

PRINCIPLES OF GETREMED AND ANTI-CORRUPTION POLICY

The Supreme Corporate Governance Body of GETREMED has defined specific principles on which the anti-corruption policy is based, which are as follows.

- > It has a zero-tolerance policy for bribery and corruption and is committed to acting with professionalism, legitimacy and integrity in all its business dealings and relationships.
- > It does not tolerate any form of bribery or corruption.
- > It will not to provide, offer, or offer to provide, approve or require any person to provide, directly or indirectly, benefits in any form whatsoever to persons in order for them to act or omit to act in breach of their duties.
- > It will never seek or accept, directly or indirectly, benefits in any form, or the promise of such benefits, in order to incite or reward misconduct in the form of acts or omissions that result from or are in conflict with anyone's duties.
- > It actively complies with all laws and regulations concerning the fight against corruption, money laundering, and terrorism and understands that it is responsible for reporting any suspicious behaviour to the appropriate Greek authorities.
- > It is working towards the continuous improvement of the anti-corruption system.
- > It informs and trains human resources, partners, and subcontractors about anti-corruption policies.
- > It establishes and measures specific targets for combating corruption.
- > It assigns the management of the system to a specific function, namely the Compliance Function.

The policy is available to the company's staff and the partners and subcontractors who must follow it. Otherwise, the company maintains the right to discontinue cooperation with any employee or partner who does not follow the policy.