

### **Anti-Bribery and Anti-Corruption Policy**

The company MILONAS HEALTH S.A., its Management members, persons performing managerial duties, staff, as well as any third party acting on behalf of the company, by means of this Policy, is committed to establishing a framework of obligations and guidelines to be used as a tool for the prevention, deterrence, and combating of bribery, in full compliance with the applicable legal and regulatory framework.

Maintaining the impartiality and integrity of all parties involved with the company is a priority in all business transactions arising from it. Through dynamic procedures and processes, the company has established and implements the ISO 37001 standard, aiming to prevent, deter, and eliminate bribery and corruption. Employees are informed about this Policy and the related procedures and are required to report any incident that comes to their attention which involves or raises suspicion of bribery or any situation that could expose the company to the risk of bribery.

The Management of MILONAS HEALTH S.A.:

- Implements a "Zero Tolerance Policy" against bribery or any other illegal act and follows the disciplinary procedures prescribed by law for employees who violate this Policy.
- Allows only the receipt and offering of official donations in accordance with the provisions of the applicable legislation.
- Does not cooperate with companies or professionals involved in corrupt practices and immediately terminates any relationship with partners or other stakeholders should such cases arise, especially with regard to the public sector and public officials.
- Will not knowingly participate in any transaction in which corrupt practices form part of the agreement. When partners or other stakeholders represent the company, they must, as part of their contractual obligations, agree to comply with the Anti-Bribery Policy. All fees and expenses must be legal, reasonable, justified, and supported by appropriate documentation.

MILONAS HEALTH S.A., understanding the definition and consequences of bribery and its forms, encourages the confidential reporting of any incident or suspicion of bribery, appropriately trains its employees and partners to recognize actions related to bribery, and ensures the protection of the company's reputation.

Incidents may be reported via email at [anti-bribery@milonashealth.gr](mailto:anti-bribery@milonashealth.gr)

**22.10.2024**

**President & CEO**

**ELENA TTOFA**