



ANTI-BRIBERY POLICY

THALES HELLAS is committed to conducting its business with integrity, transparency, and accountability. The Company views anti-bribery and anti-corruption as a strategic priority in order to:

- safeguard its reputation,
- ensure sustainable business operations,
- comply with applicable laws and regulations,
- foster trust with stakeholders, including clients, partners, employees, and regulatory authorities.
- protect the interests of the Company, its shareholders, partners and customers.

To achieve the aforementioned purposes, **THALES HELLAS** maintains an Anti-Bribery Management System (ABMS) with the following objectives:

- Prevent, detect, and respond to bribery risks.
- Ensure compliance with all applicable anti-bribery and anti-corruption laws and standards.
- Promote a culture of integrity and ethical conduct across the organization.
- Identify, assess, and mitigate bribery risks in all business activities.
- Provide clear procedures for reporting, investigating, and addressing suspected bribery.
- Ensure continuous monitoring and improvement of anti-bribery controls.
- Compliance with the applicable national and EU legislation and regulations, with requirements arising from contracts, as well as the requirements of the International Standard ISO 37001,
- Commitment of management and employees to the continuous improvement of the ABMS.

THALES HELLAS' Compliance Officer who serves as the head of the Anti-Bribery Management System, is responsible for:

- Overseeing the design, implementation, and continuous improvement of the ABMS.
- Monitoring compliance with this Policy and applicable regulations.
- Providing guidance and support to employees on anti-bribery matters.
- Receiving, reviewing, and coordinating the investigation of reported concerns.
- Reporting regularly to Top Management on the performance and effectiveness of the ABMS.
- Informing all Company personnel about the Anti-Bribery Policy.

All Company personnel are responsible for implementing the Anti-Bribery Policy in their area of responsibility.

The Management demonstrates strong leadership and commitment to the ABMS. All **THALES HELLAS** employees are committed to achieving the objectives of the ABMS in order to ensure the Company's business continuity capability.

MEGAIDES Vincent
Chairman and C.E.O.
20th March, 2026