



ANTI-RACISM AND EQUAL TREATMENT POLICY

ALTER EGO S.A. is firmly committed to fostering a workplace environment rooted in equality, dignity, respect, and inclusion. The Company recognizes that diversity is a key driver of innovation and performance and actively works to eliminate all forms of racism and discrimination within its operations.

This policy establishes a clear framework to prevent, identify, and address any form of racial discrimination and to promote a culture of fairness and equal opportunity.

1. Zero Tolerance to Racism

ALTER EGO S.A. enforces a strict zero-tolerance policy towards racism, racial discrimination, harassment, or any form of exclusion based on race, color, ethnicity, nationality, or origin.

Any behavior, action, or practice that creates a hostile, intimidating, or offensive environment will not be tolerated under any circumstances. This includes verbal, non-verbal, written, or physical conduct.

Violations of this policy may result in disciplinary actions, including termination of employment or cooperation.

2. Equal Opportunities and Fair Treatment

The Company ensures that all employment-related decisions are based strictly on merit, qualifications, and performance.

This applies to recruitment, training, promotion, compensation, and termination.

ALTER EGO S.A. actively works to eliminate biases and barriers that may disadvantage individuals from diverse racial or ethnic backgrounds.

3. Inclusive and Respectful Workplace Culture

The Company promotes a work environment where diversity is valued and respected.

Employees are expected to demonstrate respect in all interactions and avoid discriminatory behavior.

Management is responsible for ensuring inclusion is embedded in operations.

4. Prevention and Awareness

ALTER EGO S.A. is committed to proactively preventing racism through awareness initiatives and promoting inclusive behavior.

5. Reporting Mechanisms and Protection

Employees are encouraged to report incidents without fear of retaliation.

All reports are treated confidentially and investigated promptly.



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6. Accountability and Responsibility

All employees are responsible for upholding this policy.

Managers must ensure compliance within their teams.

7. Compliance with Legal and International Standards

ALTER EGO S.A. complies with Greek, EU, and international anti-discrimination laws and standards.

8. Continuous Improvement

The Company continuously reviews and improves its policies and practices.

This policy applies to all employees, contractors, and partners.

For and on behalf of ALTER EGO S.A.

Name: ANTHI ILIOPOULOU

Title: CEO

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