



Code of Conduct



June 2025

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Introduction

Matrix Pack's Code of Conduct expresses our commitment to conduct business in accordance with all applicable laws, rules and regulations and the highest ethical standards.

Matrix Pack conducts its business with integrity, honesty, and full compliance with all applicable laws, rules and regulations—including competition laws and international trade sanctions. This Code of Conduct sets non-negotiable minimum standards for everyone who works for, with, or on behalf of Matrix Pack. Each of us is responsible for “doing the right thing,” and must seek guidance whenever in doubt.

Key principles:

- Operate legally, ethically and transparently
- Protect Matrix Pack's reputation and assets
- Place the Company's interests above personal gain
- Practice responsible sourcing across our supply chain

Since its founding, Matrix Pack's business practices have been governed by integrity, honesty, fair dealing and full compliance with all applicable laws.

This Code prescribes certain values and principles which Matrix Pack has committed to and also specifies and helps the continued implementation of our corporate business principles by establishing certain nonnegotiable minimum standards of behaviour in key areas.

The nature of this Code is not meant to cover all possible situations that may occur. It is designed to provide a frame of reference against which to measure any activities. Employees should seek guidance when they are in doubt about the proper course of action in a given situation, as it is the ultimate responsibility of each employee to “do the right thing”, a responsibility that cannot be simply delegated.

Employees should always be guided by the following basic principles:

- avoid any conduct that could damage or risk Matrix Pack or its reputation;
- act legally and honestly;
- put the Company's interests ahead of personal or other interests.

For the purposes of this Code, references to “employees” include employees, associates, officers and directors of Matrix Pack S.A. and its subsidiaries.

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Just as Matrix Pack is dedicated to providing high quality products and services, we are equally devoted to ensuring that our products, employees, sites and suppliers are following the commitments we have made to socially responsible business practices.

Matrix Pack embraces the values of customer service, innovative and entrepreneurial spirit, and integrity.

We seek to integrate these core values into every aspect of our business and into policies and procedures in areas of quality and safety for products, employee welfare, managing our supply chain, ethical corporate behavior, and environmental affairs.

Matrix Pack's quality is linked to the value of our products. Both quality and safety are important to us, and we strive to ensure that our products meet all applicable legal requirements.

We have a responsibility to ensure that our suppliers honor and respect the people we serve and the environments where we operate as partners. As part of our responsible and sustainable sourcing strategy, we are committed to working in partnership with our suppliers to follow a specific code of conduct in the areas of employee labor conditions, health, safety and environmental policies.

Matrix Pack not only delivers high quality products but we do so in a way that reflects the Company's commitment to conduct our business activities in full compliance with applicable laws and to be guided by integrity and honesty. Our consumers expect similar behaviour from all parties that we deal with, especially from our suppliers.

We explicitly communicate our corporate social responsibility expectations to our suppliers and their chain of suppliers. While the vast majority of our suppliers are already working to these or similar standards, and may well have supplier standards that reach back into their own supply chains, we continue to work closely with our suppliers to ensure they fully comply with Section 3 of the present code ("Supplier Guiding Principles").

By acceptance of the Supplier Guiding Principles, the Supplier commits that all existing and future agreements and business relationships with Matrix Pack will be subject to the provisions contained therein.

In case Matrix Pack becomes aware of any actions or conditions not in compliance with the Supplier Guiding Principles, the Company reserves the right to demand corrective measures. Matrix Pack reserves the right to terminate an agreement with any supplier who does not comply with the Supplier Guiding Principles.

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Section 1: Business Conduct

Section 1 sets the baseline for legal and ethical behavior at Matrix Pack. It covers our obligations under all laws and regulations—especially competition and trade-sanctions rules—plus how to report any concerns.

Compliance with Laws, Rules & Regulations

Matrix Pack and its employees are bound by the law. Compliance with all applicable laws and regulations must never be compromised. Additionally, employees shall adhere to internal rules and regulations as they apply in a given situation. Those internal rules are specific to the Company and may go beyond what is required by the law.

Conflicts of Interest

A Conflict of Interest occurs when personal interests of an employee or the interests of a third party compete with the interests of Matrix Pack. In such a situation, it can be difficult for the employee to act fully in the best interests of the company.

Employees shall avoid Conflicts of Interest whenever possible. If a Conflict of Interest situation has occurred or if an employee faces a situation that may involve or lead to a Conflict of Interest, the employee shall disclose it to his or her Manager to resolve the situation in a fair and transparent manner.

