

INTRUM HELLAS REO SOLUTIONS S.A., a member of the Swedish Intrum Group, undertakes the support of recovering overdue receivables between companies. The top management of **INTRUM HELLAS REO SOLUTIONS S.A.** recognizes the risks associated with bribery and allocates all necessary resources for the development and implementation of an **Integrated Management System**, in accordance with the requirements of the international standard **ISO 37001:2025**.

As part of this Integrated Management System, procedures are documented and implemented to comply with the ISO 37001:2025 standard requirements, ensuring the effective prevention and control of bribery risks across all areas and activities of the company.

In line with its operational principles and ethical culture, the top management of **INTRUM HELLAS REO SOLUTIONS S.A.:**

- **Prohibits all forms of bribery**, whether offering, promising, giving, requesting, or accepting any undue advantage.
- **Has established anti-corruption measures** to uphold ethical standards and safeguard **INTRUM HELLAS REO SOLUTIONS S.A.** reputation against any accusation of corruption or bribery.
- **Requires all employees and associates** to comply with applicable national laws and European Union legislation related to bribery and corruption.
- **Encourages all personnel** to report any suspicion or concern of potential bribery and **prohibits retaliation** or negative treatment against individuals who report such concerns in good faith.
- **Implements a zero-tolerance policy** against bribery and corruption and is omitted to conducting all business activities with professionalism, legality, and integrity.
- **Provides regular awareness and training programs** to ensure that all employees are informed and competent regarding anti-bribery responsibilities.
- **Has established an independent Anti-Bribery Committee**, reporting directly to the Top Management, and has the authority and responsibility to:
 - Investigate any suspected bribery incident
 - Assess and monitor bribery risks
 - Implement appropriate anti-bribery controls and corrective actions
- **Conducts periodic bribery risk assessments** to identify, evaluate, and mitigate risks, adapting controls accordingly.
- **Imposes appropriate disciplinary actions** in the event of bribery or non-compliance with the requirements of ISO 37001:2025 standard and refers violations of applicable laws to the competent authorities as required.
- **Is committed to the continual improvement** of the Integrated Management System and the requirements of ISO 37001:2025 standard, through regular review and updates.

Compliance with this policy is mandatory for all employees, partners, contractors, and suppliers of the company.

This document is available to all personnel, customers, business partners, suppliers, and any involved public or municipal authority.

For any concern, report or suspicion related to bribery, you may contact the Anti-Bribery Committee at the following email address: supportREO@gr.intrum.com or via phone at the +30210 776 5740 or through written correspondence at the company's address: 109-111 Mesogeion Avenue, P.C. 11526, Athens, Greece (Attn: Anti-Bribery Committee).

The Managing Director

02/03/2026