

Operating Regulations

The Operating Regulations were drafted in accordance with the requirements of article 14 of L.4706/2020. During its drafting, the provisions of Greek laws, EU regulations, EU directives and decisions of the Hellenic Capital Market Commission were taken into account.

The Operating Regulations refer to the company, listed on the Athens Stock Exchange, P.G. Nikas S.A. (hereinafter the “Company”) and includes:

- The organizational structure, the objects of the units, the committees of the Board of Directors or other standing committees as well as the duties of their heads and their reference lines.
- The report of the main characteristics of the Internal Control System (IAC) which includes the internal control unit, risk management and regulatory compliance.
- The process of recruiting top executives and evaluating their performance.
- The process of compliance of persons holding managerial duties and persons having close links with them according to the obligations of Article 19 of Regulation (EU) 596/2014.
- The process of notifying any dependent relationship of the independent non-executive members of the Board of Directors and the persons who have close ties with these persons.
- The process of compliance with the obligations arising from the law on transactions with related parties.
- The policies and procedures for the prevention and treatment of conflict-of-interest situations.
- The policies and procedures of compliance of the Company with the laws and regulations that regulate its organization and operation as well as its activities.

- The procedure available to the Company for the management of privileged information and the proper information of the public, in accordance with the provisions of Regulation (EU) 596/2014.
- The policy and procedure for conducting periodic evaluation of the Internal Audit System (IAC), by persons who have relevant professional experience and do not have dependent relationships.
- The training policy of the members of the Board of Directors, the executives as well as the other executives of the Company, especially those involved in internal control, risk management, regulatory compliance and information systems.

The Operating Regulations are approved by the Board of Directors.

The copies of the Operating Regulations will be internally distributed.