Outside Directorships and other Outside Activities of Interest

Outside of Matrix Pack, no activities shall be pursued if such activities will interfere with the employee's responsibilities for the company, or if they create risks for Matrix Pack's reputation or if they in any other way conflict with the interests of Matrix Pack.

When in doubt about the permissibility of an activity, employees shall consult with the HR or the Legal or Compliance Function.

Unless requested by the Company to take up a particular position or activity, employees shall pursue outside activities and positions at their own risk and cost and within their spare time only.

Families and Relatives

Immediate family members and partners of employees may be hired only if the appointment is based on qualifications, performance, skills and experience and provided that there is no direct or indirect reporting relationship between the employee and his or her relative or partner.

These principles of fair employment will apply to all aspects of the employment, including compensation, promotions and transfers, as well as in case that the relationship develops after the respective employee has joined the Company.

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Corporate Opportunities

Employees shall not compete with the Company, nor shall they take personal advantage of business opportunities that they discover during the course of their employment, unless the Company expressly waives its interest in pursuing such opportunity.

If employees want to pursue business opportunities that might be of interest to the Company, they shall inform their Manager who will seek a management decision as to whether or not the Company wants to pursue the opportunity. Even if the Company decides against pursuing the opportunity, the employee may seize the opportunity on his or her own behalf only if it is clear that doing so will not result in direct or indirect competition with the Company's operations.

Antitrust & Fair Dealing

Matrix Pack is prepared to compete successfully in today's business environment and will always do so in full compliance with all applicable antitrust, competition and fair dealing laws. Therefore, employees must at all times adhere to the following rules:

- Commercial policy and prices will be set independently and will never be agreed, formally or informally, with competitors or other non-related parties, whether directly or indirectly;
- Customers, territories or product markets will never be allocated between Matrix Pack and its competitors but will always be the result of fair competition;
- Customers and suppliers will be dealt with fairly.

All employees, but especially those who are involved in marketing, sales and purchasing, or who are in regular contact with competitors, have a responsibility to ensure that they are familiar with applicable competition laws.

When in doubt, our legal advisors should be contacted in order to provide competition law advice and training.

Trade Sanctions Compliance

- Employees must avoid transactions—with any intermediaries— involving individuals, entities or countries on EU, UN or US sanctions lists.
- Procurement, Finance and Legal teams screen all counterparties against these lists before approval.
- Any suspected sanctions breach must be reported without delay via the channels below.

Reporting Violations

- Employees and third parties may report any suspected Code breach (competition, sanctions or other) strictly confidentially to their manager or the Ethics Committee at ethics.committee@matrixpack.gr.
- Retaliation against anyone reporting in good faith is prohibited.

Confidential Information

Confidential information consists of any information that is not or not yet public information. It includes trade secrets, business, marketing and service plans, consumer insights, engineering and manufacturing ideas, product recipes, designs, databases, records, salary information and any non-published financial or other data.

Matrix Pack's continued success depends on the use of its confidential information and its nondisclosure to third parties. Unless required by law or authorized by their management, employees shall not disclose confidential information or allow such disclosure. This obligation continues beyond the termination of employment. Furthermore, employees must use best efforts to avoid unintentional disclosure by applying special care when storing or transmitting confidential information.

Matrix Pack respects that third parties have a similar interest in protecting their confidential information. In case that third parties, such as joint venture partners, suppliers or customers, share with Matrix Pack confidential information, such information shall be treated with the same care as if it was Matrix Pack's confidential information. In that same spirit, employees shall protect confidential information that they have obtained in the course of their prior employment.

Fraud, Protection of Company Assets, Accounting

Employees must never engage in fraudulent or any other dishonest conduct involving the property or assets or the financial reporting and accounting of Matrix Pack or any third party. This may not only entail disciplinary sanctions but also result in criminal charges. Matrix Pack's financial records are the basis for managing the Company's business and fulfilling its obligations to various stakeholders. Therefore, any financial record must be accurate and in line with Matrix Pack's accounting standards.

Employees shall safeguard and make only proper and efficient use of the Company's property. All employees shall seek to protect Matrix Pack's property from loss, damage, misuse, theft, fraud, embezzlement and destruction. These obligations cover both tangible and intangible assets, including trademarks, know-how, confidential or proprietary information and information systems. To the extent permitted under applicable law, the Company reserves the right to monitor and inspect how its assets are used by employees, including inspection of all e-mail, data and files kept on Company network terminals.

