sustainability Statement, [chapter 4.1.2 Business conduct policies and corporate culture - Enforcement Policy & Report / Complaint Handling Procedure](#), included in PPC Group's 2024 Annual Financial Report.



The Group's Sanctions Policy ensures that all reported violations are investigated and reviewed in a fair and consistent manner, while at the same time protecting the rights of all parties involved. Moreover, the Policy focuses on the proactive prevention of recurring phenomena.

Finally, great emphasis is placed on employee engagement in training and awareness programs, as these enhance their understanding of anti-corruption and anti-bribery practices. The training programs are designed to incorporate real-life scenarios and case studies, enabling employees to recognize warning signs and be aware of the appropriate channels for reporting unethical behavior.



7.3 Risk management and business continuity

ESRS G1 | ATHEX ESG SS-G2, SS-G3

PPC Group implements a comprehensive risk management system addressing both internal and external factors, aiming at the timely identification, assessment and mitigation of risks that could affect its business continuity. This approach includes risk analysis across short-term, medium-term and long-term horizons, taking into account factors such as climate change, technological developments, market conditions and geopolitical shifts.

The Group General Risk Management and Insurance Department is responsible for the development and implementation of the Risk Management System, in alignment with the Risk Management Policy, according to which: a) all corporate risks are assessed (identified, quantified and prioritized by degree of significance), b) the risk management and response strategy is determined, including risk acceptance, avoidance and mitigation by modifying the relevant corporate action, or sharing/transferring the risk, and c) procedures are defined for monitoring the evolution of risks through appropriate procedures and control indicators.

PPC Group Risk Management System



The competence and responsibility for the management of individual risks remain with the Operational Units to which these risks pertain. The Risk Management Committee is entrusted with the risk management oversight of all Group activities and contributes to the development of the Risk Management Corporate Framework and the monitoring and reporting of significant Corporate Risks.

In 2024, the project to update existing response plans and monitoring indicators related to key corporate risks was launched, along with the development of new ones. The project is currently in progress and is expected to be completed within 2025.

Additionally, training initiatives were conducted to promote a Risk Management culture within the Group.

7.4 Cybersecurity and data protection

ESRS S4, G1 | ATHEX ESG C-G6

Cybersecurity and data protection are strategic priorities for PPC Group, as a large part of its operations relies on information systems and digital infrastructure. The continuous digitalization of activities, combined with the increasing use of industrial and telecommunications systems, broadens the scope of cyber threats and intensifies the need for effective management of related risks.

The Group is exposed to various risks, such as system unavailability, compromise of data integrity and reliability, unauthorized access and malicious cyberattacks, which could cause data breaches, operational disruptions or damage to its reputation. These threats are intensifying globally, especially in the energy sector and critical infrastructure, making cybersecurity a critical factor for regulatory compliance and ensuring business continuity.

To prevent and address these risks, the Group implements a structured cybersecurity framework, which includes:



Recognizing that no technological solution can fully eliminate risk, the Group has integrated cybersecurity into its corporate risk management framework and maintains specialized insurance against cybersecurity incidents for its critical systems. This insurance is based on the robust protection measures applied and meets the required specifications.

Furthermore, to enhance customer trust and compliance with international standards, the Group maintains certified Information Security Management Systems. In this context, the Parent Company is certified under ISO 27001:2013 for its training system and undergoes regular audits by accredited bodies.

Through this strategic approach, PPC Group strengthens its resilience against modern digital threats and ensures the uninterrupted operation of its critical infrastructure.

For further information regarding the procedures related to cybersecurity and the management of the Group's information systems, please refer to [Section IV Internal Control System and Corporate Governance System, subsection 'Information Systems'](#) of PPC Group's 2024 Annual Financial Report.



## 8. Research and innovation projects



Accredited laboratory testing, inspection and certification services

The Group consistently invests in research, development and innovation through the [PPC Innovation Hub](#), which offers laboratory services, as well as inspection and certification services. The Hub's activities include the implementation of applied research, either independently or through collaborations with Universities, Research Centers, national and international institutions. In September 2024, PPC Innovation Hub<sup>32</sup> was split into two departments: the Research and Innovation Department (RID), which continues the activity of applied research and innovation, and the Laboratories, Certification and Inspection Department (LCID), specializing in the fields of laboratory testing, inspections and certifications.

The Laboratories, Certification and Inspection Department (LCID) is accredited by the Hellenic Accreditation System (ESYD), in accordance with the ELOT EN ISO/IEC 17025 standard for laboratory testing and calibrations, as well as ELOT EN ISO/IEC 17020 standard as a Type B Inspection Body for conducting on-site inspections of lifting equipment and pressure vessels. Its activity encompasses critical sectors related to environmental protection, sustainability, energy, materials and construction, as well as digital and industrial systems, including cybersecurity topics. Through its services, the LCID addresses the needs of PPC Group and its subsidiaries, while also providing services to private enterprises, public organizations and a wide range of industrial sectors.

Under the scope of its contribution to the green transition and the Group's development plan, the LCID continued to provide critical services in 2024, strengthening the reliability, safety and sustainability of energy and technology infrastructures, through the following services:

- Conducting accredited laboratory tests on water, lubricants and wastewater of PPC. Specifically, the Chemistry Sector laboratories conduct analyses on liquid and solid waste, surface and groundwater, fuels and lubricants, transformer oils, etc. The aim is to ensure the Company's compliance with environmental legislation and to monitor the impact of its activities on the aquifer and the environment.
- Promoting H&S for all stakeholders (customers, employees, etc.) through a series of regular quality checks on drinking water across company facilities (offices, production units, retail stores, etc.).
- The Robotics Laboratory conducts mapping and inspections of the electricity distribution network using drones. Through specialized cameras and AI software, both the condition of the infrastructure and the growth of surrounding vegetation are analyzed, to ensure the uninterrupted operation of the distribution network. Periodic inspections are also conducted at PV and wind stations for the predictive maintenance of RES infrastructure.
- Supporting RES infrastructure projects through concrete and geotechnical/rock mechanics testing during the construction of wind farms and dams, conducted by the Civil Engineering Studies and Quality Control Sector.
- Supporting the strategic e-mobility plan through the operation of the E-mobility Laboratory under the Electrical Testing and Measurements Department. Safety-protection and functionality tests are conducted to ensure the safe acceptance of electric vehicle (EV) chargers installed in the network. Additionally, digital communication tests between charging station and EV are performed to ensure the seamless operation of charging stations.

32 PPC Laboratories, Certification & Inspection S.M.S.A (PPC Inspectra)

Certifications

- Development of a certification body for ISO 14001 and 45001 with the Certification Sector of LCID having submitted an application to the Hellenic Accreditation System. Soon, it will be able to provide ISO 14001 and 45001 certificates as an accredited certification body to businesses in the domestic and European markets.
- Development of certification schemes for individuals (skills) in collaboration with the University of Western Macedonia, in areas related to the energy transition and specifically e-mobility.
- Participation in the new European research project MiCRET, aiming to create a library of microcredentials targeting RES technicians.

Additional activities supporting innovation

- Sponsorship of the National Robotics Team (FIRST GLOBAL Challenge Team Greece) as a named sponsor.
- Participation in judging panels of Greentech 2024 and Enlit 2024 for evaluating startup proposals related to energy transition, green energy and sustainability.
- Continuation of the pilot Building Energy Management System (BEMS) initiative, aimed at energy management of RID and LCID facilities through the use of sensors and information systems. The ultimate goal is to reduce the carbon footprint of its buildings while simultaneously increasing its energy efficiency.

Participation in research programs

In 2024, PPC Group further advanced its active engagement in research and innovation initiatives. These actions highlight its ongoing commitment to a sustainable and innovative energy future.



Net Zero Carbon Footprint

| Program      | Start      | End        | Description                                                                                                                                                                                                                                                                                                                                                | Company  |
|--------------|------------|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| TRIERES      | 01.07.2023 | 30.04.2028 | Developing a "Small Scale Hydrogen Valley" for the creation and demonstration of an integrated energy ecosystem based on hydrogen, RES and circular economy. The initiative promotes sustainable mobility, local growth and is also part of the European strategy for the development of hydrogen infrastructure.                                          | PPC S.A. |
| Battery2Life | 01.01.2024 | 31.12.2026 | Using electric vehicle batteries in their second life cycle, through innovative, flexible and smart management systems. Energy storage solutions in home and grid applications are implemented, supporting the integration of RES and the efficient operation of electricity supply grids, promoting circular economy and a sustainable energy transition. | PPC S.A. |

| Program                                    | Start      | End        | Description                                                                                                                                                                                                                                                                                                                                                       | Company                 |
|--------------------------------------------|------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| <b>SOLARIS</b>                             | 01.07.2024 | 30.06.2028 | Optimizing the performance and maintenance of photovoltaic systems through the development of innovative physical and digital tools. Introducing weather and production forecasting tools, monitoring and inspection techniques using sensors and drones, fault detection systems and energy storage strategies.                                                  | PPC S.A.                |
| <b>HYSCALE</b>                             | 01.06.2023 | 31.05.2027 | Development of innovative alkaline membrane electrolysis technology for efficient and cost-effective production of green hydrogen. Focusing on resources excluding critical raw materials, for the implementation of a high efficiency and low cost 100kW system, validated under industrial operating conditions, thus supporting the European green transition. | PPC S.A.                |
| <b>iDesignRES</b>                          | 01.10.2023 | 30.09.2027 | Developing AI tools and digital twins for smart design and flexible integration of RES and other low-emission technologies into the energy system. This approach enhances grid reliability, economy and resilience, fostering the green transition and Europe's energy security.                                                                                  | PPC S.A.                |
| <b>LIFE CO<sub>2</sub>toCH<sub>4</sub></b> | 01.10.2021 | 30.09.2025 | The program aims to develop and demonstrate an innovative, integrated and sustainable industrial process for simultaneous energy storage and CO <sub>2</sub> capture and utilization (CCU), with the integration of RES. PPC Renewables S.M.S.A. is the coordinating partner of the project.                                                                      | PPC Renewables S.M.S.A. |
| <b>COALITION</b>                           | 01.01.2023 | 31.12.2026 | Strengthening regional innovation ecosystems to support the transition of lignite regions to resilient, climate-neutral economies. Through engagement procedures, skills development and innovative forms of governance, local communities are empowered, social cohesion is reinforced and sustainable and inclusive regional development is promoted.           | PPC S.A.                |

