

Compliance & Transparency Certification

Compliance and Transparency Control was conducted by the Organizing Committee at various stages of the candidate evaluation process, in the presence of Mrs. Zefi Nikolaou, who was invited to contribute to this process as A' Vice Chair of the Association of Compliance Officers in Greece (ASCO - Greece), due to her senior expertise on Ethics & Compliance issues and her credentials as a Certified Fraud Examiner.

The entire awards process - from nominations and candidates submission, evaluation, and result calculation, to determining finalists and winners - was conducted online using the specialized international platform Awards Force.

The Compliance and Transparency Control process was conducted as follows:

- **Monday, 21/10/2024:** End of the Entries Submission Period, closing the Entry Round on the Awards Platform.
- **Tuesday, 22/10/2024:** Examination of all entries/candidates for compliance with the Awards Regulations. All submitted entries were found to be compliant with the award regulation and the Organizing Committee approved them for evaluation.
- **Wednesday, 23/10/2024 – Friday, 25/10/2024**
 - The Organizing Committee divided the award categories into three panels, assigning an approximately equal number of candidates to each panel.
 - Each panel of candidates was assigned to a specific judge for evaluation, with judges abstaining from the evaluation of specific candidates where conflicts of interest were identified (e.g., familial or friendly relationships, long-term collaborations, employment at competing companies, etc.).
 - Candidates were allocated to judges on the awards platform for evaluation.
- **Saturday, 26/10/2024:** Opening of the Judging Round; judges were invited to access the platform, create unique passwords, and begin evaluations.
- **Thursday, 7/11/2024:** End of Judging Round; Awards Platform closed for judges.
- **Friday, 8/11/2024:** In the presence of Mrs. Nikolaou, the following actions were conducted:
 - Inspection of the Judges' Progress Board.
 - Compliance and Transparency Control of the Judging Process, with special mention to the following:
 - One judge voluntarily had withdrawn due to workload.

- Another judge's evaluation was excluded due to selective evaluation of only one-third of assigned nominations (14 out of 44), choosing candidates based on personal criteria.
- o Extraction of the Leaderboard per Awards Category from the Awards platform.
- o **Certification of the finalists and the award winner per category.**

This entire process was conducted in strict accordance with the Award Regulations.

Mrs. Zefi Nikolaou certifies that the awards process was carried out ethically and transparently, fully respecting the awards regulations, fair play, and the personality, history, and confidentiality of each candidate.

Friday 8/11/2024



Zefi Nikolaou MA, CFE, CFSE

Ethics & Compliance – ESG Senior Expert / Communications Strategist /
A' Vice Chair of the Association of Compliance Officers in Greece (ASCO - Greece)