

The COMPANY **MANAGEMENT FORCE** constitutes a network of knowledge and expertise, aiming to provide highly effective services to people, environment, customer and society at large.

MANAGEMENT FORCE is mainly operating in the field of

SAFETY

Within the framework of its activities, **MANAGEMENT FORCE** recognizes as a moral obligation to make every possible effort to promote safety and its positive impact on people, environment and society at large and specifically on the customer.

At the same time, **MANAGEMENT FORCE** considers the promotion of safety and health as an obligation within society's various levels of organization and operation nationally and internationally. This twofold commitment is fulfilled in conjunction with Policies and actions of Corporate Social Responsibility.

Each employee or collaborator of the Group should make every effort to:

1. Protect human beings from incidents that may be potentially harmful to life and/or health.
2. Protect customers and their activities from such incidents.
3. Promote safety on every opportunity and aspect of customers' activities.
4. Provide high quality services.

The aforementioned obligations/goals are implemented by applying a structured framework of values and ethics, which is mandatory for the employees of **MANAGEMENT FORCE** and its subsidiaries. Similarly, this framework is obligatory for each partner of **MANAGEMENT FORCE** (and their employees), to the level of their engagement, whether an individual or a legal entity and regardless of the type of cooperation (consultant, subcontractor, self-employed etc.) with **MANAGEMENT FORCE** and its subsidiaries. Finally, **MANAGEMENT FORCE** and its subsidiaries expect their customers to respect the aforementioned framework to the extent of their involvement.

The framework of ethics and values of **MANAGEMENT FORCE** and its subsidiaries is bounded by thirteen (13) points. **MANAGEMENT FORCE** and its subsidiaries are committed to the implementation and promotion of this framework.

1. Compliance with law and regulations is primary and non-negotiable.
2. Our services will have one vital role within the existing established legal framework: to decisively contribute in helping our customers towards the more effective satisfaction of customers' obligations and improvement of their safety performance.
3. Particularly in the field of Safety and Health and besides any obligation imposed by law, **MANAGEMENT FORCE**, self-considered as pioneer, aims at promoting safety nationally and internationally.
4. Equally, honest and selfless treatment of employees/collaborators regardless of hierarchy and contribution by all towards promotion of the moral values of the Group.
5. Avoidance of any situation in which personal interests may conflict with the respective interest of the Group and/or our customers.
6. Information regarding our customers is considered confidential and it is not allowed to any of the employees or collaborators to transfer to any third party, or to any party not involved in the assigned project, excluding any information which has already been made public.

7. Information regarding our Group is considered confidential and it is not allowed for any employee or collaborator of **MANAGEMENT FORCE** to transfer to third parties, except from those employees or collaborators who are authorized to do so. In any case, this obligation does not include any information which has already been made public.

8. Usage of COMPANY's property and resources will be performed wisely and efficiently, avoiding any type of waste and misuse.

9. **MANAGEMENT FORCE** will retain all the records necessary and related to our activities and transactions.

10. No form of bribery to or from employees, collaborators, customers and suppliers is tolerable.

11. Due diligence is required in order to avoid any situation in which a conflict of interest may arise. Any such potential case shall be communicated internally and to the client or the supplier, or by the supplier, as soon as it is identified.

12. Each employee and collaborator should make every possible effort in order to remain informed, trained and effective with regard to the services which are assigned to him.

13. Acceptance of and adherence to any additional or more stringent, customer's requirements, provided that these requirements are well placed within the framework established by the Policy and Code of Ethics of **MANAGEMENT FORCE** and the applicable laws per country.

The present CODE OF ETHICS is conveyed to every employee of **MANAGEMENT FORCE** and its subsidiaries. It is further disclosed to any individual or legal entity that cooperates with **MANAGEMENT FORCE** or its subsidiaries. It is presumed that the agreement of cooperation with **MANAGEMENT FORCE** or its subsidiaries involves the commitment on behalf of the employee, collaborator, consultant, contractor and subcontractor to fully adhere and apply the present Code.

Maroussi, 03/03/2026

For **MANAGEMENT FORCE**



Dr Georgios D. Panopoulos

Chief Executive Officer