



## COMPLIANCE POLICY STATEMENT

OPAP is committed to maintaining a strong framework of compliance and ethical behavior across the organization and its Network, through the effective implementation of a Compliance Management System aligned with the principles and requirements of ISO37301.

Through our Compliance Management System, we are able to:

- Systematically identify and monitor legal and regulatory framework and voluntary compliance requirements applicable to our business environment,
- Effectively understand and manage Compliance Risk, through systematic risk assessment and constant risk monitoring, to safeguard our reputation, credibility and corporate image,
- Establish an effective compliance framework of relevant Policies, Procedures and controls that ensure all strategic and operational activities meet the applicable compliance objectives and improve performance regarding compliance obligations,
- Demonstrate commitment to norms of corporate governance, good practices, and ethical conduct, principles that contribute to our overall success,
- Assign necessary resources, roles and responsibilities to ensure the Compliance Management System is effectively integrated with all organizational functions and continuously improved,
- Promote a strong Compliance culture across our people, through continuous training and awareness programs,
- Encourage our significant suppliers and contractors to share our commitment in upholding good governance practices, as well as lawful and ethical operations.

Our Compliance Policy is communicated to all OPAP stakeholders and is periodically reviewed in order to remain aligned to our dynamic organization and business context.

Jan Karas

CEO & Executive Board  
Member OPAP S.A.