



Transparency policy

This document has been drawn up by the Company in order to respect to compliance with the company's obligations related to

- counteraction of fiscal offences, corruption-related offences and unfair competition acts;
- provide guidelines for identification of corruption and proper conduct in that respect;
- determine the conditions for acceptance and giving of gifts and other benefits which might form or be regarded as corruption activities; and
- provide guidelines for avoidance of conflicts of Interest and protection of trade secrets.

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Full version of the policy is an internal information, not publicly disclosed.