| Program                    | Start      | End        | Description                                                                                                                                                                                           | Company    |
|----------------------------|------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| <b>CRETE VALLEY</b>        | 01.12.2023 | 30.11.2028 | Creation of a "Living Lab" (REV-Lab) on Crete, combining cutting-edge technologies, digital solutions and innovations to achieve energy autonomy.                                                     | HEDNO S.A. |
| <b>CRAVE-H<sub>2</sub></b> | 01.06.2023 | 31.05.2028 | Production and distribution of green hydrogen on Crete and the Aegean.                                                                                                                                | HEDNO S.A. |
| <b>ASTERIX-CAESar</b>      | 01.10.2023 | 30.09.2027 | Solar thermal power plant with energy storage.                                                                                                                                                        | HEDNO S.A. |
| <b>SINNOGENES</b>          | 01.01.2023 | 31.12.2026 | Toolkit for the integration of innovative energy storage solutions.                                                                                                                                   | HEDNO S.A. |
| <b>EVELIXIA</b>            | 01.10.2023 | 30.09.2027 | Upgrading buildings to become Active Utility Nodes (BAUNs).                                                                                                                                           | HEDNO S.A. |
| <b>OPENTUNITY</b>          | 01.01.2023 | 31.12.2026 | Flexibility ecosystem for energy systems.                                                                                                                                                             | HEDNO S.A. |
| <b>ENFLATE</b>             | 01.09.2022 | 31.08.2026 | Consumer-centric flexibility platforms.                                                                                                                                                               | HEDNO S.A. |
| <b>OneNet</b>              | 01.10.2020 | 31.03.2024 | Unified network for leveraging flexibility and energy storage.                                                                                                                                        | HEDNO S.A. |
| <b>Interconnect</b>        | 01.11.2023 | 31.03.2024 | Interoperable ecosystem for efficient energy management.                                                                                                                                              | HEDNO S.A. |
| <b>DECOMPRES</b>           | 01.10.2024 | 30.09.2028 | Cold Ironing infrastructure at Rafina port and respective studies for the ports of Corfu, Kavala and Lavrio.                                                                                          | HEDNO S.A. |
| <b>ALFION-INFRA</b>        | 01.10.2023 | 31.12.2026 | Installation of three shore-side electricity (SSE) points for ships at Igoumenitsa port.                                                                                                              | HEDNO S.A. |
| <b>CENTAVROS</b>           | 01.11.2022 | 31.12.2024 | Upgrade of Infrastructure, Intraconnectivity, and Environmental Sustainability at Volos Port.                                                                                                         | HEDNO S.A. |
| <b>EV4EU</b>               | 01.06.2022 | 31.05.2026 | Development of innovative technologies for the smoother integration of large numbers of electric vehicles, using smart and/or bidirectional charging, into the existing electric grid infrastructure. | HEDNO S.A. |



## Nature Positive Operations

| Program     | Start      | End        | Description                                                                                                                                                                                                                                                                                                                                                                                                       | Company                                 |
|-------------|------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| intelWATT   | 01.10.2020 | 30.03.2024 | Development of innovative, cost-efficient, smart separation technologies applied in the energy and water industries.                                                                                                                                                                                                                                                                                              | PPC S.A.                                |
| D-Hydroflex | 01.09.2023 | 31.08.2026 | Developing digital solutions to improve performance and sustainability of hydropower stations, leveraging AI, digital twins, hybrid hydrogen systems and cloud computing. The project contributes to environmental protection and the effective integration of hydropower plants into the electricity grid, aiming in grid stability and biodiversity protection.                                                 | PPC S.A.                                |
| Di-HYDRO    | 01.10.2023 | 30.09.2026 | Supporting sustainable energy production through the development of smart tools and digital decision-making technologies for hydropower plants, enabling predictive maintenance, optimized operation and compliance with environmental standards. This integrated approach strengthens the role of hydropower units in the green transition and facilitates their participation in the modern electricity market. | PPC S.A.                                |
| iAMP-Hydro  | 01.10.2023 | 30.09.2026 | Developing a hydropower station management platform, with integrated production forecasting, predictive maintenance and environmental monitoring capabilities. The demonstration of the platform will take place at hydropower plants, aiming to reduce maintenance costs, increase RES penetration and provide flexibility through advanced AI tools and data interoperability.                                  | PPC S.A.,<br>PPC Renewables<br>S.M.S.A. |
| ECLIPSE     | 01.09.2024 | 31.08.2026 | Reduction of energy consumption based on an open reference framework.                                                                                                                                                                                                                                                                                                                                             | HEDNO S.A.                              |



## Socioeconomic Shared Value Creation

| Program  | Start      | End        | Description                                                                                                                                                                                                                                                                                                                                                                           | Company  |
|----------|------------|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| EV4EU    | 01.05.2022 | 31.10.2025 | Development and demonstration of innovative, human-centric Vehicle-to-Everything (V2X) management strategies to support the large-scale deployment of electric vehicles. The project evaluates impacts on batteries, user behavior, power grids and connections with the energy markets, through pilot applications under real-life conditions and the use of RES for smart charging. | PPC S.A. |
| EVIDENT  | 01.12.2020 | 29.02.2024 | Analysis of energy consumption data from the My Energy Coach platform. The project aims to obtain insights on consumer energy behavior and propose improvements for My Energy Coach, fostering "energy mindfulness" and energy literacy among users.                                                                                                                                  | PPC S.A. |
| ELECTRON | 01.10.2021 | 30.09.2024 | Provision and demonstration of a next-generation Electrical Power and Energy System (EPES) platform, capable of strengthening resilience against cyberattacks, data breaches and privacy violations.                                                                                                                                                                                  | PPC S.A. |
| PHOENI2X | 01.07.2022 | 30.06.2025 | Developing an integrated cyber-resilience framework for critical infrastructure, leveraging AI for the prevention, detection and automated response to digital and physical threats. The project strengthens collaboration between critical service providers and national authorities, ensuring business continuity and rapid information exchange.                                  | PPC S.A. |
| AI4CYBER | 01.09.2022 | 31.08.2025 | Development and implementation of a next-generation framework for delivering smart, adaptive and reliable cybersecurity services. The project leverages AI and Big Data technologies, enhancing the resilience of critical infrastructure and the ability to respond to evolving digital threats at the European level.                                                               | PPC S.A. |

| Program                   | Start      | End        | Description                                                                                                                                                                                                                                                                                                                                                    | Company  |
|---------------------------|------------|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| <b>DYNABIC</b>            | 01.12.2022 | 30.11.2025 | The strategic objective of DYNABIC is to enhance the resilience and operational continuity of European critical services against advanced cyber-physical threats, through innovative cybersecurity solutions that combine AI, real-time adaptability and collaborative infrastructure protection.                                                              | PPC S.A. |
| <b>S3SF</b>               | 01.09.2023 | 31.08.2025 | Training professionals in energy efficiency for advanced smart energy systems, through the development of a digital platform simulating energy-saving solutions. The project promotes diversity and entrepreneurship, creating a VET provider network supporting the adoption of Smart Energy Systems (SES) and the EU's energy efficiency targets.            | PPC S.A. |
| <b>SecAwareness Truss</b> | 01.01.2024 | 31.12.2026 | Strengthening European cybersecurity resilience and response capacity to digital threats, through targeted training programs, simulation platforms and knowledge exchange. The project offers practical training for the protection of critical infrastructure and effective response to emerging cyber risks.                                                 | PPC S.A. |
| <b>RAIDO</b>              | 01.01.2024 | 31.12.2026 | Development of automated methods for data curation and enrichment, integrating techniques such as digital twins and diffusion models, to create high-quality, representative, unbiased, and compliant training data. Creation of efficient models and tools for the development of energy-sustainable "green" AI.                                              | PPC S.A. |
| <b>NOUS</b>               | 01.01.2024 | 31.12.2026 | Design of a European Cloud Service that leverages computational and storage resources, supercomputers, and quantum systems. As a cloud Infrastructure-as-a-Service (IaaS)/ Platform-as-a-Service (PaaS) platform, IT will enable the seamless integration of heterogeneous resources into a unified, flexible and secure high-performance computing ecosystem. | PPC S.A. |

| Program          | Start      | End        | Description                                                                                                                                                                                                                                                                                                                                                         | Company  |
|------------------|------------|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| <b>HEDGE-IoT</b> | 01.01.2024 | 31.12.2026 | Development of an innovative digital framework that leverages the capabilities of the Internet of Things (IoT) to enhance flexibility and resilience of energy systems. Through the deployment of smart applications and the integration of cutting-edge technologies, the project supports the sustainable energy transition and the integration of RES in Europe. | PPC S.A. |
| <b>5G-INDUCE</b> | 01.01.2021 | 30.06.2024 | Creation of a 5G network platform for the demonstration and evaluation of advanced network applications (NetApps), primarily developed by innovative small and medium-sized enterprises.                                                                                                                                                                            | PPC S.A. |
| <b>EnerTEF</b>   | 01.11.2024 | 31.10.2027 | Establishment of a Joint Distributed AI Testing and Experimentation Facility (TEF), bridging the gap between demand and available, rigorously tested AI solutions. Through 'AI Living Labs', collaboration is enhanced, adaptive models are developed and AI data protection is ensured.                                                                            | PPC S.A. |
| <b>DEMANDS</b>   | 20.10.2024 | 19.10.2027 | Provision of targeted training in intercultural skills for low-skilled individuals and former lignite sector workers. Through upskilling and reskilling programs, social inclusion and employability of working-age adults in transition regions are strengthened, promoting a just and sustainable shift.                                                          | PPC S.A. |
| <b>TWINVEST</b>  | 01.07.2024 | 31.12.2027 | Development of a digital twin for onshore wind farms, providing valuable information to investors regarding operation, maintenance and environmental parameters. Placing emphasis on AI and cybersecurity, the project supports sustainable and well-informed decision-making in the wind energy sector.                                                            | PPC S.A. |
| <b>TERMINET</b>  | 01.11.2020 | 31.01.2024 | Provision of an architecture reference for next-generation IoT, aiming in developing predictive maintenance applications for critical energy facilities.                                                                                                                                                                                                            | PPC S.A. |

