

## ANTIBRIBERY POLICY

ALTER EGO is committed to the fight against corruption. The purpose of this policy is to define the requirements related to the bribery management system and to ensure that they are applied to the business. The policy applies to the entire company. All company staff, partners and employees are required to comply with this Policy and continuously improve the effectiveness of the Anti-Bribery System in accordance with ISO 37001:2016.

The Anti-Bribery Policy:

a. prohibits bribery and expresses the company's zero tolerance for bribery of any kind and in any form:

- Gifts and hospitality (invitation to a free meal, or any social event, etc.), are not accepted if they are in conflict with the law, and if they are given for a purpose or service, they are not given secretly.
- Political donations: the company does not participate in financial and non-financial donations to political parties and / or politically committed individuals.
- Charitable donations: are allowed, but exclusively to organizations, not individuals, as long as they are not considered as bribes in order to gain a business advantage.
- Sponsorships: the company may sponsor a specific event, but only for the purpose of supporting or promoting the company. Sponsorship should not be covered for bribery.
- Conflict of interest: personal interests and/or acquaintances may not be placed before business interests, as this may lead to activities that are not honest and transparent.

β. expresses the company's obligation to comply with the applicable Anti-bribery Regulatory and Legislative Framework,

γ. is appropriate for the purpose of the business and is in accordance with the overall business policy and strategic instructions of the company,

δ. provides a framework for defining, revising and achieving anti-bribery objectives included in her business objectives;

ε. provides the framework that encourages her employees to report any reprehensible acts related to bribery, good faith, without being subject to any sanction,

στ. in case of suspected bribery ALTER EGO has the right to immediately terminate the contractual relationship with the subcontractor-supplier.

Disciplinary measure of non-compliance with this Policy is the termination of the employee's employment and any penalties that may be taken, in accordance with the company's regulation and the legal framework.

The policy is reviewed annually by senior management.

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All these we believe have the effect not only the best business image in the industry, but also a sense of pride and satisfaction for all of us, Management and employees, who are working for the progress of ALTER EGO.

THE CHIEF EXECUTIVE OFFICER

Konstantinidis George