

## Code of Conduct

### Introduction

Generally, in a business, the Code of Conduct sets the general principles and defines the minimum rules of professional and ethical behavior that must be observed in all its activities, whether intra-company or involving third parties, i.e. customers, suppliers or collaborators.

The Code is about rules for self-regulation of a business, in order to protect everyone from adopting or being subjected to inappropriate or illegal behavior and in no way replaces existing legislation.

Our company "S. Stathopoulos - K. Farros DOMI SA", is active in the field of providing Engineering Design and Consulting Services. As an engineering firm, the company is a member of SEGM (Hellenic Association of Consulting Firms) and TEE (Technical Chamber of Greece), as well as its executives, as Certified Engineers, are members of TEE. Both of these entities are governed by respective Codes of Conduct which their members are required to know and follow.

In this context, the company's Code of Conduct was drawn up and approved by the company's Board of Directors, at the Minutes of 23.04.2024, which all our company members should know, respect and adhere to.

### Integrity and Professionalism

Our company members are committed to maintain the highest level of integrity and professionalism in their work. They are expected to act in a manner that preserves the reputation of the Consulting Engineer's profession and of our company and not engage in any action that could jeopardize their own integrity or that of the company.

### Compliance with Laws and Regulations

We are committed to comply with all applicable laws and regulations governing our business activity. This includes compliance with anti-bribery, corruption, human rights, environmental, labour standards and data protection laws. We also respect the legal and regulatory requirements of our customers and the countries in which we operate, and strive to prevent any breach of obligations, irregularities or fraudulent activities.

### Ability and Quality

Maintaining a high level of competence is of the utmost importance to us. Our team members are constantly striving to enhance their knowledge and skills in the field of designs, research and environmental management and conservation. We are committed to providing excellent quality services to our customers, adhering to relevant technical and professional standards. We must engage in projects that fall within our area of expertise and ensure that our work meets the relevant technical and professional specifications to achieve the highest level of quality in our work.

### Confidentiality

We place great emphasis on maintaining the confidentiality of our customers' information. We handle customer information with the utmost care and use it only for the purposes for which it was provided. Our team members are well aware of applicable data protection laws and ensure that customers' private data is processed in accordance with applicable laws.

### Conflict of Interest

Members of our company avoid conflicts of interest that could jeopardize their objectivity or independence when providing our services. In the event that potential or actual conflicts of interest arise, our team members are obligated to disclose them to clients immediately. We take appropriate steps to manage or mitigate such conflicts, ensuring that our work remains impartial and in the best

interests of our clients.

### **Healthy Competition**

We strongly believe in fair and ethical competition in our business activities. We do not engage in anti-competitive practices or conducts that undermine the integrity of our profession. Our commitment to fair competition is vital in order to promote a healthy and transparent business environment.

### **Respect for others**

Our members must respect the dignity, diversity and rights of all people with whom they deal during their professional activities, including customers, colleagues and other parties. Members should not engage in behavior that could be construed as prejudice, harassment or disrespect, and should have zero tolerance for misconduct that impacts their professional credibility.

### **Sustainability**

Our company promotes sustainable development in its projects and promotes actions to address climate, environmental and social challenges, aligning its actions with the Sustainable Development Goals of the United Nations and the specific goals set by the European Union. We integrate sustainability considerations into our projects and work with clients to promote sustainable solutions and practices.

By adhering to this comprehensive Code of Conduct, we demonstrate our unwavering commitment to provide our services in a responsible, ethical and sustainable manner.