Bribery and Corruption

Employees must never, directly or through intermediaries, offer or promise any personal or improper financial or other advantage in order to obtain or retain a business or other advantage from a third party, whether public or private. Nor must they accept any such advantage in return for any preferential treatment of a third party.

Moreover, employees must refrain from any activity or behavior that could give rise to the appearance or suspicion of such conduct or the attempt thereof.

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Employees should be aware that the offering or giving of improper benefits in order to influence the decision of the recipient, even if he or she is not a government official, may not only entail disciplinary sanctions but also result in criminal charges. Improper benefits may consist of anything of value for the recipient, including employment or consultancy contracts for closely related parties.

Gifts, Meals, Entertainment

Employees shall not be influenced by receiving favours nor shall they try to improperly influence others by providing favours. Employees may only offer or accept reasonable meals and symbolic gifts which are appropriate under the circumstances, and they shall not accept or offer gifts, meals, or entertainment if such behaviour could create the impression of improperly influencing the respective business relationship.

When assessing the situation in light of the above, employees shall consult the policy applicable in their Market. If no such policy is available, they shall apply the most restrictive local practice in order to avoid even the appearance of improper dealings. When in doubt, the employee shall seek guidance from his or her Manager.

No employee shall offer to or accept from any third-party gifts taking the form of any of the following, whatever the value involved:

- money
- loans
- kickbacks
- similar monetary advantages.

Section 2: Human Rights Policy

Section 2 explains Matrix Pack's commitment to uphold and protect human rights in all our operations and supply chains. It covers our obligations on diversity and non-discrimination, freedom of association, safe and healthy workplaces, and the prohibition of forced or child labor.

Matrix Pack respects human rights. We are committed to identifying and preventing any adverse human rights impacts in relation to our business activities through human rights due diligence and preventive compliance processes.

Community and Stakeholder Engagement

We recognize our impact on the communities in which we operate. We are committed to engaging with stakeholders in those communities to ensure that we listen to, learn from and take into account their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level. We are also committed to

creating economic opportunities and fostering goodwill in the communities in which we operate through locally relevant initiatives.

Respect for human rights is fundamental to the sustainability of Matrix Pack and the communities in which we operate. In our Company we are committed to ensuring that people are treated with dignity and respect.

The Company is committed to upholding the principles in this Policy. Our Supplier Guiding Principles apply to our suppliers and are aligned with the expectations and commitments of this Policy.

Valuing Diversity

We value the diversity of our people and the contributions they make. We do not accept discrimination and harassment. We are dedicated to maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, training, compensation and advancement at the Company is qualification, performance, skills and experience.

Regardless of personal characteristics or status, the Company does not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to Company employees but also to the business partners with whom we work.

Freedom of Association and Collective Bargaining

We respect our employees' right to join, form, or not join a labor union without fear of reprisal, intimidation, or harassment. We strictly prohibit any acts of interference in the establishment, functioning, or leadership of trade unions. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. We facilitate collective bargaining in good faith and provide trade union representatives with the information necessary for meaningful negotiations, in the context of bona fide engagement. These commitments apply across all our operations and are reflected in our expectations of suppliers and business partners.

Safe and Healthy Workplace

We provide a safe and healthy workplace and comply with applicable safety and health laws, regulations and internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues. This includes our duty of care, managing and monitoring all accidents and incidents and protecting our employees, consultants and visitors.

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Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking.

Child Labor

We prohibit child labour. Child labour refers to work that is mentally, physically, socially, morally dangerous or harmful for children, or improperly interferes with their schooling needs.

Work Hours, Wages and Benefits

We compensate employees competitively relative to the industry and local labor market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws.

Guidance and Reporting for Employees

We are committed to creating workplaces in which open and honest communications among all employees are valued and respected. Our policy is to follow all applicable labor and employment laws wherever we operate.

Section 3: Social and Environmental Responsibility

Section 3 describes Matrix Pack's responsibility to operate in a sustainable and socially responsible manner. It outlines our commitments to the well-being of communities, the protection of the environment, and the delivery of high-quality, safe products and services.

Sustainability

Matrix Pack is committed to ethical corporate citizenship and to promoting sustainability in all of its activities. We demonstrate these commitments through transparent and responsible management of our social, environmental, and economic values.

