

|  |                          |                 |
|--|--------------------------|-----------------|
|  | <b>GROUP POLICY</b>      | Doc N°<br>GPO_8 |
|  |                          | Rev.<br>2       |
|  | SUPPLIER CODE OF CONDUCT |                 |

## **CIMPOR Portugal Holdings, SGPS, S.A.**

### **Supplier Code of Conduct**

| <b>Revision</b> | <b>Description and Reason for Revision</b> |
|-----------------|--------------------------------------------|
| 0               | First Issue (04.12.2020)                   |
| 1               | First Revision (20.12.2023)                |
| 2               | Second Revision                            |

|                     | <b>FUNCTION</b>                                                            | <b>SECOND REVISION<br/>DATE</b> |
|---------------------|----------------------------------------------------------------------------|---------------------------------|
| <b>Prepared by:</b> | Group Director of<br>Internal Audit, Risk<br>and Compliance<br>Directorate | 13.10.2025                      |
| <b>Reviewed by:</b> | TCC Legal<br>Department                                                    | 05.11.2025                      |
| <b>Approved by:</b> | Board of Directors                                                         | 24.11.2025                      |

|  |                          |                 |
|--|--------------------------|-----------------|
|  | <b>GROUP POLICY</b>      | Doc N°<br>GPO_8 |
|  |                          | Rev.<br>2       |
|  | SUPPLIER CODE OF CONDUCT |                 |

## Introduction

As a globally operating organization, CIMPOR Portugal Holdings SGPS, S.A. and its subsidiaries and affiliated companies (hereinafter referred to as “CIMPOR”, “CIMPOR Group” or “We”) are committed not only to offer products and services with quality but also to conduct business in a responsible and ethical manner, with respects for human rights and the environment throughout its value chain and operations. As part of CIMPOR ongoing commitment to build strong relationships with our suppliers and business partners, CIMPOR adopts this Supplier Code of Conduct (or “Code of Conduct” or “Rules”) which specifies the ethical standards and responsible business practices expected from our suppliers. The Supplier Code of Conduct defines the fundamental principles that our suppliers are expected to adhere to in conducting their operations. Our aim is to establish a responsible, transparent, and accountable supply chain that aligns with CIMPOR’s values.

This Supplier Code of Conduct applies to suppliers, suppliers’ subsidiaries, affiliates, subcontractors, and sub-tier suppliers that supply or intend to supply goods or services to any company or subsidiary of CIMPOR Group, regardless of the country and location of the suppliers. The Code of Conduct is applicable globally and forms the basis of commercial relationships between CIMPOR and suppliers.

This Code of Conduct does not apply when it is contrary to the applicable law or regulations, nor does it add or derogate from new rights.

## References

The Supplier Code of Conduct is based on internationally recognized standards for protecting human and labor rights, protecting the environment, and conducting responsible business. In particular, this Supplier Code of Conduct is developed with reference to the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the OECD Due Diligence Guidance for Responsible Business Conduct, the International Labor Organization (ILO) Core Labor Principles and Conventions, and the United Nations Global Compact and its principles. In line with these standards, a high level of responsibility is expected in areas such as the protection of workers' rights, the prevention of discrimination, the provision of safe working conditions, the minimization of environmental impacts, and the fight against corruption. Additionally, CIMPOR continuously monitors the compliance of its operations, including its suppliers, with international standards through the ISO 37301 Compliance Management System Standard and the ISO 37001 Anti-Bribery Management System Standards.

The Supplier Code of Conduct is an important part of CIMPOR collaboration with its suppliers and a natural part of the ongoing dialogue between CIMPOR and its suppliers and business partners.

## General requirements

It is anticipated that suppliers take responsibility to ensure compliance with the Code of Conduct from its direct suppliers and exercise diligence in ensuring the principles of the Code of Conduct are adhered to in their supply chains. Suppliers are expected to share the content of this Code with their employees and their own supply chain to ensure widespread compliance with these principles

|  |                          |                 |
|--|--------------------------|-----------------|
|  | <b>GROUP POLICY</b>      | Doc N°<br>GPO_8 |
|  |                          | Rev.<br>2       |
|  | SUPPLIER CODE OF CONDUCT |                 |

Our suppliers are expected not only to comply with this Code, but also to promote similar ethical and compliance principles throughout their own supply chains. This approach ensures that CIMPOR corporate values, sustainability goals and commitment to international standards are disseminated throughout the entire value chain.

CIMPOR may provide the necessary information, training and monitoring mechanisms to support the implementation and compliance with the set of rules provided in this Supplier Code of Conduct. In addition, it may request cooperation from suppliers regarding compliance commitments, documentation and audits when deemed necessary.

