PPC S.A. SPECIAL ANNUAL REPORT ON GENDER BALANCE

(Article 7 of Law no 5178/2025)

1. INTRODUCTION

The purpose of the present report is to assess the compliance of the composition of the Board of Directors (BoD) of PPC S.A. (hereinafter "PPC" or the "Company") with the gender equality requirements, as these are provided for by the applicable legal framework [namely Law no 5178/2025 (A/22/14.02.2025) and Directive (EU) 2022/2381] for the year 2024, also making reference to more recent information for the sake of completeness.

2. DATA ON THE COMPOSITION OF PPC S.A. BoD

PPC is the leading vertically integrated Energy Group in Southeastern Europe, with activities in the generation, distribution and sale of advanced energy products and services in Greece, Romania, North Macedonia, Italy and Bulgaria.

More specifically, in the RES sector, PPC, the first company in Greece that installed RES (in 1982), is currently active through its subsidiary PPC RENEWABLES SA, having in its portfolio wind farms, small hydroelectric power plants and photovoltaics.

PPC S.A.is the leading supplier of electricity in Greece and Romania, servicing 8.7 m. customers in total, providing them with approximately 33TWh of electricity and a wide range of value-added services.

PPC has been listed on the Athens Stock Exchange since 2001.

In the context of compliance with Law no 5178/2025, PPC integrates policies and mechanisms to enhance gender balance among members of its Board of Directors, aiming to fostering transparency, accountability, and inclusiveness in decision-making.

PART A: Company Information

The Table below presents key information about PPC S.A., as of 31 December 2024.

PART A: Information on the Company PPC S.A.	
Trade name:	PUBLIC POWER CORPORATION S.A. (PPC S.A.)
G.E.MI. No:	786301000
TIN:	090000045
Company's Scope of activity:	The engagement in commercial and industrial activities in Greece and abroad.
Number of employees of the Company, on an individual basis:	7,177
Annual turnover:	5,702,835 thousand euros
Annual balance sheet of the company:	16,476,087 thousand euros

PART B: Data on gender balance among members of the Company's BoD

PPC pursues gender balance among BoD members and safeguards equal treatment and opportunities for all genders.

In accordance with Article 9 of the Articles of Incorporation of PPC S.A *"Composition and Term of Office of the Board of Directors"*, in conjunction with Article 12 of the Suitability Policy "*Diversity, equality, adequate gender representation*", which also includes the provision for the representation of a wide range of shareholders, the Nomination, Remuneration and Recruitment Committee (NRRC) takes into consideration the criteria of diverse representation on the Board of Directors encompassing gender, age, educational/professional background and shareholder representation when making nomination proposals for the election of Board members.

In this context, within 2025 and in view of the election of PPC S.A. Board Members, due to the expiration of the terms of office of existing Members, at the Extraordinary General Meeting of shareholders held on April 16, 2025, the Company's BoD, taking into account the recommendation of the NRRC, proposed to the General Meeting of shareholders the candidates for membership on the BoD in accordance with the Company's Articles of Incorporation, the Suitability Policy for the Members of the BoD and in full compliance with the applicable legal framework, including the relevant provisions of Law no 5178/2025.

In particular, in accordance with the relevant provisions of Law no. 5178/2025, companies employing more than 250 employees and meeting certain financial criteria (annual turnover ≥ €50 million or annual balance sheet ≥ €43 million) are required to ensure:

- A minimum representation of 33% of the underrepresented gender on the Board of Directors, rounded to the nearest whole number.

➢ At least one executive member of the underrepresented gender, when there are three or more executive members.

Although the provisions of Law no. 5178/2025 become mandatorily effective on 30 June 2026, **the Company opted for immediate compliance with the Law,** within the context of the implementation of the best Corporate Governance practices and its desire to increase female representation on the Board of Directors.

Therefore, the General Meeting of Shareholders, at its extraordinary meeting on 16 April 2025, approved the Board of Directors' proposal to elect a fourth woman as a Member of the Board of Directors, who, upon the formation of the Board of Directors into a body (Board Decision 38/16.04.2025), became the third (3rd) Executive Member of the Board, thereby fulfilling both of the above criteria under Law no. 5178/2025).

Specifically, the existing Board of Directors of PPC S.A. is as follows:

Full name	Gender	Role	Executive Member (Yes/No)
Georgios Stassis	Male	Chairman of the Board of Directors & Chief Executive Officer, Executive Member	YES
Pyrros Papadimitriou	Male	Vice Chairman of the Board of Directors, Independent Non-Executive Member	NO
Georgia Christodoulopoulou	Female	Executive Member of the Board of Directors	YES
Alexandros Paterakis	Male	Deputy Chief Executive Officer, Executive Member	YES
Ioannis Papachristou	Male	Non-Executive Member	NO
Alexandros Fotakidis	Male	Non-Executive Member	NO
Maria Psyllaki	Female	Independent Non-Executive Member	NO
Despoina Doxaki	Female	Independent Non-Executive Member	NO

Full name	Gender	Role	Executive Member (Yes/No)
Stefanos Kardamakis	Male	Independent Non-Executive Member	NO
Christos-Stergios Glavanis	Male	Independent Non-Executive Member	NO
Charikleia Sinaniotou	Female	Independent Non-Executive Member	NO