Social

- Provide a safe, healthy, and enriching working environment for our employees
- Be a fair and responsible member of the communities in which we operate
- Work with our supply chain to ensure that Matrix Pack's values and expectations are upheld
- Extend the benefits of Matrix Pack's experience, products, and successes to the communities in which we operate and contribute to their development

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- As employees and as a company, be ethical and responsible citizens

Environmental

- Meet or exceed all environmental requirements wherever Matrix Pack does business
- Maintain an awareness of potential environmental influence and strive to continually reduce the environmental impacts of Matrix Pack's operations, products, and services
- Be a responsible steward of resources

Economic

- Provide long term value for our investors and stakeholders
- Enable our customers to improve their own economic situation by providing the best technology and solutions
- Provide appropriate resources to fulfill these objectives

Quality & Safety of Products

Matrix Pack has an overriding worldwide commitment to the quality of the products, solutions and services we provide to our customers. Quality is recognized as a fundamental component of the value customers receive from Matrix Pack. Matrix Pack is committed to customer satisfaction by delivering products that are of superior quality to comparable offerings from our competitors.

Matrix Pack is committed to the goals of achieving customer satisfaction, delivering superior products, solutions, and services and ensuring we meet customer requirements. Recognizing that the marketplace is the driving force behind everything we do. Matrix Pack implements effective business processes that support value creation for our customers and our stakeholders.

Matrix Pack leaders are responsible for establishing objectives and using measurements to drive continual improvement in quality and customer satisfaction. All Matrix Pack employees are expected to contribute to continual improvement as an integral part of our quality management system.

Environment

Meet or exceed all applicable environmental requirements for all Matrix Pack activities, products, and services, including legal requirements and standards.

Prevention of Pollution

- Use sustainable business practices and processes that minimize waste and prevent pollution, minimize health and safety risks, and dispose of waste safely and responsibly.

Product Environmental Leadership

- Conserve natural resources by developing products and packaging that minimize materials usage, use recycled and environmentally preferable materials, and that maximize reuse and recycling opportunities at the end of the product's life.

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- Develop, manufacture, and market products that are energy efficient and that minimize their impact on the environment.

Continual Improvement

- Strive to continually improve Matrix Pack's environmental management system and performance.
- Work with Matrix Pack's supply chain to improve environmental protection and promote the use of environmentally preferable technologies.
- Be an environmentally responsible neighbor in the communities where we operate and act promptly and responsibly to correct conditions that may endanger health, safety, or the environment.
- Provide appropriate resources to fulfill these objectives.

Corporate strategies, policies and guidelines must support this commitment to leadership in environmental affairs. Every employee and contractor of Matrix Pack must follow this policy and report any environmental, health, or safety concerns to Matrix Pack management, who must take prompt corrective actions.

Employee Health & Safety

Matrix Pack is committed to creating and maintaining a workplace that provides for employee health and safety. Corporate strategies, policies and guidelines must support this commitment to employee health and safety.

Each manager and employee, as well as any contractor performing work on the behalf of Matrix Pack, shall bear a personal responsibility for the following objectives:

- Provide a safe and healthful workplace for our employees.
- Provide products and equipment that are safe for use by our employees.
- Meet applicable legal requirements and voluntary practices to which we subscribe that are aimed at protecting our employees.
- Incorporate employee health and safety requirements in business strategies, plans, reviews and product offerings.
- Implement and strive to continually improve processes and controls for preventing workrelated accidents, injuries and illnesses.
- Foster employee involvement and provide appropriate health and safety education to enhance the ability of employees to work safely and productively.
- Perform self-assessments of our efforts to ensure employee health and safety and to report results periodically to senior executive management.
- Investigate and address employee health and safety incidents.
- Provide appropriate resources to fulfill these objectives.

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Full support for employee health and safety through education, prevention and controls is vital to our innovation, productivity and continual improvement. Every employee and contractor of Matrix Pack must follow this policy and report any safety and health concern to Matrix Pack management, who must take prompt corrective action.

Fair Employment

Matrix Pack is committed to the highest standards of integrity and responsibility when working with all stakeholders. Matrix Pack provides guidance to its employees on a wide range of ethical issues, such as reporting unlawful or inappropriate conduct, respecting and protecting intellectual property, trading in securities and complying with governmental relations through this Code of Ethics.

