CERTIFICATE OF SUSTAINABILITY

We hereby certify that the Firm **KYRIAKIDES GEORGOPOULOS LAW FIRM** has obtained the following VALIDATED SUSTAINABILITY ELEMENTS

Environmental

- E2 - Adoption and concrete implementation of a policy for the disposal of electronic waste

Social

- S1 - Adoption and concrete implementation of a policy that pursues gender equality and inclusion. It is necessary to indicate evidence of the results achieved (e.g. significant percentage of female partners out of the total, presence of workers with disabilities)
- S3 - Adoption and concrete implementation of a policy that provides for the enhancement of young talents and the transparent regulation of career paths
- S4 - Adoption and concrete implementation of a policy that provides for periodic climate surveys and the possibility of filing internal complaints
- S7 - Adoption and concrete implementation of policies that favor a "work life balance"

Governance

- G4 - Adoption and concrete implementation of a policy suitable to protect the security and confidentiality of data and information, including customers, in compliance with applicable regulations and best practices
- G9 - Adoption and concrete implementation of an anti-money laundering policy
- G10 - Adoption and concrete implementation of a policy that governs the carrying out of the selection processes of employees and collaborators structured and based on transparency and meritocracy
- G12 - Existence and publication of a sustainability report of the Firm
- G13 Existence of an organizational chart that defines each role, position, and interdependence relationship between people.

Issued on **01/04/2025**
Expiration on **06/02/2026**

*Le modalità di emissione, aggiornamento e rinnovo dell'attestato sono disponibili su www.4clegal.com

4cLegal – Legal representative