europeanprofiles S.A.

ANTI-CORRUPTION AND BRIBERY POLICY

The Management of EUROPEAN PROFILES A.E. has developed its Policy against corruption and bribery with a view to the integrity and legality of the company and the implementation of any corrective and preventive action required.

The company, through the Anti-corruption and Bribery Policy, is committed to:

- full compliance with legislation and ethics rules against corruption and bribery.
- the appropriateness of the Policy in the context of the company's operation.
- the disposal of all the necessary resources to reduce the possibilities of corruption and bribery.
- zero tolerance in matters of corruption and bribery.
- the commitment to the continuous improvement of the Management System.
- applying corporate rules with professionalism, integrity and legality.
- prohibit company executives from submitting or bribing any direct or indirect partner.
- prohibit company executives from being bribed by a direct or indirect partner.
- encourage employees to report any suspected misconduct.
- follow complete transparency in every transaction of the company.
- the continuous communication of the staff in matters of transparency.
- the provision of the required information resources and staff training on transparency issues.
- prosecute legally and disciplinary anyone involved in misconduct.
- communicating the corporate rules of transparency to all interested parties.

The Compliance Officer has the obligation to follow the procedures of the system as well as to maintain complete confidentiality protecting the identity of the complainant and the respondent party.
Violation of the terms of the policies results in disciplinary actions which, depending on the severity of the violation, may include:

- Oral recommendation / warning from Management
- Official written recommendation/warning of serious misconduct
- Civil prosecution for compensation for damages

For the implementation of the Policy against corruption and bribery, the company considers the active participation of employees essential in the observance, development and documentation of all the procedures provided for by the Management System. All employees in the company contribute to the effective implementation of the system and its improvement.

Employees and other interested parties may report concerns related to bribery or unethical conduct through the following channels:

- Email: complaints.ep@gmail.com
- Phone: 2108210895

Date: 03/06/2024

For "EUROPEAN PROFILES A.E."