| Program                             | Start      | End        | Description                                                                                                                                                                                                                                                                                                                                                                              | Company                |
|-------------------------------------|------------|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| <b>30 Renewable Islands by 2030</b> | 01.01.2024 | 31.12.2026 | The objective of this program is the identification and provision of technical support, over a period of 3 years, to 30 islands and island clusters, driving them towards full energy independence through 100% RES penetration by 2030. Selected islands include Astypalea and Lesvos, where PPC Renewables participates as a member of the transition team for the respective islands. | PPC RENEWABLES S.M.S.A |
| <b>ALTITUDE</b>                     | 01.03.2023 | 30.04.2024 | Automated overhead power line monitoring using drones and AI.                                                                                                                                                                                                                                                                                                                            | HEDNO S.A.             |
| <b>ODEON</b>                        | 01.01.2024 | 31.12.2027 | Technological framework for the integration of RES leveraging AI.                                                                                                                                                                                                                                                                                                                        | HEDNO S.A.             |
| <b>HEDGE-IoT</b>                    | 01.01.2024 | 30.06.2027 | Digital framework for the integration of IoT into energy systems.                                                                                                                                                                                                                                                                                                                        | HEDNO S.A.             |
| <b>TwinEU</b>                       | 01.01.2024 | 31.12.2026 | Digital twin for energy infrastructure and interoperability.                                                                                                                                                                                                                                                                                                                             | HEDNO S.A.             |
| <b>DATAMITE</b>                     | 01.01.2023 | 31.03.2026 | Platform for data management and exchange using AI.                                                                                                                                                                                                                                                                                                                                      | HEDNO S.A.             |
| <b>SYNERGIES</b>                    | 01.09.2022 | 28.02.2026 | Energy data space for data sharing and reuse.                                                                                                                                                                                                                                                                                                                                            | HEDNO S.A.             |
| <b>COCOON</b>                       | 18.09.2023 | 17.09.2026 | Cyber-physical protection mechanisms for energy grids.                                                                                                                                                                                                                                                                                                                                   | HEDNO S.A.             |
| <b>R2D2</b>                         | 01.10.2022 | 30.09.2025 | Strengthening the resilience of energy systems against climate and cyber threats.                                                                                                                                                                                                                                                                                                        | HEDNO S.A.             |
| <b>MOTIVATE XR</b>                  | 01.06.2024 | 31.05.2027 | Maintenance, support and operational training using extended reality (XR) technologies to optimize efficiency.                                                                                                                                                                                                                                                                           | HEDNO S.A.             |



# 9. Appendices

9.1 ESG objectives

ATHEX A-G3

| Sustainable Development Strategic Pillar | Commitment                                                                                                              | Goal                                                                                                                                         | 2024 Performance <sup>33</sup>                                                                                                                                                                                                                                                                                                                                                                                                                | Time horizon <sup>34</sup> |
|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| Net zero                                 | Achievement of net-zero greenhouse gas emissions and minimization of atmospheric pollution from the Group's operations. | Reach net-zero GHG emissions across the value chain by 2040.                                                                                 | The performance of the reporting year against the GHG emissions reduction targets, which are fully aligned with the SBTi criteria, is presented in detail in Chapter 2.1.2 Climate change mitigation of the present Sustainability Report. The data used to assess this performance are referenced in the Sustainability Statement, <a href="#">chapter 2.2.7 Metrics</a> included in PPC Group's 2024 Annual Financial Report 2024.          | Long-term                  |
|                                          |                                                                                                                         | Reduction of Scope 1 and 2 GHG emissions by 73.7% by 2030 and by 98.6% by 2040 per MWh produced, using 2021 as the base year.                |                                                                                                                                                                                                                                                                                                                                                                                                                                               | Short-term / Long-term     |
|                                          |                                                                                                                         | Reduction of Scope 1 and Scope 3 / Category 3 GHG emissions by 73.7% by 2030 and by 98.4% by 2040 per MWh sold, using 2021 as the base year. |                                                                                                                                                                                                                                                                                                                                                                                                                                               | Short-term / Long-term     |
|                                          |                                                                                                                         | Reduction of Scope 3 GHG emissions – excluding Category 3 – by 42% by 2030 and by 90% by 2040, using 2021 as the base year.                  |                                                                                                                                                                                                                                                                                                                                                                                                                                               | Short-term / Long-term     |
|                                          |                                                                                                                         | Increase installed Renewable Energy Sources (RES) capacity to ~8.9 GW by 2026.                                                               | - In 2024, the total installed capacity from RES reached 5.5GW, marking an increase of 0.9GW compared to 2023.                                                                                                                                                                                                                                                                                                                                | Mid-term                   |
|                                          |                                                                                                                         | Lignite Phase-Out, with complete decommissioning of all lignite power plants, by 2026.                                                       | - In 2024, the net installed lignite capacity amounted to 1.7GW, representing a 50% decrease compared to 2019 (3.4GW).                                                                                                                                                                                                                                                                                                                        | Mid-term                   |
|                                          |                                                                                                                         | Reduction of self-consumption of energy and replacement of the remaining consumption with green electricity.                                 | - Coverage of electricity needs of PPC S.A.'s administrative buildings and retail stores across the country through GreenPass Guarantees of Origin, derived from the Company's hydroelectric power generation stations.<br>- Design and implementation of an ISO 50001 certification program for production units and other facilities.                                                                                                       | Short-term                 |
|                                          |                                                                                                                         | Pursuit of continuous reduction of atmospheric pollutants (excluding greenhouse gas emissions).                                              | - In 2024, only minor fluctuations were observed in atmospheric pollutant measurements compared to 2023, which could be attributed to variations in load, operating time, or fuel quality.<br><br>The Group complies with the applicable legal and regulatory frameworks, taking into account relevant ministerial decisions and directives, as well as the Environmental Terms Approval Decisions (ETADs) for each power generation station. | Mid-term                   |
| Nature positive operations               | Protection and conservation of biodiversity.                                                                            | Operating in a manner that does not affect the natural ecosystems.                                                                           | - Implementation of <a href="#">PPC S.A.'s Biodiversity Policy</a> , which outlines a series of commitments related to the avoidance and prevention of impacts, as well as the restoration, compensation, and offsetting of negative effects on the biodiversity of natural habitats and landscapes.<br>- Participation in the SBTN initiative.                                                                                               | Long-term                  |
|                                          |                                                                                                                         | Full restoration of land in mining areas.                                                                                                    | - In 2024, a total of 601.90 hectares of mining areas were restored in the lignite centers of Western Macedonia and Megalopolis.                                                                                                                                                                                                                                                                                                              | Mid-term                   |

| Sustainable Development Strategic Pillar | Commitment                                                                                                       | Goal                                                                                                                                                    | 2024 Performance <sup>33</sup>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Time horizon <sup>34</sup> |
|------------------------------------------|------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| Nature positive operations               | Protection and conservation of biodiversity.                                                                     | Reduction of absolute water consumption and increase in reuse across the Group's production activities.                                                 | <ul style="list-style-type: none"> <li>- The Group systematically applies integrated practices for monitoring, conserving, and efficiently using water, thereby enhancing the sustainable management of water resources across all its operations.</li> </ul> <p>In this context, in the Group's mining activity areas, surplus surface and groundwater that is pumped but not used to meet the mines' operational needs is made available to natural surface recipients and neighboring municipalities, mainly to cover irrigation needs.</p> | Mid-term                   |
|                                          |                                                                                                                  | Reduction of total annual waste generation and zero landfill disposal.                                                                                  | <ul style="list-style-type: none"> <li>- The Group implements an integrated waste management framework aligned with the principles of the circular economy, which includes targeted practices for prevention, reuse, recycling, recovery, and safe disposal of non-recoverable waste.</li> </ul>                                                                                                                                                                                                                                               | Mid-term                   |
|                                          |                                                                                                                  | Minimization of hazardous waste and responsible management of all remaining quantities.                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Mid-term                   |
| Socioeconomic shared value creation      | Development of human capital and promotion of a culture of health, safety, and wellbeing across the value chain. | Achieving a consistent reduction in the total accident frequency rate, with an annual target of >1.                                                     | <ul style="list-style-type: none"> <li>- PPC Group aims to prevent and continuously reduce occupational accidents through the use of appropriate equipment across all its production activities, the creation of safe working conditions, and the ongoing training of its employees. In addition, the Group continues to develop and expand Occupational Health &amp; Safety Management Systems across all its subsidiaries, in accordance with the international standard ISO 45001:2018.</li> </ul>                                          | Short-term                 |
|                                          |                                                                                                                  | Enhancing employee satisfaction across the Group and implementing personalized performance evaluations with equal opportunities for career advancement. | <ul style="list-style-type: none"> <li>- PPC Renewables S.M.S.A. was certified for the third consecutive year as "Great Place to Work" by the Great Place to Work Hellas organization.</li> </ul>                                                                                                                                                                                                                                                                                                                                              | Short-term                 |
|                                          |                                                                                                                  | Monitoring of high-risk suppliers and contractors to ensure compliance with health and safety criteria.                                                 | <ul style="list-style-type: none"> <li>- Strengthening PPC S.A.'s supplier evaluation and management processes through the pilot implementation of the SAP Ariba digital information system.</li> <li>- Supplier assessment based on ESG criteria scoring during tendering procedures.</li> <li>- Training and education initiatives on occupational health and safety for contractors' personnel and third parties.</li> </ul>                                                                                                                | Mid-term                   |
|                                          |                                                                                                                  | Monitoring the Group's processes related to the protection of human rights and the adoption of diversity and inclusion criteria.                        | <ul style="list-style-type: none"> <li>- In 2024, women accounted for 32% of the total workforce.</li> <li>- A total of 1,567 women were hired during 2024.</li> <li>- 296 people with disabilities were employed.</li> <li>- Revision of the Human Rights Policy at a Group level.</li> </ul>                                                                                                                                                                                                                                                 | Mid-term                   |

