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Diversity and Inclusion Policy



CTT Group

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Diversity and Inclusion Policy

The CTT Group fosters respect for the individuality of each person, knowing that in order to achieve the potential for innovation and transformation necessary to deliver a sustainable future, it is essential to ensure the principles of diversity and inclusion both in its own operations and throughout the value chain.

The CTT Group implements practices that promote inclusion and a sense of belonging, respecting and valuing diversity, as a factor that enhances the motivation and performance of its employees.

This policy is made available to all employees and stakeholders of the CTT Group through internal channels and the corporate website, promoting transparency and raising awareness about the importance of diversity and inclusion for the Group.

I. Principles and Purpose

CTT values the benefits of diversity and inclusion in establishing a healthy, fair, innovative, and respectful work environment, thus contributing to the company's objectives, as well as to increase innovation and competitiveness through the diversity of experiences, visions and contributions.

Promoting a corporate culture that integrates the values of diversity and inclusion reflects CTT's commitment to the principles of equal opportunity and non-discrimination, freedom, and dignity in professional relationships in line with the values of the Constitution of the Portuguese Republic, the international standards of the International Labour Organization (ILO), the Charter of Fundamental Rights of the European Union and the Universal Declaration of Human Rights.

II. Objectives and Commitments

Aligned with Human Rights standards founded in International Law and best practices of governance and responsible business conduct, CTT aims to promote actions that ensure an inclusive, diverse work environment that provides fair opportunities for all.

Therefore, CTT is focused on implementing the following commitments across the entire organization:

- Promote and ensure equal opportunities based on merit and competencies.
- Prohibit any form of discrimination, including gender, sex, age, ethnicity, nationality, sexual orientation, disability, religion.
- Adopt transparent career development measures based on merit and competencies.
- Promote policies for well-being and work-life balance, including measures for flexible work arrangements, parental protection, and encouragement of shared family responsibilities.

With specific regard to:

- Gender Diversity: CTT strives to implement actions that promote equal opportunities between men and women, ensuring balanced representation at different levels of the organization.
- Generational Diversity: CTT aims to cultivate a multigenerational work environment that respects the unique needs and contributions of each age group, encouraging intergenerational knowledge transfer and facilitating the inclusion of employees at different life stages.
- People with Disabilities: Recognizing its responsibility as a socially conscious employer, CTT is committed to the inclusion of individuals with disabilities. It implements essential practices to facilitate their integration and appreciation, including adapting equipment and infrastructure to meet their needs.

III. Scope: Value Chain and Stakeholders

This Policy applies generally to all entities within CTT Group, except where legal or statutory requirements mandate that certain companies have their own policies approved by their respective management bodies.

In exercising its shareholder function, CTT Group will seek to promote the adoption of this policy or equivalent principles and commitments, ensuring the overall consistency of the policies

adopted within the Group, so that companies with their own policies define them in terms no less stringent than those defined directly by CTT Group.

In observing this policy, CTT Group will also consider its external impact, beyond its direct counterparts, on various stakeholders, including the surrounding community.

IV. References and Safeguards

This Policy observes and promotes compliance with applicable international, European, and national legislation and regulations. The CTT Group aligns its activities with international reference standards or initiatives from the United Nations, the Organisation for Economic Co-operation and Development (OECD), and the International Labour Organization (ILO).

Regarding this Diversity and Inclusion Policy, the CTT Group's activities are aligned with:

- a) **Ten Principles of the UN Global Compact**, particularly regarding the elimination of discrimination in employment;
- b) **United Nations' 2030 Agenda**, specifically concerning gender equality (SDG#5) and the reduction of inequalities (SDG#10);
- c) **OECD Guidelines for Multinational Enterprises**, particularly regarding employment and industrial relations;
- d) **ILO Convention No. 100** on Equal Remuneration;
- e) **ILO Convention No. 111 on Discrimination** on Employment and Occupation.

In addition to the aforementioned substantive safeguards, the CTT Group further commits to accompanying them with procedural safeguards, existing or to be created, integrated into the Group's governance model. This ensures that the roles and responsibilities for their definition, implementation, control, communication, and review are clearly, precisely, demonstrably, and auditable defined. This includes compliance with its duty of corporate diligence, as applicable to its activities, both in its operations and with its suppliers.

V. Governance: Decision, Implementation, Control, and Disclosure of the Policy

The implementation of this Policy takes place within the framework of the internal governance model of the CTT Group as outlined in the respective regulations, as follows:

Definition:	Board of Directors
Implementation:	Executive Committee and ESG Steering Committee Area(s) responsible for people management & development
Control:	Ethics Committee Sustainability Committee
Disclosure:	Area(s) responsible for internal and external communication and disclosure

VI. Validity and Review

This Policy was approved on 20 March 2025 and is reviewed at least every 2 years.