

ANTI-BRIBERY POLICY

I. IOANNIDIS SINGLE-MEMBER P.C. – AXIS MEDICAL, recognizing the importance of combating corruption and bribery, as well as the negative impact that any involvement in bribery could have on its image and reputation, has established and implemented an Anti-Bribery Policy, approved by its General Manager.

This Policy aims to raise awareness among all employees and associates of the company regarding the issue of bribery and seeks to reinforce the Management's commitment to zero tolerance for bribery. It establishes a framework of obligations and guidelines to be used as a tool for the prevention, deterrence, and combatting of bribery.

The Policy:

- Aims to ensure compliance with the current legal and regulatory framework for combating bribery.
- Is appropriate for the company's purpose and activities.
- Provides a framework for setting, reviewing, and achieving anti-bribery objectives.
- Encourages the confidential reporting of any incident or suspicion of bribery through specified communication channels and promotes vigilance among employees and associates to recognize bribery-related actions, fostering trust without fear of retaliation.
- Meets the requirements of the anti-bribery management system in accordance with the ISO 37001:2016 standard and aims at the continuous improvement of the anti-bribery management system.
- Applies the principle of independence in the operation of anti-bribery compliance.
- Outlines the consequences of non-compliance with the anti-bribery policy.



The Policy is binding for all employees without exception, regardless of functional position or hierarchical rank, including executives and the Manager, subcontractors, suppliers, consultants, all types of business partners, and any other third party acting on behalf of the company.

Interested parties may contact the company to report any illegal or suspicious business activities potentially involving **I. IOANNIDIS SINGLE-MEMBER P.C. – AXIS MEDICAL** via email at ioannidis@axismedical.gr.