| Sustainable Development Strategic Pillar | Commitment                                                                                                                                      | Goal                                                                                                                                                                                                                         | 2024 Performance <sup>33</sup>                                                                                                                                                                                                                                                                                                                                                                                                 | Time horizon <sup>34</sup> |
|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| Socioeconomic shared value creation      | Contribution to the prosperity of local communities by maximizing the economic value generated and shared, as well as employment opportunities. | Update of the procurement process through the integration of sustainability criteria.                                                                                                                                        | <ul style="list-style-type: none"> <li>- In 2024, PPC S.A. initiated the gradual integration of ESG criteria into the selection and contracting process of counterparties, applying a scoring bonus based on their performance in environmental, social, and governance matters.</li> </ul> <p>Indicative examples of ESG criteria are presented in Chapter 4.2 "Supplier Evaluation" of this Sustainability Report.</p>       | Short-term                 |
|                                          |                                                                                                                                                 | Support of local suppliers.                                                                                                                                                                                                  | <ul style="list-style-type: none"> <li>- In 2024, 90.7% of the Group's suppliers were domestic.</li> </ul>                                                                                                                                                                                                                                                                                                                     | Short-term                 |
|                                          |                                                                                                                                                 | Increase in employment.                                                                                                                                                                                                      | <ul style="list-style-type: none"> <li>- In 2024, PPC Group made 4,708 new hires.</li> </ul>                                                                                                                                                                                                                                                                                                                                   | Short-term                 |
|                                          |                                                                                                                                                 | Just transition in areas affected by lignite phase-out.                                                                                                                                                                      | <ul style="list-style-type: none"> <li>- Implementation of protection and reintegration programs for employees as part of the lignite phase-out plan.</li> </ul> <p>Indicative actions undertaken to mitigate the impact on the local workforce from the gradual decommissioning of lignite-fired units and mines are presented in Chapter 3.1.2 "Employee Attraction and Mobility" of this Sustainability Report.</p>         | Short-term                 |
|                                          |                                                                                                                                                 | Support for local communities and increase in the number of our actions and CSR programs.                                                                                                                                    | <ul style="list-style-type: none"> <li>- In 2024, direct social contributions (donations) exceeded €19 million.</li> </ul>                                                                                                                                                                                                                                                                                                     | Short-term                 |
|                                          |                                                                                                                                                 | Establishing the Group as a leading provider of charging stations and e-mobility services in Greece.                                                                                                                         | <ul style="list-style-type: none"> <li>- In 2024, 522 new charging points were installed, bringing the total network to 2,537 electric vehicle charging stations in Greece and 550 stations in Romania.</li> </ul>                                                                                                                                                                                                             | Short-term                 |
|                                          |                                                                                                                                                 | Establishing the Group as a leading national wholesale provider, through the nationwide fiber optic infrastructure platform, aiming to cover 3 million households across the country with FTTH technology within four years. | <ul style="list-style-type: none"> <li>- In 2024, the Group achieved a total of 650,000 new household and business connections to the Fiber to the Home (FTTH) Network, marking a 360% increase compared to 2023.</li> </ul>                                                                                                                                                                                                   | Long-term                  |
|                                          |                                                                                                                                                 | Investments in networks and their digitalization to create an efficient, stable, and resilient network that meets the needs of the energy transition.                                                                        | <ul style="list-style-type: none"> <li>- In 2024, the Group increased the penetration of smart meters, reaching 13% in Greece and 55% in Romania, through the installation of approximately 240,000 and 180,000 new smart meters, respectively.</li> <li>- Undergrounding of sections of overhead networks deemed vulnerable to extreme weather events.</li> </ul>                                                             | Mid-term                   |
|                                          |                                                                                                                                                 | Strengthening the customer-centric approach.                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>- In 2024, the customer satisfaction index of PPC S.A. increased by 8 points compared to 2023, both from the call center (net) and the myDEI app (net).</li> <li>- Targeted interventions and flexible products, aiming for stability, transparency, and energy security for all Group customers, are presented in Chapter 5.2 Pricing Policy of this Sustainability Report.</li> </ul> | Short-term                 |
| Governance                               | Good governance and a fair corporate culture.                                                                                                   | Continuation of the Ethics and Code of Conduct Program.                                                                                                                                                                      | <ul style="list-style-type: none"> <li>- In 2024, no confirmed incidents of corruption or bribery were recorded within the PPC Group, nor were any dismissals or disciplinary sanctions imposed for incidents of corruption or bribery.</li> <li>- PPC S.A. implements the mandatory Ethics &amp; Compliance Program to ensure legal compliance and foster an ethical culture within the Company.</li> </ul>                   | Short-term                 |

33 In 2024, the reporting perimeter of the Sustainability Report was expanded to cover the entire PPC Group, in alignment with the new ESRS reporting standards, to match the scope of the Group's Annual Financial Report. Due to this expansion, it is not possible to provide comparative performance results for this specific target compared to previous years.

34 The time horizon definitions are as follows:  
**(a) short-term:** aligns with the period covered by the financial statement,  
**(b) medium-term (mid-term):** extends up to 5 years from the end of the short-term reference period,  
**(c) long-term:** refers to a period exceeding 5 years.

9.2 Table of benefits and offerings for employees

GRI 401-2

| Benefits / Offerings <sup>35</sup>                                                        |                   | PPC S.A. | HEDNO S.A. | PPC Renewables S.M.S.A. | Kotsovolos <sup>36</sup> | PPC Blue Romania S.R.L. | PPC Energie S.A. | Retele Electrice Romania S.A. | PPC Renewables Romania S.R.L. | PPC Servicii Comune S.R.L. | PPC Romania S.A. | Fibergrid |
|-------------------------------------------------------------------------------------------|-------------------|----------|------------|-------------------------|--------------------------|-------------------------|------------------|-------------------------------|-------------------------------|----------------------------|------------------|-----------|
| Group life insurance program                                                              | Employees         | ✓        | ✓          | ✓                       | ✓                        |                         |                  |                               |                               |                            |                  | ✓         |
|                                                                                           | Executives        | ✓        | ✓          | ✓                       | ✓                        |                         |                  |                               |                               |                            |                  | ✓         |
|                                                                                           | Senior Executives | ✓        | ✓          | ✓                       | ✓                        |                         |                  |                               |                               |                            |                  | ✓         |
| Company car                                                                               | Employees         |          |            |                         |                          |                         |                  |                               |                               |                            |                  |           |
|                                                                                           | Executives        | ✓        |            | ✓                       | ✓                        | ✓                       | ✓                | ✓                             | ✓                             | ✓                          | ✓                | ✓         |
|                                                                                           | Senior Executives | ✓        |            | ✓                       | ✓                        | ✓                       | ✓                | ✓                             | ✓                             | ✓                          | ✓                | ✓         |
| Granting commuting expenses <sup>37</sup>                                                 | Employees         |          |            |                         |                          |                         |                  |                               |                               |                            |                  |           |
|                                                                                           | Executives        | ✓        |            | ✓                       | ✓                        | ✓                       | ✓                | ✓                             | ✓                             | ✓                          | ✓                | ✓         |
|                                                                                           | Senior Executives | ✓        |            | ✓                       | ✓                        | ✓                       | ✓                | ✓                             | ✓                             | ✓                          | ✓                | ✓         |
| Food vouchers                                                                             | Employees         | ✓        | ✓          | ✓                       | ✓                        | ✓                       | ✓                | ✓                             | ✓                             | ✓                          | ✓                | ✓         |
|                                                                                           | Executives        | ✓        | ✓          | ✓                       | ✓                        | ✓                       | ✓                | ✓                             | ✓                             | ✓                          | ✓                | ✓         |
|                                                                                           | Senior Executives | ✓        | ✓          | ✓                       | ✓                        | ✓                       | ✓                | ✓                             | ✓                             | ✓                          | ✓                | ✓         |
| Employee participation in share capital                                                   | Employees         |          |            |                         |                          |                         |                  |                               |                               |                            |                  |           |
|                                                                                           | Executives        | ✓        |            | ✓                       |                          |                         |                  |                               |                               |                            |                  |           |
|                                                                                           | Senior Executives | ✓        |            | ✓                       |                          |                         |                  |                               |                               |                            |                  |           |
| Special employee electricity rate, resulting in a 30% discount on electricity consumption | Employees         | ✓        | ✓          | ✓                       |                          |                         | ✓                | ✓                             | ✓                             | ✓                          |                  | ✓         |
|                                                                                           | Executives        | ✓        | ✓          | ✓                       |                          |                         | ✓                | ✓                             | ✓                             | ✓                          |                  | ✓         |
|                                                                                           | Senior Executives | ✓        | ✓          | ✓                       |                          |                         | ✓                | ✓                             | ✓                             | ✓                          |                  | ✓         |
| Granting low-interest loans and financial assistance                                      | Employees         | ✓        |            |                         | ✓                        |                         |                  |                               |                               |                            |                  |           |
|                                                                                           | Executives        | ✓        |            |                         | ✓                        |                         |                  |                               |                               |                            |                  |           |
|                                                                                           | Senior Executives | ✓        |            |                         | ✓                        |                         |                  |                               |                               |                            |                  |           |

35 The data presented in the table do not include Alexandroupolis Electricity Production S.A., EDS AD Skopje, PPC Bulgaria JSCo, and PPC Belgium S.A.

36 For Kotsovolos, the following are noted: The meal card is provided according to the company's remuneration and benefits policy. Moreover, the subsidy for participation in conferences and seminars is granted upon approval and provided that there is relevance to the job function.

37 The indicator refers to fuel-related expenses. The companies that offer electronic toll collection devices are PPC S.A., PPC Renewables S.M.S.A. and FiberGrid.

