



VIDAVO S.A. Progress Report

Advancing gender equality, women's empowerment and bias free corporate cultures across our operations and ecosystems.

WEPs signatory since Feb 2025.



Our Commitment to Equality

"At VIDAVO, we are dedicated to creating a more equitable and inclusive future for all. **We believe in equal opportunity and are committed to eliminating bias in all its forms.** Our goal is to foster an environment where **individuals can thrive:** we will continue to work embedding these principles across our operations and ecosystem. We are proud of our **team members for leading by example and driving this vision forward**"

— Markella Psymarnou, CEO, Vidavo S.A.



High-level corporate leadership



40%

Women on BoD

Gender equality included in corporate strategy with significant female representation in governance

100%

Executive Management

All executive management positions are held by women

80%

Senior Leadership

Majority of senior leadership positions filled by women



Fair Treatment & Well-being

Treat all women and men fairly at work

- Implemented flexible work policies - hybrid positions
- Open to collaborations regardless of family / parenthood status

Employee health, well-being and safety

- Conducted workplace safety audit with gender lens
- Online health assessment tools available to all employees, via the company's scientific platform for health and wellbeing



Career Development & Ecosystem

Education & Training

Provided comprehensive online courses to support career advancement for all employees.

Supply Chain Integration

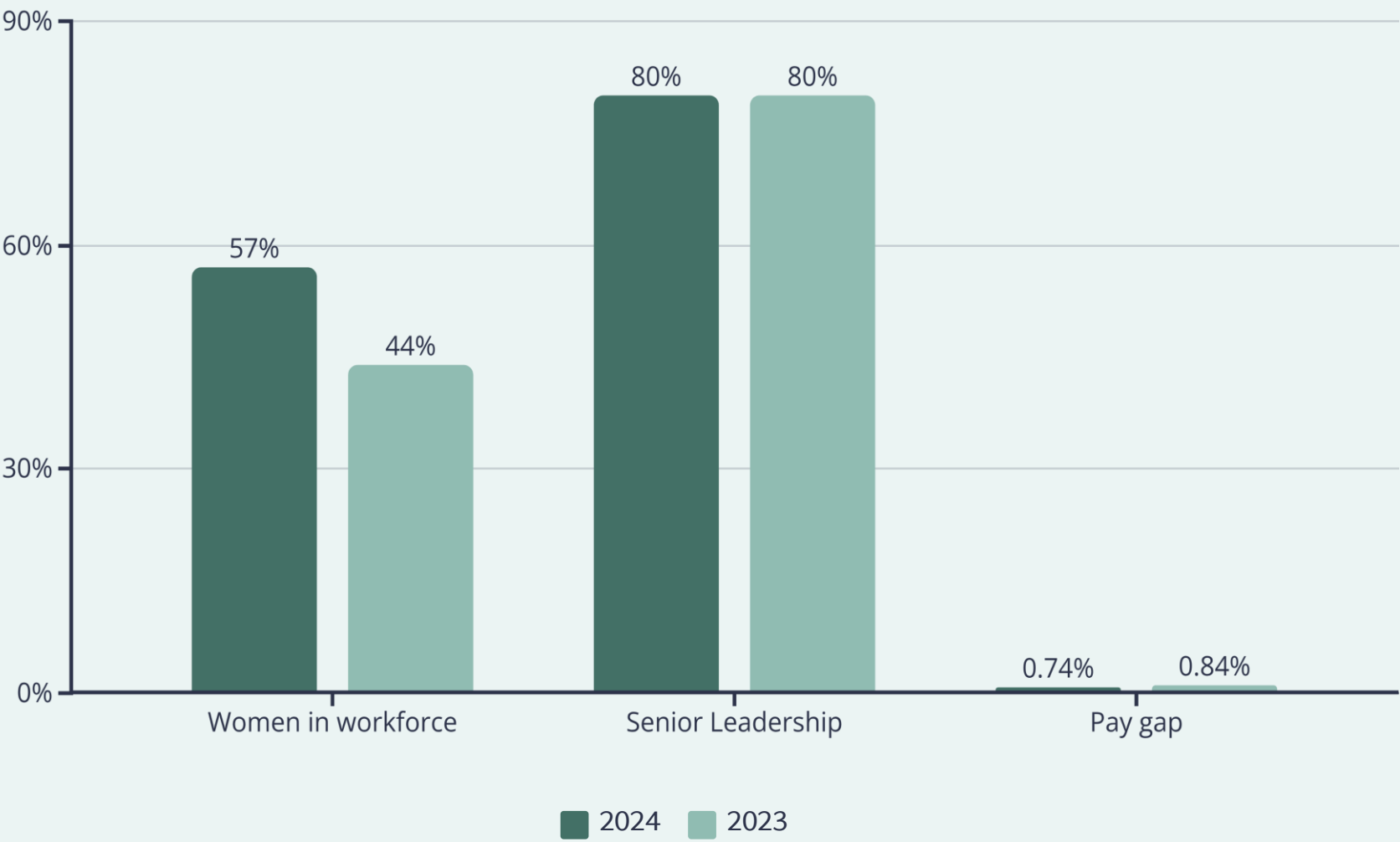
Initiated the integration of WEPs principles into our policies and supplier evaluation framework.