The Table and Charts below summarize the details of gender representation on the Board of Directors of PPC as of 31 December 2024 and 30 September 2025:

	Total members		Male members		Female members		Percentage of members of the underrepresented gender	
	30.9.2025	31.12.2024	30.9.2025	31.12.2024	30.9.2025	31.12.2024	30.9.2025	31.12.2024
Members	11	11	7	8	4	3	36.4%	27.3%
Executive Members	3	3	2	3	1	0	33.3%	0.0%
Non-Executive Members	2	2	2	2	0	0	0.0%	0.0%
Independent Non-Executive Members	6	6	3	3	3	3	50.0%	50.0%
Reference to the recent minutes regarding the formation of the Board of Directors into a body:		Minutes no. 6/16.04.2025 Decision of the Board of Directors no. 38/16-04-2025						

Chart 1: Gender Ratio on the Board of Directors

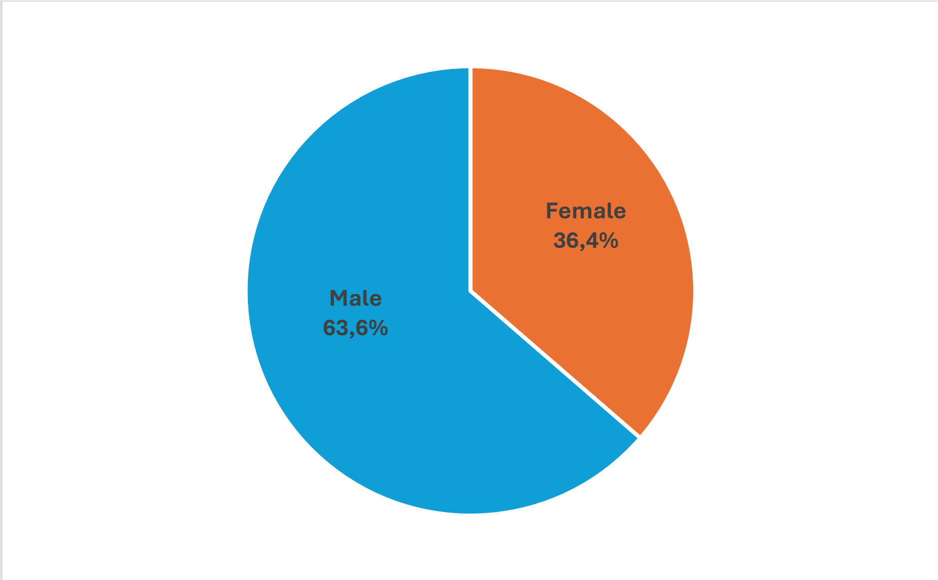


Chart 2: Executive and Non-Executive Members by gender

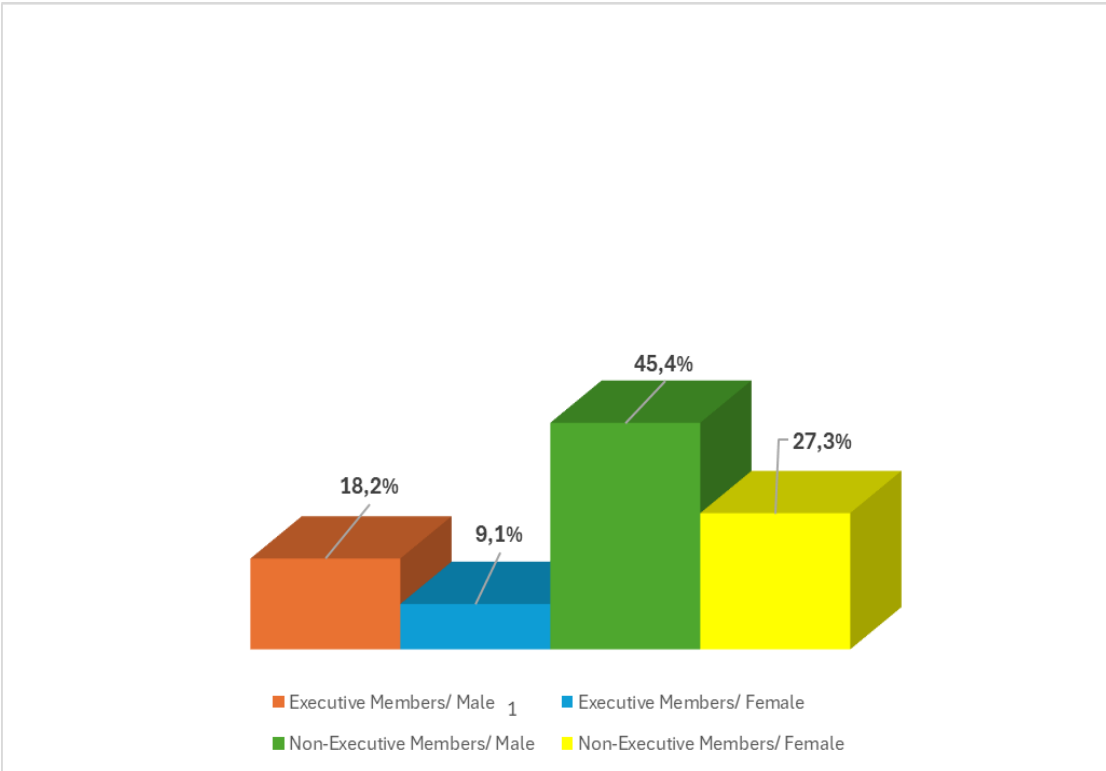


Chart 3: Gender Ratio in the Audit Committee (AC)