| Benefits / Offerings <sup>35</sup>                                                                                       |                   | PPC S.A. | HEDNO S.A. | PPC Renewables S.M.S.A. | Kotsovolos <sup>36</sup> | PPC Blue Romania S.R.L. | PPC Energie S.A. | Retele Electrice Romania S.A. | PPC Renewables Romania S.R.L. | PPC Servicii Comune S.R.L. | PPC Romania S.A. | Fibergrid |
|--------------------------------------------------------------------------------------------------------------------------|-------------------|----------|------------|-------------------------|--------------------------|-------------------------|------------------|-------------------------------|-------------------------------|----------------------------|------------------|-----------|
| Credit card                                                                                                              | Employees         |          |            |                         |                          |                         |                  |                               |                               |                            |                  |           |
|                                                                                                                          | Executives        | ✓        |            |                         |                          |                         |                  |                               |                               |                            |                  |           |
|                                                                                                                          | Senior Executives | ✓        |            |                         | ✓                        |                         |                  |                               |                               |                            |                  | ✓         |
| Coverage of expenditure for nursery schools / summer camps for employees' children                                       | Employees         | ✓        | ✓          | ✓                       |                          |                         |                  |                               |                               |                            |                  | ✓         |
|                                                                                                                          | Executives        | ✓        | ✓          | ✓                       |                          |                         |                  |                               |                               |                            |                  | ✓         |
|                                                                                                                          | Senior Executives | ✓        | ✓          | ✓                       |                          |                         |                  |                               |                               |                            |                  | ✓         |
| Postgraduate studies subsidies                                                                                           | Employees         | ✓        |            |                         |                          |                         |                  |                               |                               |                            |                  | ✓         |
|                                                                                                                          | Executives        | ✓        |            |                         |                          |                         |                  |                               |                               |                            |                  | ✓         |
|                                                                                                                          | Senior Executives | ✓        |            |                         |                          |                         |                  |                               |                               |                            |                  | ✓         |
| Grants for participation in conferences / seminars                                                                       | Employees         | ✓        |            | ✓                       | ✓                        | ✓                       | ✓                | ✓                             | ✓                             | ✓                          | ✓                | ✓         |
|                                                                                                                          | Executives        | ✓        |            | ✓                       | ✓                        | ✓                       | ✓                | ✓                             | ✓                             | ✓                          | ✓                | ✓         |
|                                                                                                                          | Senior Executives | ✓        |            | ✓                       | ✓                        | ✓                       | ✓                | ✓                             | ✓                             | ✓                          | ✓                | ✓         |
| Insurance coverage against third parties for any acts and/or omissions that may arise in the performance of their duties | Employees         |          |            |                         |                          |                         |                  |                               |                               |                            |                  |           |
|                                                                                                                          | Executives        | ✓        |            | ✓                       |                          |                         |                  |                               |                               |                            |                  |           |
|                                                                                                                          | Senior Executives | ✓        |            | ✓                       |                          |                         |                  |                               |                               |                            |                  |           |

## 9.3 Participation in organizations, associations and institutions

GRI 2-28

The Group is an active member of major national and international networks, chambers and industry associations. With an active and substantial presence, it focuses on strengthening cross-border collaborations, promoting the exchange of expertise, and adopting best practices in every area of its business activity.

- American Society for Engineering Management (ASEM)
- American Society of Quality (ASQ)
- Association of Certified Fraud Examiners (ACFE)
- Association of Chartered Certified Accountants (ACCA)
- Association of Corporate Counsels (ACC)
- Association of European Renewable Energy Research Centers (EUREC)
- Boardroom
- CEO Clubs International
- Comité International Des Cheminées Industrielles (CICIND)
- Conseil International Des Grands Réseaux Electriques (CIGRE) –Greek Participation
- Conseil International Des Grands Réseaux Electriques (CIGRE) – Foreign Participation
- Conseil International Des Grands Réseaux Electriques (CIGRE) and Greek Commission Cigre
- CSR Europe
- Edso for Smart Grids
- EU DSO Entity
- Eurocoal Association for Coal and Lignite (EUROCOAL)
- European Association for Storage of Energy (EASE)
- European Coal Combustion Products Association (ECOBA)
- European Energy Forum (EEF)
- European Federation of Energy Traders (EFET)
- European Heat Pump Association (EHPA)
- European Network for Cyber Security
- Gartner
- Global Gas Center (GGC)
- Global Reporting Initiative (GRI)
- Global Sustain
- Hellenic Institute of Logistics Management (ILME)
- Hydrogen Europe
- IEEE International Organization
- Information Systems Audit and Control Association (ISACA)
- Institute of Chartered Accountants of England and Wales
- Institute of Engineering & Technology UK
- International Hydropower Association (IHA)
- IT Service Management Forum Hellas (itSMF Hellas)
- Open Charge Alliance (OCA)

- Project Management Institute (PMI)
- Society of Corporate Compliance and Ethics (SCCE)
- Society of Petroleum Engineering (SPE)
- Technische Vereinigung der Gross Kraftwerks Betreiber (V.G.B.)
- UN Global Compact
- Worldwide Industrial & Marine Association (WIMA)
- Arab – Hellenic Chamber of Commerce and Development
- International Transparency – Greece
- Hellenic Association of Laboratories (HELLAS LAB)
- Hellenic Large Dams Committee (EEMF)
- Hellenic Committee for Tunnels and Underground Works (HCTUW)
- Hellenic Association for Energy Economics (HAEE)
- Hellenic Network for Corporate Social Responsibility (CSR HELLAS)
- Hellenic Network of the UN Global Compact
- Hellenic Foundation for European & Foreign Policy (ELIAMEP)
- Hellenic Customer Service Institute (EIEP)
- Hellenic Institute of Entrepreneurship & Sustainable Development (IEA)
- Hellenic Institute of Electric Vehicles (HEL.I.EV)
- American-Hellenic Chamber of Commerce
- British-Hellenic Chamber of Commerce
- German-Hellenic Chamber of Commerce & Industry
- Italian-Hellenic Chamber of Commerce of Athens
- Hellenic Organization for Standardization
- Athens Chamber of Commerce and Industry (ACCI)
- Association Of Listed Companies (ENEISET)
- Hellenic Adult Education Association (EEEE)
- Hellenic Association of Chief Executive Officers (EASE)
- Institute Of Energy for South-East Europe (IENE)
- Institute Of Internal Auditors (IIA)
- Hellenic Sales Institute (IPE)
- Center For International & European Economic Law (CIEEL)
- Economic Chamber Of Greece
- Panhellenic DPO Network (Data Protection Officers Network)
- Council for Sustainable Development of SEV
- Hellenic Association of Human Resources Management (SDADE)
- Hellenic Association of Commercial Scientists
- Hellenic Association of Financial Analysts
- Hellenic Association of Regulatory Compliance Professionals (SEKASE)
- Hellenic Association of Electricity Companies (SEHE) (including participation in EURELECTRIC)
- Hellenic Federation of Enterprises (SEV)
- Hellenic Association of Photovoltaic Companies (SEF)
- Hellenic Mining Enterprises Association (SME)
- Junior Achievement Greece (SEN)

## 9.4 GRI & SASB Content index

| GRI Standard / SASB             | Disclosure                                                                   | Report Chapter                                                                                                                                                                     | Page                   | Omission                  |                        |                                        | Relevant<br>SDG<br>(UN SDGs) |
|---------------------------------|------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|---------------------------|------------------------|----------------------------------------|------------------------------|
|                                 |                                                                              |                                                                                                                                                                                    |                        | Requirement(s)<br>omitted | Reason                 | Explanation                            |                              |
| GRI 2: General Disclosures 2021 | 2-1 Organizational details                                                   | 1.1 The Group at a glance                                                                                                                                                          | 14                     |                           |                        |                                        |                              |
|                                 | 2-2 Entities included in the organization's sustainability reporting         | About this Report                                                                                                                                                                  | 10                     |                           |                        |                                        |                              |
|                                 | 2-3 Reporting period, frequency and contact point                            | About this Report                                                                                                                                                                  | 10                     |                           |                        |                                        |                              |
|                                 | 2-4 Restatements of information                                              | About this Report                                                                                                                                                                  | 10                     |                           |                        |                                        |                              |
|                                 | 2-5 External assurance                                                       | This Report has not received external assurance.                                                                                                                                   |                        |                           |                        |                                        |                              |
|                                 | 2-6 Activities, value chain and other business relationships                 | 1.1 The Group at a glance<br>4. Strengthening sustainability in the supply chain                                                                                                   | 14<br>100              |                           |                        |                                        |                              |
|                                 | 2-7 Employees                                                                | 3.1.1 Employment                                                                                                                                                                   | 76                     |                           |                        |                                        | 1, 8                         |
|                                 | 2-8 Workers who are not employees                                            | —                                                                                                                                                                                  |                        | YES (2-8)                 | Incomplete Information | Incomplete information at Group level. |                              |
|                                 | 2-9 Governance structure and composition                                     | 7.1 Corporate governance                                                                                                                                                           | 150                    |                           |                        |                                        |                              |
|                                 | 2-10 Nomination and selection of the highest governance body                 | 7.1 Corporate governance                                                                                                                                                           | 150                    |                           |                        |                                        |                              |
|                                 | 2-11 Chair of the highest governance body                                    | 7.1 Corporate governance                                                                                                                                                           | 150                    |                           |                        |                                        |                              |
|                                 | 2-12 Role of the highest governance body in overseeing management of impacts | 1.1 The Group at a glance<br>1.2.1 Management of sustainability topics                                                                                                             | 14<br>24               |                           |                        |                                        |                              |
|                                 | 2-13 Delegation of responsibility for managing impacts                       | 1.1 The Group at a glance<br>1.2.1 Management of sustainability topics<br>7.1 Corporate governance                                                                                 | 14<br>24<br>150        |                           |                        |                                        |                              |
|                                 | 2-14 Role of the highest governance body in sustainability reporting         | About this Report<br>1.1 The Group at a glance<br>1.2.1 Management of sustainability topics<br>1.2.3 Double materiality assessment                                                 | 10<br>14<br>24<br>29   |                           |                        |                                        |                              |
|                                 | 2-15 Conflicts of interest                                                   | 7.2 Business ethics and regulatory compliance                                                                                                                                      | 152                    |                           |                        |                                        |                              |
|                                 | 2-16 Communication of critical concerns                                      | 3.1.4 Employee well-being<br>3.4 Protection of Human Rights<br>5.4 Communication, customer satisfaction and complaints management<br>7.2 Business ethics and regulatory compliance | 85<br>97<br>116<br>152 |                           |                        |                                        |                              |
|                                 | 2-17 Collective knowledge of the highest governance body                     | 3.3 Training and development of human resources                                                                                                                                    | 95                     |                           |                        |                                        |                              |
|                                 | 2-18 Evaluation of the performance of the highest governance body            | 3.1.1 Employment                                                                                                                                                                   | 76                     |                           |                        |                                        |                              |

