



**Clarifications on item 9 of the Agenda regarding the Invitation  
to the Ordinary General Meeting of PPC S.A. Shareholders  
to be held on June 29<sup>th</sup>, 2023.**

**ITEM 9:** Information to Shareholders on the recruitment of personnel for the year 2022.

Regarding the obligation under article 185 of Law 4964/2022 to submit to the General Meeting an annual report on the recruitment of personnel for the previous year (in particular on the procedures applied, the guarantees of impartiality of the recruitment committees, the selection criteria, and the remuneration of the newly hired employees), the BoD of PPC informs that during 2022, PPC did not hire any Employees according to the abovementioned Law but it hired 50 Employees based on methods and remuneration dictated by the application of Article 3 of Law 4643/2019.