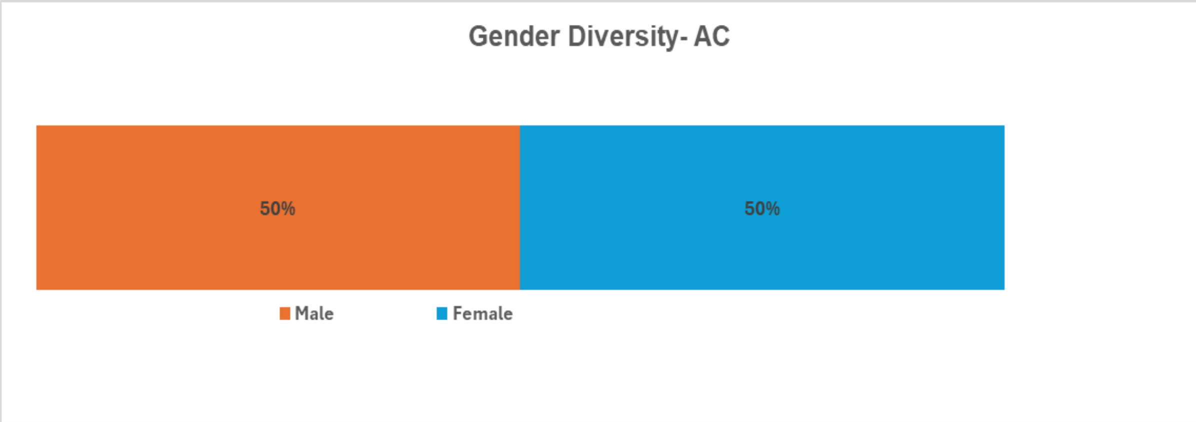
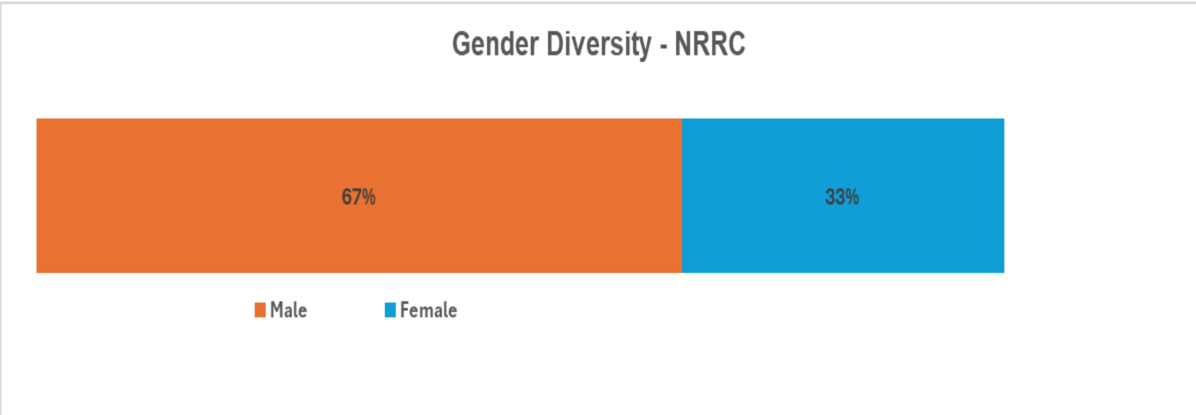


Chart 4: Gender Ratio in the Nomination, Remuneration and Recruitment Committee (NRRC)



PART C: Measures implemented by the Company to improve gender balance among the members of the Board of Directors

As mentioned above, PPC has already achieved compliance with the required ratio of gender representation on its Board of Directors, in accordance with the provisions of Law no. 5178/2025.

Furthermore, through its Diversity Policy, which constitutes an integral part of the Suitability Policy, PPC incorporates the principle of gender balance as a key criterion in the selection and evaluation of Board members.

In addition, PPC monitors and publishes gender-related indicators, both for the Board of Directors and other management levels, thereby enhancing transparency and accountability.

Finally, the Company's compliance with the applicable institutional framework regarding gender balance among the BoD members is systematically monitored by its competent bodies.

3. CONCLUSIONS

PPC confirms its firm commitment to promoting gender equality and recognises the pivotal role of the competent institutional authority (the General Secretariat for Equality and Human Rights of the Ministry of Social Cohesion and Family) in promoting substantive gender equality in listed companies.

The existing composition of the Board of Directors of PPC S.A. is fully aligned with the requirements of Law no. 5178/2025.