

## ANTI BRIBERY POLICY

**FUJIFILM HELLAS S.A.** is firmly committed to conducting its business activities with integrity, honesty, transparency, and respect for society and the environment.

In an effort to enhance the Company's credibility and reputation, ensure the clarity and efficiency of its business operations, and address the expectations of all stakeholders (including customers, suppliers, regulatory bodies, shareholders, investors, employees, and society at large), the Management of **FUJIFILM HELLAS S.A.** implements proactive measures aimed at preventing corruption and bribery.

This Policy is applicable to all individuals associated with the Company, regardless of their level, position, or role. This includes, but is not limited to, senior management, executive officers, members of committees and boards of directors, employees (permanent, fixed-term, or temporary), consultants, contractors, students, and trainees.

The Policy reaffirms the Company's commitment to zero tolerance for any form of bribery or corruption, its obligation to operate with professionalism, legality, and integrity in all business dealings, and its dedication to implementing robust anti-corruption measures to uphold the highest ethical standards and safeguard its corporate reputation.

By consistently upholding our core values and acting with honesty, fairness, and integrity, we aim to maintain **FUJIFILM HELLAS S.A.** as a company of which we can all be proud

### Core principles

- **FUJIFILM HELLAS S.A.** enforces a strict zero-tolerance policy toward corruption and bribery and is committed to conducting all business transactions with professionalism, legality, and integrity.
- Officers, employees, and third parties acting on behalf of **FUJIFILM HELLAS S.A.** are strictly prohibited from offering, promising, or providing bribes, as well as soliciting, accepting, or agreeing to receive bribes under any circumstances.
- The Company has established and maintains comprehensive anti-corruption controls to ensure adherence to high ethical standards and to protect its reputation from any implication or accusation of corrupt practices.
- This Policy applies to all individuals associated with the Company, regardless of their role or seniority, including senior management, officers, directors, members of executive committees and boards of directors, employees (whether permanent, fixed-term, or temporary), consultants, contractors, interns, and trainees.

- Any breach of this Policy, whether intentional or unintentional, may lead to disciplinary measures and may also result in criminal prosecution under applicable Greek legislation.
- Staff are encouraged to report concerns about any issue or suspected wrongdoing as soon as it comes to their attention. No employee will be subject to repercussions for raising serious concerns regarding bribery, corruption, improper donations and facilitation payments.