Community Impact

- ❏ Embraced & supported initiative's, as the European Coding week with specific activities for Girls in Digital, advancing the potential of girls in STEM and encouraging their participation in the digital world.

Progress in Numbers





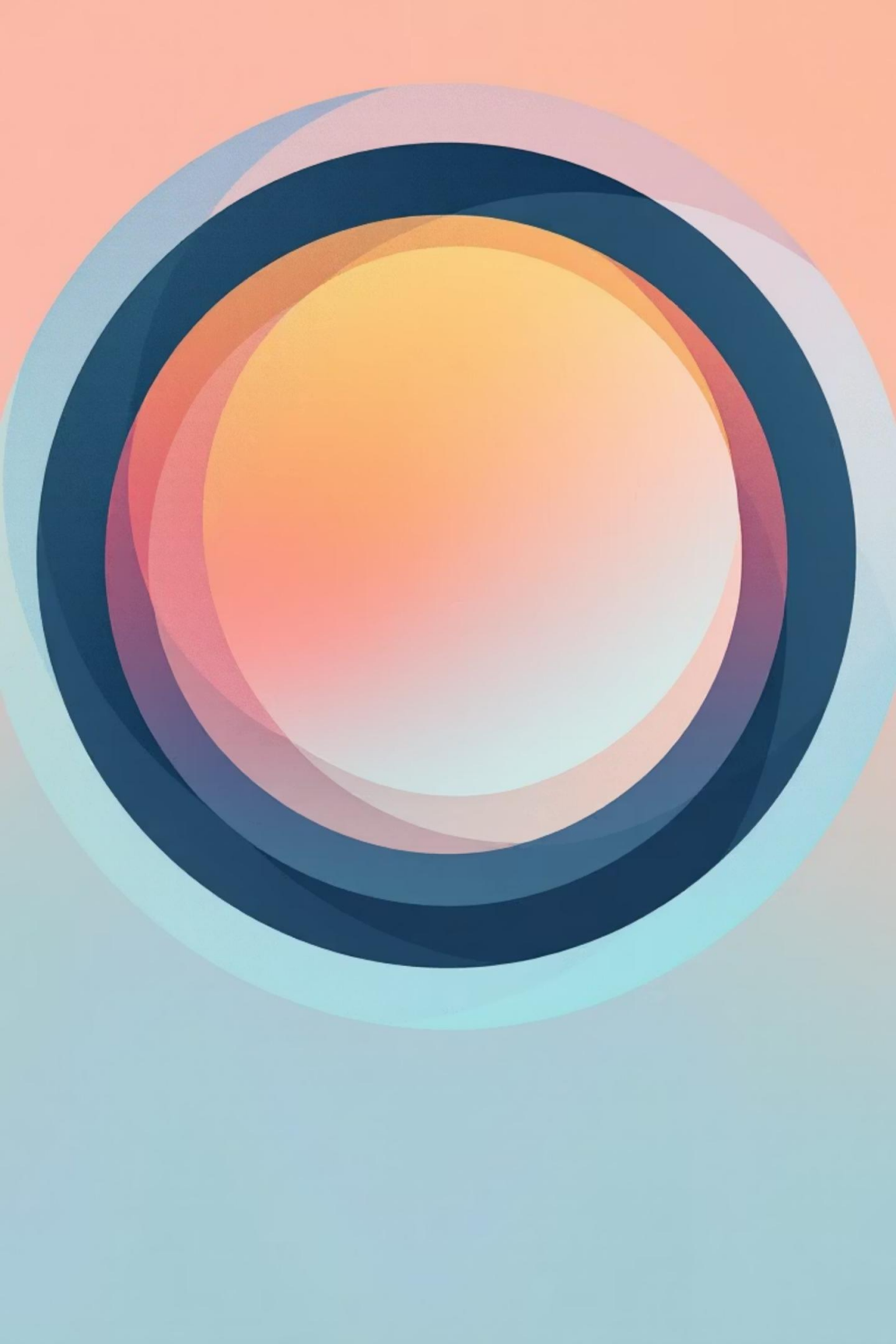
Challenges & Future Vision

Current Challenges

- Managing unconscious bias across our ecosystem
- Exploring better data analytics to inform decisions

2025 Goals

- Lead by example in our ecosystem
- Support local initiatives
- Empower women in tech



Thank You

For questions or more information about this report, please contact:

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VIDAVO S.A. WEPs Transparency & Progress Report 2024