

Additional Information for Bloomberg Gender-Equality Index (GEI)



GROUP OF COMPANIES

GENDER EQUALITY INDEX INDICATORS	DISCLOSURE
Percentage of women on company board	Integrated Report 2022: p. 168
Gender balance in board leadership	Integrated Report 2022: p. 174, 175
Percentage of women executive officers	Integrated Report 2022: p. 170
Percentage of women in total management	Integrated Report 2022: p. 241
Percentage of women in senior management	*30% of women in senior management
Percentage of women in middle management	*35% of women in middle management
Percentage of women in non-managerial positions	Integrated Report 2022: p. 241
Percentage of women in total workforce	Integrated Report 2022: p. 241
Percentage of women total promotions	*40% of women total promotions
Percentage of Women IT/Engineering	*26% women in IT positions
Percentage of new hires are women	Integrated Report 2022: p. 243
Percentage of women attrition	Integrated Report 2022: p. 243
Time-bound action plan with targets to increase the representation of women in leadership positions	Fair Employment Policy Framework and Equal Opportunities (cosmote.gr) Integrated Report 2022: p. 105
Time-bound action plan with targets to increase the representation of women in the company	Fair Employment Policy Framework and Equal Opportunities (cosmote.gr) Integrated Report 2022: p. 34, 104
Adjusted mean gender pay gap	Integrated Report 2022: p. 106
Global mean (average) raw gender pay gap	Integrated Report 2022: p. 106
Time-bound action plan to close its gender pay gap	Integrated Report 2022: p. 105
Number of weeks of fully paid primary parental leave offered	**Range 15-38 weeks Extra case OTE & COSMOTE: 52 weeks for twins
Number of weeks of fully paid secondary parental leave offered	**3 weeks
Parental leave retention rate	*81% parental leave retention rate
Back-up family care services or subsidies through the company	Integrated Report 2022: p. 239
Flexible working policy	Integrated Report 2022: p. 36 Additional information: Following governmental guidelines, OTE Group provides parents of young children the choice to work from home for some days of the week if they ask it and their role allows it
Employee resource groups for women	OTE Group supports "The Boardroom", which is a pan European professional network built to bridge the gender gap and drive more women into the boardroom. It offers a continuous learning and development experience, through board education, executive coaching, and peer learning. More information.
Unconscious bias training	Integrated Report 2022: p. 102
Annual anti-sexual harassment training	Integrated Report 2022: p. 193

All data refer to 31st of December 2022

*Data refer to OTE Group companies: OTE, COSMOTE, GERMANOS, CTS, COSMOTE E-Value, OTE Globe, OTE Academy and Telekom Romania Mobile Communications, representing over 80% of total OTE Group employees

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