



## THESSALONIKI PORT AUTHORITY SA

### Diversity Policy

The company's objective is to treat all employees honestly and fairly, and to promote their advancement and growth. Ensuring the diversity of the company's human resources and providing equal opportunities to all THPA SA employees can yield benefits at every level, provided the necessary preconditions have been established that promote diversity and the equal treatment of executives in this environment.

The Board of Directors must present gender diversity, as well as diversity in skills, opinions, abilities, knowledge, qualifications and experience that correspond to the company's objectives.

Diversity is aimed at the accomplishment of corporate goals, given that it strengthens the pool of skills, experience and knowledge available to the company at its most senior management levels, and its competitiveness. The diversity policy, including gender equality for Board members, as this has been adopted by the Board of Directors, is posted on the company website.

The choice of practices and the corresponding policy is founded on the company's needs and on any omissions which may be identified in the existing policies that are implemented. Additionally, the Board of Directors is responsible for educating senior Management Executives so that they may be informed about how to deter cases of discrimination and how to promote diversity and equal treatment among executives.

Pursuant to this Policy, diversity in the workplace does not permit the exclusion of any executive from any operation, position and work team. The policy of THPA SA is to operate under fair and legal procedures of human resources management, and not to discriminate on the basis of age, race, gender, color, ethnic origin, religious beliefs, health status, sexual preferences, political or ideological views, or other employee characteristics that are protected by laws and regulations. Employees are required to comply with all laws and regulations and to perform their work in light of the above non-discrimination principle.