

Business Ethics and Integrity Policy – Lyhnia S.A.

1. Purpose and Scope

This policy outlines the principles of ethics and integrity that govern the operation of Lyhnia S.A., a company in the graphic arts sector. It applies to all executives, employees, and partners.

2. Prohibition of Bribery and Corruption

The company strictly prohibits all forms of bribery, whether direct or indirect, from or to any third party. Offering or accepting money, gifts, or other benefits to gain business advantage is not permitted.

3. Avoidance of Conflicts of Interest

Employees must avoid situations where their personal interests may conflict with the interests of the company.

4. Anti-Tax Evasion and Anti-Money Laundering

Lyhnia S.A. fully complies with applicable tax legislation and takes measures to prevent its use for money laundering purposes.

5. Political Neutrality / Political Influence

The company does not engage in political parties or campaigns. Any political activity by employees is strictly private and outside the company framework.

6. Reporting Illegal or Unethical Acts (Whistleblowing)

Employees are encouraged to report violations of this policy anonymously or with their name to the responsible department, without fear of retaliation.

7. Staff Training and Responsibility

The company will provide training to staff regarding business ethics and the provisions of this policy.

8. Distribution – Publication – Supplier Notification

This policy will be available on the company's website and will be communicated to all high-risk suppliers and partners.

Name	Position	Signature	Date
Vgontzas Konstantinos	President		14/ 05 /2025
Vgontzas Athanasios	Chief Executive Officer		14/ 05 /2025
Vgontzas Nikitas	Procurement Manager		14/ 05 /2025