

ALTER EGO S.A. is committed to promoting equality, diversity, and inclusion in the workplace, ensuring that persons with disabilities are treated with dignity, respect, and fairness.

1. Equal Opportunity

The Company provides equal employment opportunities to all individuals, including persons with disabilities, across all stages of employment, including recruitment, hiring, training, evaluation, and career development.

2. Non-Discrimination

ALTER EGO S.A. strictly prohibits any form of discrimination based on disability. All employment decisions are based on objective criteria such as qualifications, skills, experience, and performance.

3. Reasonable Accommodation

The Company is committed to providing reasonable accommodations, where feasible, to enable employees and applicants with disabilities to perform their duties effectively. Such accommodations may include adjustments to the workplace, working conditions, or job responsibilities.

4. Accessible Work Environment

ALTER EGO S.A. strives to maintain a safe and accessible working environment, taking into account the needs of persons with disabilities wherever reasonably practicable.

5. Awareness and Inclusion Culture

The Company promotes awareness and understanding among its employees and fosters a workplace culture of respect, inclusion, and equal participation.

6. Compliance with Laws and Standards

ALTER EGO S.A. complies with all applicable national and European legislation, as well as relevant international standards concerning equal treatment, non-discrimination, and the rights of persons with disabilities.

7. Continuous Improvement

The Company is committed to continuously improving its policies and practices to enhance accessibility, inclusion, and equal opportunities for persons with disabilities.



ISO 30415:2021 Human Resource—Diversity and Inclusion Policy

This policy applies to all employees, contractors, and partners of ALTER EGO S.A.

For and on behalf of ALTER EGO S.A.

Name: ANTHI ILIOPOULOU

Title: CEO

Date: 01/01/2026