THALES

BUSINESS CONTINUITY POLICY

THALES HELLAS views Business Continuity as a strategic priority in order to:

- ensure the continuation of critical operations in the event of a disruption,
- limit any damage to the Company's reputation and credibility in the event of a disruption,
- protect the interests of the Company, its shareholders, partners and customers,
- facilitate the return to normal operating levels as soon as possible,
- reduce the risk of disruptive incidents and increase the Company's overall operational availability.

To achieve the aforementioned purposes, **THALES HELLAS** maintains a Business Continuity Management System (BCMS) with the following objectives:

- Safeguarding the health and safety of the Company's employees, as a top priority
- Systematic assessment & evaluation of risks related to Business Continuity,
- Systematic implementation of appropriate methods to assess the impact of disruptions and to determine recovery requirements that ensure a minimum acceptable level of operation,
- Establishment of specific recovery strategies and workable plans designed to address disruptions
- Evaluation and improvement of the relevant plans through exercising and testing,
- Effective handling of business disruption incidents,
- Continuous updating of management and employees in matters of business continuity,
- 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 22301,
- Commitment of management and employees to the continuous improvement of the BCMS.

The Business Continuity Management Officer is responsible for the control, monitoring and proper operation of the BCMS, as well as for informing all Company personnel about the Business Continuity Policy.

All Company personnel involved in Business Continuity activities and processes are responsible for implementing the Business Continuity Policy in their area of responsibility.

The Management and all **THALES HELLAS** employees are committed to achieving the objectives of the BCMS in order to ensure the Company's business continuity capability.

MEGAIDES Vincent
Chairman and C.E.O.
30th September, 2026