Immediate family members and partners of employees may be hired only if the appointment is based on qualifications, performance, skills and experience and provided that there is no direct or indirect reporting relationship between the employee and his or her relative or partner.

These principles of fair employment will apply to all aspects of the employment, including compensation, promotions and transfers, as well as in case that the relationship develops after the respective employee has joined the Company.

Section 4: Supplier Guiding Principles

Section 4 defines the non-negotiable standards that every supplier and business partner must meet. It covers obligations on business integrity, legal compliance (including competition-law and trade-sanctions requirements), labor and health & safety standards, product quality and environmental stewardship.

Business Integrity

The Supplier must comply with all applicable laws and regulations.

In all its activities, the Supplier must never, directly or through intermediaries, offer or promise any personal or improper advantage in order to obtain or retain a business or other advantage from a third Party, whether public or private. Nor must the Supplier accept any such advantage in return for any preferential treatment of a third Party.

Sustainability

Matrix Pack supports and encourages operating practices and production systems that are sustainable. This is an integral part of Matrix Pack's supply strategy and supplier development. Matrix Pack expects the Supplier to continuously strive towards improving the efficiency and sustainability of its operations where possible.

Labour Standards

Prison and forced labour

The Supplier must under no circumstances use or in any other way benefit from forced or compulsory labour. Likewise, the use of labour under any form of indentured servitude is prohibited, as is the use of physical punishment, confinement, threats of violence or other forms of harassment or abuse as a method of discipline or control. The Supplier shall not utilize factories or production facilities that force work to be performed by unpaid or indentured labourers, nor shall the Supplier contract for the manufacture of products with subcontractors that engage in such practices or utilize such facilities. Where a Supplier is using labourers who are in an official prison rehabilitation scheme, such an arrangement is not considered a breach of the present Supplier Guiding Principles.

Child labour

The use of child labour by the Supplier is strictly prohibited. Child labour refers to work that is mentally, physically, socially, morally dangerous or harmful for children, or improperly interferes with their schooling needs.

Working hours

The Supplier must ensure that its employees work in compliance with all applicable laws and mandatory industry standards pertaining to the number of hours and days worked. In the event of conflict between a statute and a mandatory industry standard, the Supplier must comply with the one taking precedence under national law.

Compensation

The Supplier's employees must be provided with wages and benefits that comply with applicable laws and binding collective agreements, including those pertaining to overtime work and other premium pay arrangements.

Non-Discrimination

The Supplier shall not discriminate in hiring and employment practices on the grounds of criteria such as of race, colour, religion, sex, age, physical ability, national origin, or sexual orientation.

Safety and Health

Workplace Environment

The Supplier shall provide employees with safe and healthy working and, where provided, safe housing conditions. As a minimum, potable drinking water, adequate sanitation, fire exits and essential safety equipment, access to emergency medical care, appropriately lit and equipped work stations must be provided. In addition, facilities must be constructed and maintained in accordance with the standards set by applicable codes and ordinances.

Product quality and safety

All products and services delivered by the Supplier must meet the quality and safety standards required by applicable law. When conducting business with or on behalf of Matrix Pack, the Supplier must comply with the Matrix Pack quality requirements.

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Environment

The Supplier must operate with care for the environment and ensure compliance with all applicable laws and regulations in the country where products or services are manufactured or delivered.

Section 5: Tax Policy

Section 5 sets out Matrix Pack's principled approach to tax matters, detailing our Tax Mission, professional diligence in compliance and reporting, alignment of tax strategy with business goals, and transparent engagement with tax authorities.

Tax Mission Statement

The Matrix Pack Tax Mission Statement defines the strategic tax goals and objectives of the business and the Company's Tax team's role in delivering these.

Matrix Pack is committed to:

- observing all applicable laws, rules and regulations in meeting our tax compliance and reporting responsibilities everywhere we operate
- applying diligent professional care and judgement to ensure all decisions are well-considered and documented
- ensuring that tax strategy is aligned with business and commercial strategy and tax planning opportunities are evaluated within clear risk parameters
- working positively, pro-actively and transparently with tax authorities to minimize the extent of disputes, to achieve early agreement on disputed issues when they arise and achieve certainty, wherever possible

Tax Code of Conduct

The Tax Code of Conduct supports the tax mission statement and sets out the principles that define how Matrix Pack operates:

Compliance and Reporting principles

Matrix Pack is committed to observing all applicable laws, rules and regulations in meeting its tax compliance and reporting responsibilities in all jurisdictions where the business operates.