| GRI Standard / SASB                | Disclosure                                                 | Report Chapter                                                                                             | Page      | Omission                  |        |                                                                             | Relevant<br>SDG<br>(UN SDGs) |
|------------------------------------|------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|-----------|---------------------------|--------|-----------------------------------------------------------------------------|------------------------------|
|                                    |                                                            |                                                                                                            |           | Requirement(s)<br>omitted | Reason | Explanation                                                                 |                              |
| GRI 2: General<br>Disclosures 2021 | 2-19 Remuneration policies                                 | 3.1.1 Employment<br>3.1.3 Strengthening equality, inclusion<br>and diversity                               | 76<br>81  |                           |        |                                                                             | 1, 8                         |
|                                    | 2-20 Process to determine remuneration                     | 3.1.1 Employment<br>3.1.3 Strengthening equality, inclusion<br>and diversity                               | 76<br>81  | YES (2-20b)               |        | No report is produced concerning the<br>outcomes of the voting proceedings. |                              |
|                                    | 2-21 Annual total compensation ratio                       | 3.1.3 Strengthening equality, inclusion<br>and diversity                                                   | 81        |                           |        |                                                                             |                              |
|                                    | 2-22 Statement on sustainable development<br>strategy      | Message from the Chief Sustainability<br>Officer<br>1.1 The Group at a glance                              | 8<br>14   |                           |        |                                                                             |                              |
|                                    | 2-23 Policy commitments                                    | 7.2 Business ethics and regulatory<br>compliance                                                           | 152       |                           |        |                                                                             |                              |
|                                    | 2-24 Embedding policy commitments                          | 7.2 Business ethics and regulatory<br>compliance                                                           | 152       |                           |        |                                                                             |                              |
|                                    | 2-25 Process to remediate negative impacts                 | 3.4 Protection of Human Rights<br>5.4 Communication, customer<br>satisfaction and complaints<br>management | 97<br>116 |                           |        |                                                                             |                              |
|                                    |                                                            | 7.2 Business ethics and regulatory<br>compliance                                                           | 152       |                           |        |                                                                             |                              |
|                                    | 2-26 Mechanisms for seeking advice and<br>raising concerns | 3.1.2 Talent acquisition and employee<br>mobility                                                          | 79        |                           |        |                                                                             |                              |
|                                    |                                                            | 3.4 Protection of Human Rights                                                                             | 97        |                           |        |                                                                             |                              |
|                                    |                                                            | 4.1 Supplier profile                                                                                       | 102       |                           |        |                                                                             |                              |
|                                    |                                                            | 5.4 Communication, customer<br>satisfaction and complaints<br>management                                   | 116       |                           |        |                                                                             |                              |
|                                    | 2-27 Compliance with laws and regulations                  | 7.2 Business ethics and regulatory<br>compliance                                                           | 152       |                           |        |                                                                             |                              |
|                                    |                                                            | 3.4 Protection of Human Rights                                                                             | 97        |                           |        |                                                                             |                              |
|                                    | 2-28 Membership associations                               | 1.3.4 Participation in industry initiatives<br>and bodies                                                  | 34        |                           |        |                                                                             | 17                           |
|                                    |                                                            | 9.3 Participation in organizations,<br>associations and institutions                                       | 180       |                           |        |                                                                             |                              |
|                                    | 2-29 Approach to stakeholder engagement                    | 1.2.2 Collaboration with stakeholders                                                                      | 28        |                           |        |                                                                             |                              |
|                                    | 2-30 Collective bargaining agreements                      | 3.1.1 Employment                                                                                           | 76        |                           |        |                                                                             | 1, 8                         |
| Material topics                    |                                                            |                                                                                                            |           |                           |        |                                                                             |                              |
| GRI 3: Material<br>topics 2021     | 3-1 Process to determine material topics                   | About this Report                                                                                          | 10        |                           |        |                                                                             |                              |
|                                    |                                                            | 1.2.1 Management of sustainability<br>topics                                                               | 24        |                           |        |                                                                             |                              |
|                                    |                                                            | 1.2.3 Double materiality assessment                                                                        | 29        |                           |        |                                                                             |                              |
|                                    | 3-2 List of material topics                                | 1.2.3 Double materiality assessment                                                                        | 29        |                           |        |                                                                             |                              |

| GRI Standard / SASB                                       | Disclosure                                                                                                                                      | Report Chapter                                                                                                                                                                     | Page                       | Omission                  |        |             | Relevant<br>SDG<br>(UN SDGs) |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------|--------|-------------|------------------------------|
|                                                           |                                                                                                                                                 |                                                                                                                                                                                    |                            | Requirement(s)<br>omitted | Reason | Explanation |                              |
| Climate change (ESRS E1), Pollution (ESRS E2)             |                                                                                                                                                 |                                                                                                                                                                                    |                            |                           |        |             |                              |
| GRI 3: Material topics 2021                               | 3-3 Management of material topics                                                                                                               | 1.2.1 Management of sustainability topics<br>2.1 Responding to climate change<br>2.2 Management of air pollutants                                                                  | 24<br>42<br>54             |                           |        |             |                              |
| GRI 201: Economic performance 2016                        | 201-2 Financial implications and other risks and opportunities due to climate change                                                            | 2.1 Responding to climate change<br>2.1.1 Climate change adaptation                                                                                                                | 42<br>43                   |                           |        |             | 3, 7, 8, 9, 13               |
| GRI 302: Energy 2016 / SASB EM-MM-130a.1                  | 302-1 Energy consumption within the organization                                                                                                | 2.1.3 Energy management                                                                                                                                                            | 50                         |                           |        |             | 7, 13                        |
|                                                           | 302-3 Energy intensity                                                                                                                          | 2.1.3 Energy management                                                                                                                                                            | 50                         |                           |        |             | 7, 13                        |
| GRI 305: Emissions 2016 / SASB EM-MM-110a.1, EM-MM-120a.1 | 305-1 Direct (Scope 1) GHG emissions                                                                                                            | 2.1.2 Climate change mitigation                                                                                                                                                    | 44                         |                           |        |             | 3, 7, 8, 9, 13               |
|                                                           | 305-2 Energy indirect (Scope 2) GHG emissions                                                                                                   | 2.1.2 Climate change mitigation                                                                                                                                                    | 44                         |                           |        |             |                              |
|                                                           | 305-3 Other indirect (Scope 3) GHG emissions                                                                                                    | 2.1.2 Climate change mitigation                                                                                                                                                    | 44                         |                           |        |             |                              |
|                                                           | 305-4: GHG emissions intensity                                                                                                                  | 2.1.2 Climate change mitigation                                                                                                                                                    | 44                         |                           |        |             |                              |
|                                                           | 305-6 Emissions of ozone-depleting substances (ODS)                                                                                             | 2.2 Management of air pollutants                                                                                                                                                   | 54                         |                           |        |             | 3, 13                        |
|                                                           | 305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions                                                          | 2.2 Management of air pollutants                                                                                                                                                   | 54                         |                           |        |             | 3, 13                        |
| Biodiversity & ecosystems (ESRS E4)                       |                                                                                                                                                 |                                                                                                                                                                                    |                            |                           |        |             |                              |
| GRI 3: Material topics 2021                               | 3-3 Management of material topics                                                                                                               | 1.2.1 Management of sustainability topics<br>2.3 Protection and conservation of biodiversity                                                                                       | 24<br>55                   |                           |        |             |                              |
| GRI 304: Biodiversity 2016 / SASB EM-MM-160a.1            | 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | 2.3 Protection and conservation of biodiversity                                                                                                                                    | 55                         |                           |        |             | 13, 14, 15                   |
|                                                           | 304-3 Habitats protected or restored                                                                                                            | 2.3 Protection and conservation of biodiversity                                                                                                                                    | 55                         |                           |        |             | 6, 14, 15                    |
| Own workforce (ESRS S1)                                   |                                                                                                                                                 |                                                                                                                                                                                    |                            |                           |        |             |                              |
| GRI 3: Material topics 2021                               | 3-3 Management of material topics                                                                                                               | 1.2.1 Management of sustainability topics<br>3.1 Our people<br>3.2 Employee health and safety<br>3.3 Training and development of human resources<br>3.4 Protection of Human Rights | 24<br>76<br>87<br>95<br>97 |                           |        |             |                              |
| GRI 401: Employment 2016                                  | 401-1 New employee hires and employee turnover                                                                                                  | 3.1.2 Talent acquisition and employee mobility                                                                                                                                     | 79                         |                           |        |             | 8                            |
|                                                           | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees                                        | 3.1.4 Employee well-being<br>9.2 Table of benefits and offerings for employees                                                                                                     | 85<br>178                  |                           |        |             | 3, 8                         |

| GRI Standard / SASB                                                         | Disclosure                                                                                                          | Report Chapter                                                                                                                                                                              | Page                    | Omission                  |        |             | Relevant<br>SDG<br>(UN SDGs) |
|-----------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|---------------------------|--------|-------------|------------------------------|
|                                                                             |                                                                                                                     |                                                                                                                                                                                             |                         | Requirement(s)<br>omitted | Reason | Explanation |                              |
| GRI 403:<br>Occupational<br>Health & Safety<br>2018 / SASB EM-<br>MM-320a.1 | 403-1 Occupational health and safety management system                                                              | 3.2 Employee health and safety                                                                                                                                                              | 87                      |                           |        |             | 3, 8                         |
|                                                                             | 403-2 Hazard identification, risk assessment and incident investigation                                             | 3.2 Employee health and safety                                                                                                                                                              | 87                      |                           |        |             | 3, 8                         |
|                                                                             | 403-3 Occupational health services                                                                                  | 3.2 Employee health and safety                                                                                                                                                              | 87                      |                           |        |             | 3, 8                         |
|                                                                             | 403-4 Worker participation, consultation, and communication on occupational health and safety                       | 3.2 Employee health and safety                                                                                                                                                              | 87                      |                           |        |             | 3, 8                         |
|                                                                             | 403-5 Worker training on occupational health and safety                                                             | 3.2 Employee health and safety                                                                                                                                                              | 87                      |                           |        |             | 3, 8                         |
|                                                                             | 403-6 Promotion of worker health                                                                                    | 3.1.4 Employee well-being<br>3.2 Employee health and safety                                                                                                                                 | 85<br>87                |                           |        |             | 3, 8                         |
|                                                                             | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 3.2 Employee health and safety                                                                                                                                                              | 87                      |                           |        |             | 3, 8                         |
|                                                                             | 403-9 Work-related injuries                                                                                         | 3.2 Employee health and safety                                                                                                                                                              | 87                      |                           |        |             | 3, 8                         |
| GRI 406: Non-discrimination 2016                                            | 406-1 Incidents of discrimination and corrective actions taken                                                      | 3.4 Protection of Human Rights                                                                                                                                                              | 97                      |                           |        |             | 5, 8, 10, 16                 |
| Consumers and end-users (ESRS S4)                                           |                                                                                                                     |                                                                                                                                                                                             |                         |                           |        |             |                              |
| GRI 3: Material topics 2021                                                 | 3-3 Management of material topics                                                                                   | 1.2.1 Management of sustainability topics<br>5.1 Products and services<br>5.3 Protection of personal data and privacy<br>5.4 Communication, customer satisfaction and complaints management | 24<br>108<br>115<br>116 |                           |        |             |                              |
| GRI 418: Customer privacy 2016 / SASB SV-PS-230a.1                          | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data                  | 5.3 Protection of personal data and privacy                                                                                                                                                 | 115                     |                           |        |             | 16                           |
| Business conduct (ESRS G1)                                                  |                                                                                                                     |                                                                                                                                                                                             |                         |                           |        |             |                              |
| GRI 3: Material topics 2021                                                 | 3-3 Management of material topics                                                                                   | 1.2.1 Management of sustainability topics<br>7.2 Business ethics and regulatory compliance                                                                                                  | 24<br>152               |                           |        |             |                              |
| GRI 205: Anti-corruption 2016                                               | 205-3 Confirmed incidents of corruption and actions taken                                                           | 7.2 Business ethics and regulatory compliance                                                                                                                                               | 152                     |                           |        |             | 8, 16                        |
| GRI 206: Ant-competitive behavior 2016                                      | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices                               | 7.2 Business ethics and regulatory compliance                                                                                                                                               | 152                     |                           |        |             | 8, 16                        |

