



BUSINESS CONTINUITY POLICY

GLOBE WILLIAMS Group's policy is to ensure, as far as humanly possible, that the critical functions of its companies which contribute to achieving its objectives are protected against potential risks and threats by implementing an effective Business Continuity Management System (BCMS).

The GLOBE WILLIAMS Group has developed and implements an integrated Business Continuity Management System in line with the requirements of the international ISO 22301:2019 standard and is committed to meeting all requirements of that standard and all legal and regulatory requirements relating to business continuity.

- As part of the Business Continuity Management System it has developed tools for:
 - Business Impact Analysis
 - Risk assessment
 - Business continuity plans
 - Briefing and training of employees and response teams
 - Drills
 - Internal Audits

- Business Continuity Plans cover all critical activities of Group companies.

- Business Continuity Plans, Business Impact Analysis and Risk Assessment are reviewed and updated at regular intervals so that their content accurately reflects the current situation.



- Business Continuity Plans are regularly tested through drills to ensure that they can be successfully put in place in emergencies and that Management and employees understand how they are to be implemented, and that they also fully comprehend their roles and responsibilities.

The Management of the GLOBE WILLIAMS Group is committed to continuously improving the Business Continuity Management System, setting as its priority in case of disruption incidents:

- ❖ safety of employees and facilities
- ❖ continued operation of critical activities
- ❖ restoration of operation within the time limits set

Athens, 1.7.2023

Management