In completing the its tax requirements, Matrix Pack aims to apply diligent professional care and judgement, including ensuring that all decisions are taken at an appropriate level and supported by documentation that evidences the judgements involved.

Tax planning principles

Tax strategy is aligned with business and commercial strategy and tax planning opportunities are evaluated within clear risk parameters.

Creating Value

Matrix Pack Tax Department seeks to support the business in creating, building and protecting shareholder value within the parameters set out above.

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Transparency and Reporting principles

Matrix Pack is committed to being open and transparent with tax authorities about its tax affairs and to disclosing relevant information to enable tax authorities to carry out their review.

Matrix Pack is committed to ensuring compliance with all relevant legal disclosure requirements.

Tax Risk Management

Matrix Pack's approach to tax risk management is defined by its Tax Mission Statement and Tax Code of Conduct. Matrix Pack aims to ensure that all personnel with tax responsibilities, or whose business activities may have a tax impact, have a consistent understanding of how tax risk is identified, assessed, reported and managed.

Matrix Pack is committed to ensuring compliance with all relevant legal disclosure requirements.

Business Partnering

The Matrix Pack Tax Department supports the business in creating, building and protecting shareholder value within the parameters set out above.

People and Organization

Matrix Pack trains and supports all personnel with responsibilities for tax matters to ensure that they have the skills, technical expertise and knowledge to effectively and accurately fulfill their tax responsibilities, and perform to the best of their abilities.

This enables our people to develop into talented and competent professionals, to meet their development needs and remain motivated and challenged in their roles.

Processes and Controls

Matrix Pack is committed to observing all applicable laws, rules and regulations in meeting the Company's tax compliance and reporting responsibilities and ensuring that appropriate management structures are put in place to meet those obligations.

In completing the company's tax compliance requirements, Matrix Pack aims to apply diligent professional care and judgement, including ensuring all decisions are taken at an appropriate level and supported by documentation that evidences the judgements involved.

Section 6: Implementation, Control and Monitoring

Section 6 outlines the governance framework for enforcing and maintaining our Code of Conduct. It defines roles and responsibilities for oversight, confidential reporting channels, disciplinary measures, and the annual review process to ensure continuous improvement.

Supervision of the Code of Ethics application

The Ethics Committee is responsible for the enforcement and distribution of the Code of Ethics; the same responsibility is assigned to the managers of each business area to ensure compliance by all those operating therein.

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Reporting of violations

All Recipients are required to observe the Code of Ethics and report any conduct that does not comply with the principles and rules set forth herein.

Employees may direct report of breaches or requests for clarification regarding the interpretation of the Code of Ethics to the manager of their structure or directly to the Ethics Committee using the email address ethics.committee@matrixpack.gr or through special channels that will be made available.

Regardless of the communication channel used by the person reporting the violation, the Company undertakes to treat each report with confidentiality, in accordance with the legislation in force, and to protect the anonymity of the informants, ensuring that they will not be subject to any form of retaliation.

Other interested parties (suppliers, other business partners such as distributors and contractors, community and GMO) may report any concerns regarding Matrix Pack S.A. through an anonymous reporting channel (email address: ethics.committee@matrixpack.gr).

Disciplinary measures

Compliance with the Code of Ethics is an integral part of the contractual obligations of employees, contractors and all Recipients in general. Disciplinary measures, varying according to the severity and within the limits of the current regulatory framework, are applicable by the Company in the event of any breaches. Failure to comply by employees may result in disciplinary action and penalties to the extent of termination of employment, and by the Company's directors and statutory auditors in the termination of or removal from office. Failure to comply by external parties may result in the termination of the contract, engagement or general relationship in effect with the Company, as well as claims for damages if the conditions are present.

Training and Monitoring

- Employees must complete mandatory Code-of-Conduct and competition/sanctions compliance training, with periodic refreshers as defined in the separate Training Policy.
- The Ethics Committee will track overall training completion and audit training effectiveness as part of its annual review.

Final provisions

The Company's Board of Directors approves the Code of Ethics, as well as any amendments and/or additions made thereto, by way of a Board decision. The Board of Directors sees to the updating of and any amendments to the Code of Ethics, and evaluates any amendments/additions proposed by the Ethics Committee. This Code of Ethics may be consulted on the Company's website.

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