| GRI Standard / SASB                                                                                                 | Disclosure                                                                                          | Report Chapter                                                                           | Page       | Omission                  |        |             | Relevant<br>SDG<br>(UN SDGs) |
|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------|---------------------------|--------|-------------|------------------------------|
|                                                                                                                     |                                                                                                     |                                                                                          |            | Requirement(s)<br>omitted | Reason | Explanation |                              |
| Other topics                                                                                                        |                                                                                                     |                                                                                          |            |                           |        |             |                              |
| Affected communities                                                                                                |                                                                                                     |                                                                                          |            |                           |        |             |                              |
| GRI 203: Indirect economic impacts 2016                                                                             | 203-1 Infrastructure investments and services supported                                             | 1.1 The Group in numbers<br>6. Social contribution and engagement with local communities | 18<br>126  |                           |        |             | 1, 3, 9, 10, 11, 17          |
|                                                                                                                     | 203-2 Significant indirect eco - nomic impacts                                                      | 6. Social contribution and engagement with local communities                             | 126        |                           |        |             | 1, 3, 9, 10, 11, 17          |
| Water withdrawals and consumption                                                                                   |                                                                                                     |                                                                                          |            |                           |        |             |                              |
| GRI 303: Water and Effluents 2018                                                                                   | 303-1 Interactions with water as a shared resource                                                  | 2.4 Sustainable water management                                                         | 60         |                           |        |             | 6, 12, 13, 14                |
|                                                                                                                     | 303-2 Management of Water dischargerelated impacts                                                  | 2.4 Sustainable water management                                                         | 60         |                           |        |             |                              |
|                                                                                                                     | 303-5 Water consumption                                                                             | 2.4 Sustainable water management                                                         | 60         |                           |        |             |                              |
| Waste management                                                                                                    |                                                                                                     |                                                                                          |            |                           |        |             |                              |
| GRI 306: Waste 2020                                                                                                 | 306-1 Waste generation and significant waste-related impacts                                        | 2.5 Promotion of the circular economy                                                    | 63         |                           |        |             | 6, 8, 12                     |
|                                                                                                                     | 306-2 Management of significant waste-related impacts                                               | 2.5 Promotion of the circular economy                                                    | 63         |                           |        |             |                              |
|                                                                                                                     | 306-3 Waste generated                                                                               | 2.5 Promotion of the circular economy                                                    | 63         |                           |        |             |                              |
|                                                                                                                     | 306-4 Waste diverted from disposal                                                                  | 2.5 Promotion of the circular economy                                                    | 63         |                           |        |             |                              |
|                                                                                                                     | 306-5 Waste directed to disposal                                                                    | 2.5 Promotion of the circular economy                                                    | 63         |                           |        |             |                              |
| Management of relationships with suppliers                                                                          |                                                                                                     |                                                                                          |            |                           |        |             |                              |
| GRI 414: Supplier Social Assessment 2016                                                                            | 414-1 New suppliers that were screened using social criteria                                        | 4.1 Supplier profile<br>4.2 Supplier evaluation                                          | 102<br>103 |                           |        |             | 8, 9, 12                     |
| Inclusion of people with disabilities/ Measures against workplace violence and harassment/ Training and development |                                                                                                     |                                                                                          |            |                           |        |             |                              |
| GRI 404: Training and Education 2016                                                                                | 404-1 Average hours of training per year per employee                                               | 3.3 Training and development of human resources                                          | 95         |                           |        |             | 4                            |
|                                                                                                                     | 404-3 Percentage of employees receiving regular feedback on performance and career development      | 3.1.1 Employment                                                                         | 76         |                           |        |             |                              |
| GRI 405: Diversity and Equal Opportunity 2016                                                                       | 405-1 Diversity of governance bodies and employees                                                  | 3.1.3 Strengthening equality, inclusion and diversity                                    | 81         |                           |        |             | 5, 8, 10, 16                 |
|                                                                                                                     | 405-2 Ratio of basic salary and remuneration of women to men                                        | 3.1.3 Strengthening equality, inclusion and diversity                                    | 81         |                           |        |             | 5, 8, 10, 16                 |
| Health and safety of consumers/ end users                                                                           |                                                                                                     |                                                                                          |            |                           |        |             |                              |
| GRI 416: Customer Health and Safety 2016                                                                            | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | 5.4 Communication, customer satisfaction and complaints management                       | 116        |                           |        |             | 7, 8, 9                      |

9.5 Stock Exchange Content index ATHEX – ESG reporting guide 2024

| Key Indices | Index name                               | Report chapter                                                            | Page       |
|-------------|------------------------------------------|---------------------------------------------------------------------------|------------|
| C-E1        | Scope 1 emissions                        | 2.1.2 Climate change mitigation                                           | 44         |
| C-E2        | Scope 2 emissions                        | 2.1.2 Climate change mitigation                                           | 44         |
| C-E3        | Energy consumption and production        | 2.1.3 Energy management                                                   | 50         |
| A-E1        | Scope 3 emissions                        | 2.1.2 Climate change mitigation                                           | 44         |
| A-E2        | Climate change risks and opportunities   | 2.1 Responding to climate change<br>2.1.1 Climate change adaptation       | 42<br>43   |
| A-E3        | Waste management                         | 2.5 Promotion of the circular economy                                     | 63         |
| A-E4        | Effluent discharge                       | 2.5 Promotion of the circular economy                                     | 63         |
| A-E5        | Biodiversity sensitive areas             | 2.3 Protection and conservation of biodiversity                           | 55         |
| A-E8        | Total GHG emissions                      | 2.1.2 Climate change mitigation                                           | 44         |
| SS-E1       | Transition plan                          | 2.1 Responding to climate change<br>2.1.2 Climate change mitigation       | 42<br>44   |
| SS-E2       | Air pollutant emissions                  | 2.2 Management of air pollutants                                          | 54         |
| SS-E3       | Water consumption                        | 2.4 Sustainable water management                                          | 60         |
| SS-E4       | Water management                         | 2.4 Sustainable water management                                          | 60         |
| SS-E6       | Backlog cancellations                    | 2.1.1 Climate change adaptation                                           | 43         |
| SS-E7       | Critical materials                       | 2.5 Promotion of the circular economy                                     | 63         |
| C-S1        | Stakeholder engagement                   | 1.2.2 Collaboration with stakeholders                                     | 28         |
| C-S2        | Female employees                         | 3.1.1 Employment<br>3.1.3 Strengthening equality, inclusion and diversity | 76<br>81   |
| C-S3        | Female employees in management positions | 3.1.3 Strengthening equality, inclusion and diversity                     | 81         |
| C-S4        | Employee turnover                        | 3.1.2 Talent acquisition and employee mobility                            | 79         |
| C-S5        | Employee training                        | 3.3 Training and development of human resources                           | 95         |
| C-S6        | Human rights policy                      | 3.4 Protection of Human Rights                                            | 97         |
| C-S7        | Collective bargaining agreements         | 3.1.1 Employment                                                          | 76         |
| C-S8        | Value chain                              | 4.1 Supplier profile<br>4.2 Evaluation of suppliers                       | 102<br>103 |
| A-S1        | Sustainable economic activity            | 2.6 EU Taxonomy Regulation                                                | 71         |
| A-S2        | Employee training expenditure            | 3.3 Training and development of human resources                           | 95         |
| A-S3        | Gender pay gap                           | 3.1.3 Strengthening equality, inclusion and diversity                     | 81         |

| Key Indices | Index name                               | Report chapter                                                                                               | Page            |
|-------------|------------------------------------------|--------------------------------------------------------------------------------------------------------------|-----------------|
| A-S4        | CEO pay ratio                            | 3.1.3 Strengthening equality, inclusion and diversity                                                        | 81              |
| SS-S2       | Customer privacy                         | 5.3 Protection of personal data and privacy                                                                  | 115             |
| SS-S3       | Legal requests for user data             | 5.3 Protection of personal data and privacy                                                                  | 115             |
| SS-S4       | Labor law violations                     | 3.4 Protection of Human Rights                                                                               | 97              |
| SS-S5       | Data security and privacy fines          | 5.3 Protection of personal data and privacy                                                                  | 115             |
| SS-S6       | Health and safety performance            | 3.2 Employee health and safety                                                                               | 87              |
| SS-S8       | Customer satisfaction                    | 5.4 Communication, customer satisfaction and complaints management                                           | 116             |
| SS-S9       | Grievance mechanism                      | 3.1.4 Employee well-being<br>3.4 Protection of Human Rights<br>7.2 Business ethics and regulatory compliance | 85<br>97<br>152 |
| C-G1        | Board composition                        | 3.1.3 Strengthening equality, inclusion and diversity<br>7.1 Corporate governance                            | 81<br>150       |
| C-G2        | Sustainability oversight                 | 1.1 The Group at a glance<br>1.2.1 Management of sustainability topics                                       | 14<br>24        |
| C-G3        | Materiality                              | 1.2.1 Management of sustainability topics<br>1.2.3 Double materiality assessment                             | 24<br>29        |
| C-G4        | Sustainability policy                    | 1.1 The Group at a glance<br>1.2.1 Management of sustainability topics                                       | 14<br>24        |
| C-G5        | Business ethics policy                   | 7.2 Business ethics and regulatory compliance                                                                | 152             |
| C-G6        | Data security policy                     | 5.3 Protection of personal data and privacy<br>7.4 Cybersecurity and data protection                         | 115<br>156      |
| C-G7        | Sustainability reporting                 | About this Report                                                                                            | 10              |
| C-G8        | Financial reporting                      | About this Report                                                                                            | 10              |
| A-G1        | Strategy, business model and value chain | 1.1 The Group at a glance                                                                                    | 14              |
| A-G2        | Business ethics violations               | 7.2 Business ethics and regulatory compliance                                                                | 152             |
| A-G3        | ESG targets                              | 9.1 ESG objectives                                                                                           | 44              |
| A-G4        | Variable pay                             | 3.1.3 Strengthening equality, inclusion and diversity                                                        | 81              |
| A-G5        | External assurance                       | The Sustainability Report has not received external assurance.                                               |                 |
| A-G6        | ESG bonds                                | 1.3.2 Sustainability Linked Bond (SLB)                                                                       | 33              |
| SS-G1       | Whistleblower policy                     | 7.2 Business ethics and regulatory compliance                                                                | 152             |
| SS-G2       | Critical risks management                | 2.1.2 Climate change mitigation<br>7.3 Risk management and business continuity                               | 43<br>155       |
| SS-G3       | Systemic risks management                | 7.3 Risk management and business continuity                                                                  | 155             |

