



THE PRINCIPLES OF VIMATRONIX AND THE ANTI-BRIBERY POLICY

The Supreme Corporate Governance Body of VIMATRONIX has established specific principles upon which its anti-bribery policy is based. These principles are:

- It applies a zero-tolerance policy toward bribery and corruption and is committed to acting with professionalism, legality, and integrity in all its professional transactions and relationships.
- It does not tolerate any form of bribery or corruption.
- It will not provide, offer, or agree to provide, nor will it approve or request someone else to provide, directly or indirectly, any type of benefit to individuals, in order for them to act, by violating their duties, either through an action or an omission.
- It will never solicit or accept, directly or indirectly, any form of benefit or the promise of one, to induce or reward improper behavior in the form of actions or omissions that arise from or conflict with someone's duties.
- It actively complies with all laws and regulations related to anti-bribery, money laundering, and terrorism, and acknowledges its responsibility to report any suspicious behavior to the relevant Greek Authorities.
- It makes ongoing efforts to improve the Anti-Bribery Management System.
- It informs and trains its staff, as well as partners and subcontractors, on the anti-bribery policy.
- It sets and measures specific objectives related to anti-bribery efforts.
- It assigns the management of the System to a designated role, which is the Compliance Function.

The policy is available to the company's staff, partners, and subcontractors, who are required to comply with it. Otherwise, the company reserves the right to terminate its cooperation with any employee or partner who does not adhere to the policy.