

At **NRAY**, we are firmly committed to conducting our business activities with integrity, honesty, transparency, and respect for society and the environment.

The Management of **NRAY**, with the aim of strengthening the Company's credibility and reputation, enhancing the transparency and efficiency of its business operations, and responding to the needs of all interested parties (customers, suppliers, authorities, shareholders, the investment community, employees, and society), implements preventive actions against bribery.

This policy applies to all individuals at **NRAY**, regardless of their level or position, including directors, senior officers, employees (permanent, fixed-term, or temporary), consultants, contractors, students, and trainees. It states, among other things, the Company's zero tolerance toward all forms of bribery, its commitment to conducting business with professionalism, legality, and integrity in all its professional dealings, as well as the establishment of anti-bribery measures to maintain high ethical standards and protect its reputation.

By putting our values into practice and acting with honesty, impartiality, and integrity, we will continue to make **NRAY** a company we can all be proud of.

Core Principles

- **NRAY** applies a zero-tolerance policy against bribery and is committed to operating with professionalism, legality, and integrity in all its business dealings.
- **NRAY's** management, employees, and any third parties acting on its behalf are prohibited from offering, promising, or giving bribes, as well as from requesting, agreeing to receive, or accepting bribes from any party.
- **NRAY** has established anti-bribery measures to maintain high ethical standards and to protect its reputation against any allegations related to bribery.
- This Policy applies to all individuals within the Company, regardless of their level or position, including directors, senior officers, employees (permanent, fixed-term, or temporary), consultants, contractors, students, and trainees.
- Non-compliance with this Policy, whether intentional or unintentional, may result in disciplinary actions, which may include dismissal for serious misconduct, as well as criminal prosecution of the individual involved, in accordance with applicable Greek legislation.
- Personnel are encouraged to report concerns regarding any issue or suspected wrongdoing as soon as it comes to their attention. No employee will suffer any adverse consequences for raising genuine concerns related to bribery, corruption, improper gifts, or facilitation payments.

Chief Executive Officer (CEO)