9.6 UN Global Compact Progress Report

| Pillar              | Principles of the Global Compact                                                                                                               | Report chapter / page                                                                                                                               |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| Human rights        | <b>Principle 1</b><br>Businesses should support and respect the protection of internationally proclaimed human rights.                         | 1.2.1 Management of sustainability topics / 24<br>3.1.3 Strengthening equality, inclusion and diversity / 81<br>3.4 Protection of Human Rights / 97 |
|                     | <b>Principle 2</b><br>Businesses must ensure that they are not complicit in human rights abuses.                                               | 4. Strengthening sustainability in the supply chain / 100                                                                                           |
| Work conditions     | <b>Principle 3</b><br>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. | 1.2.1 Management of sustainability topics / 24                                                                                                      |
| Environment         | <b>Principle 4</b><br>Businesses should limit all forms of forced labor and compulsory labor.                                                  | 3.1 Our people / 76<br>3.2 Employee health and safety / 87<br>3.3 Training and development of human resources / 95                                  |
|                     | <b>Principle 5</b><br>Businesses should limit all forms of child labor.                                                                        | 3.4 Protection of Human Rights / 97                                                                                                                 |
|                     | <b>Principle 6</b><br>Businesses should limit all forms of discrimination in relation to employment.                                           | 4. Strengthening sustainability in the supply chain / 100<br>7.2 Business ethics and regulatory compliance / 152                                    |
|                     | <b>Principle 7</b><br>Businesses should support a precautionary approach to environmental challenges.                                          | 1.2.1 Management of sustainability topics / 24<br>2.1 Responding to climate change / 42                                                             |
|                     | <b>Principle 8</b><br>Businesses should support initiatives to promote environmental responsibility.                                           | 2.2 Management of air pollutants / 54<br>2.3 Protection and conservation of biodiversity / 55                                                       |
|                     | <b>Principle 9</b><br>Businesses should encourage development and diffusion of environmentally friendly technologies.                          | 2.4 Sustainable water management / 60<br>2.5 Promotion of the circular economy / 63                                                                 |
|                     |                                                                                                                                                |                                                                                                                                                     |
| Fighting corruption | <b>Principle 10</b><br>Businesses should work against corruption in all its forms, including extortion and bribery.                            | 4. Strengthening sustainability in the supply chain / 100<br>7.2 Business ethics and regulatory compliance / 152                                    |

9.7 Greek Sustainability Code Content index

| Pillar               | Criterion                                                    | Report chapter / page                                                                                                                                                                |
|----------------------|--------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Strategy             | 1. Strategic analysis and action                             | 1.1 The Group at a glance / 14<br>1.2.1 Management of sustainability topics / 24                                                                                                     |
|                      | 2. Materiality                                               | 1.2.3 Double materiality assessment / 29                                                                                                                                             |
|                      | 3. Objectives                                                | 1.1 The Group at a glance / 14<br>2.1.2 Climate change mitigation / 44<br>9.1 ESG objectives / 172                                                                                   |
|                      | 4. Value chain management / depth                            | 4.1 Supplier profile / 102<br>4.2 Supplier evaluation / 103                                                                                                                          |
| Management procedure | 5. Responsibility                                            | Message from the Chief Sustainability Officer / 8<br>1.2.1 Management of sustainability topics / 24<br>7.1 Corporate governance / 150                                                |
|                      | 6. Rules & Procedures                                        | 1.1 The Group at a glance / 14<br>7.2 Business ethics and regulatory compliance / 152                                                                                                |
|                      | 7. Monitoring                                                | 7.1 Corporate governance / 150                                                                                                                                                       |
|                      | 8. Rewarding schemes and motives for Sustainable Development | 3.1.1 Employment / 76                                                                                                                                                                |
|                      | 9. Stakeholder engagement                                    | 1.2.2 Collaboration with stakeholders / 28                                                                                                                                           |
|                      | 10. Responsible products and innovation                      | 4.2 Supplier evaluation / 103<br>5.1 Products and services / 108                                                                                                                     |
| Environment          | 11. Use of natural resources                                 | 2.2 Management of air pollutants / 54<br>2.3 Protection and conservation of biodiversity / 55<br>2.4 Sustainable water management / 60<br>2.5 Promotion of the circular economy / 63 |
|                      | 12. Management of resources                                  | 2.1.3 Energy management / 50<br>2.3 Protection and conservation of biodiversity / 55<br>2.4 Sustainable water management / 60<br>2.5 Promotion of the circular economy / 63          |
|                      | 13. Climate-relevant emissions                               | 2.1.2 Climate change mitigation / 44<br>2.1.3 Energy management / 50                                                                                                                 |
| Society              | 14. Employment rights                                        | 3.1 Our people / 76<br>3.2 Employee health and safety / 87<br>3.3 Training and development of human resources/ 95<br>3.4 Protection of human rights / 97                             |
|                      | 15. Equal opportunities                                      | 3.1.3 Strengthening equality, inclusion and diversity / 81<br>3.1.4 Employee well-being / 85<br>3.4 Protection of Human Rights / 97<br>7.1 Corporate governance / 150                |

| Pillar  | Criterion                               | Report chapter / page                                                                                                                  |
|---------|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Society | 16. Qualifications                      | 3.1.1 Employment / 76<br>3.1.2 Talent acquisition and employee mobility / 79<br>3.3 Training and development of human resources / 95   |
|         | 17. Human rights in the supply chain    | 4.1 Supplier profile / 102<br>4.2 Supplier evaluation / 103                                                                            |
|         | 18. Corporate Citizenship               | 6. Social contribution and engagement with local communities / 126                                                                     |
|         | 19. Initiatives and political influence | 1.3.4 Participation in industry initiatives and bodies / 34<br>9.3 Participation in organizations, associations and institutions / 180 |
|         | 20. Corruption prevention and fighting  | 7.2 Business ethics and regulatory compliance / 152                                                                                    |

## 9.8 TCFD recommendations content index

| Pillar     | Recommendations                                                                                                                                     | Report chapter / page                                                                                                                                                                                                                                                 |
|------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Governance | A) Description of the Board's oversight of climate risks and opportunities                                                                          | Message from the Chief Sustainability Officer / 8<br>1.1 The Group at a glance / 14<br>1.2.1 Management of sustainability topics / 24<br>2.1 Responding to climate change / 42<br>7.1 Corporate governance / 150<br>7.3 Risk management and business continuity / 155 |
|            | B) Description of the role of Management in assessing and managing climate risks and opportunities                                                  | 1.2.1 Management of sustainability topics / 24<br>1.2.3 Double materiality assessment / 29<br>2.1 Responding to climate change / 42<br>7.3 Risk management and business continuity / 155                                                                              |
| Strategy   | A) Description of the climate risks and opportunities identified by the organization in the short, medium and long term                             | 1.2.3 Double materiality assessment / 29<br>2.1 Responding to climate change / 42<br>2.1.2 Climate change mitigation / 44                                                                                                                                             |
|            | B) Description of the impact of climate-related risks and opportunities on the organization's business activities, strategy and financial planning  | 1.2.3 Double materiality assessment / 29<br>2.1 Responding to climate change / 42<br>2.1.2 Climate change mitigation / 44                                                                                                                                             |
|            | C) Description of the resilience of the organization's strategy, taking into account different climate scenarios, including a 2°C or lower scenario | 1.2.3 Double materiality assessment / 29<br>2.1 Responding to climate change / 42<br>2.1.2 Climate change mitigation / 44<br>2.1.3 Energy management / 50                                                                                                             |

| Pillar              | Recommendations                                                                                                                                                                | Report chapter / page                                                                                                                                                                                                                                      |
|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Risk Management     | A) Description of the organization's procedures for the identification and assessment of risks arising from climate change                                                     | 1.2.3 Double materiality assessment / 29<br>2.1 Responding to climate change / 42<br>2.1.2 Climate change mitigation / 44                                                                                                                                  |
|                     | B) Description of the organization's procedures for managing risks arising from climate change                                                                                 | 1.2.3 Double materiality assessment / 29<br>2.1 Responding to climate change / 42<br>2.1.2 Climate change mitigation / 44<br>2.1.3 Energy management / 50<br>2.3 Protection and conservation of biodiversity / 55<br>2.4 Sustainable water management / 60 |
|                     | C) Description of the process of integration into the organization's overall risk management, the identification, assessment and handling of risks arising from climate change | 1.2.1 Management of sustainability topics / 24<br>7.3 Risk management and business continuity / 155                                                                                                                                                        |
| Metrics and Targets | A) Description of the metrics the organization uses to assess climate-related risks and opportunities in accordance with its risk management strategy and process              | 2.1.2 Climate change mitigation / 44<br>2.1.3 Energy management / 50<br>9.1 ESG objectives / 172                                                                                                                                                           |
|                     | B) Disclosure of greenhouse gas emissions in Scope 1, Scope 2 and Scope 3 and associated risks                                                                                 | 2.1.2 Climate change mitigation / 44                                                                                                                                                                                                                       |
|                     | C) Description of the organization's objectives relating to the management of climate-related risks and opportunities and a description of the organization's performance      | 1.2.1 Management of sustainability topics / 24                                                                                                                                                                                                             |

**ppc**