In the event of non-compliance with this Code of Conduct, CIMPOR may seek appropriate corrective measures to prevent, stop or minimize the extent of the violation, depending on the nature of the situation. In the event of recurrence or serious violations, unjustified refusal to provide the required information can result in termination of the business relationship between CIMPOR and suppliers.

Suppliers who encounter or suspect unethical or illegal situations are encouraged to use the reporting mechanisms provided by CIMPOR to report such situations in a secure and confidential manner.

Suppliers are expected to seek further clarification about this Supplier Code of Conduct by contacting CIMPOR local point of contact.

## **Supplier behavior**

It is a general requirement that suppliers comply with the ten UN Global Compact principles. These principles define internationally accepted areas of responsibility in the areas of human rights, labour standards, the environment and anti-corruption. Suppliers of CIMPOR Group are expected to:

### **Human Rights and Labor Rights**

CIMPOR suppliers should support and respect the protection of internationally proclaimed human rights, respect employees' labor rights and not be complicit in human rights abuses. Human rights must be at the heart of suppliers' activities in all countries and regions where suppliers operate, in terms of professionalism, dedication, loyalty, honesty and a spirit of cooperation, and with respect of human dignity at all times. In particular, suppliers are expected to:

- Ensure compliance with international standards, treaties, conventions and directives on human and labor rights, and to implement processes and measures to ensure the protection of workers' rights in the value chain;
- Promote adequate social management practices and report on them in an open and transparent manner;
- Promote consultation, respect and protection of human rights, dignity and privacy of each individual within the communities impacted by suppliers' activities;
- Ensure that all suppliers' business activities are conducted without recourse to violence or abuse of human rights;

|  |                          |                 |
|--|--------------------------|-----------------|
|  | <b>GROUP POLICY</b>      | Doc N°<br>GPO_8 |
|  |                          | Rev.<br>2       |
|  | SUPPLIER CODE OF CONDUCT |                 |

#### **A) Forced labour and modern slavery**

- Ensure and promote respect for free labor, based on fair and transparent contracts for workers, refusing to use and be complicit with forced labor, human traffic, unjustified restrictions on free movement, misappropriation of documents and remuneration;
- Refrain from destroying or retaining workers' identity, immigration documents, or work permit documents beyond the time required for necessary administrative processing;
- Establish disciplinary measures and procedures in accordance with the applicable laws and international standards, preventing any intimidation, moral or physical harassment, abuse or aggression,

#### **B) Child labour**

- Prevent any form of child labour and commit with the international standards, treaties, conventions and directives on human and labour rights, such as ILO 138, and work towards the effective abolition of child labour;
- Adhere to the principles that any work which is likely to negatively impact children's physical, mental or moral health, safety or morals, is prohibited. The word "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country or region, whichever the greatest.

#### **C) Indigenous population**

- Respect the rights of indigenous people and their social, cultural, environmental, and economic interests, including their connection with natural resources;
- Identify and appropriately engage with indigenous people where they are present and potentially impacted by their business activities.

#### **D) Freedom of association and right to collective bargaining**

- Uphold and respect freedom of association and the collective bargaining of their workers, establishing mechanisms of free dialogue, without fear of retaliation or discrimination.
- Allow workers to associate freely, bargain collectively and seek representation in line with applicable laws.

#### **E) Working hours**

- Ensure compliance with applicable labour legislation and labour agreements regarding working hours, including overtime, and ensure that the maximum number of working hours set forth by local laws is comply with, except in emergencies and special circumstances.

#### **F) Wages and benefits**

- Guarantee that all workers receive fair and timely remuneration, in accordance with applicable laws and collective labour agreements, including those relating to minimum wages, overtime hours, legally mandated benefits, and social security contributions and taxes;

|  |                          |                 |
|--|--------------------------|-----------------|
|  | <b>GROUP POLICY</b>      | Doc N°<br>GPO_8 |
|  |                          | Rev.<br>2       |
|  | SUPPLIER CODE OF CONDUCT |                 |

- Ensure that all workers receive equal pay for equal work and qualifications;
- Provide workers a timely and understandable wage statement for each pay period that includes sufficient information to verify accurate compensation for work performed;
- In general, not allow deductions from wages as a disciplinary measure, except if permitted by the applicable laws.

#### **G) Non-Discrimination, Non-Harassment and Humane Treatment**

- Respect diversity, promoting equality and non-discrimination based on race, age, gender, gender identity or expression, sexual and marital orientation, ethnic and national origin, name, disability, pregnancy, religion, political affiliation, cultural or trade union orientation, in hiring and employment practices, such as wages, promotions, rewards and access to training;
- Condemn, do not accept and protect their workers from any harsh or inhumane treatment including violence, sexual harassment or abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers;
- Not subject workers or potential workers to medical tests or physical exams that could be used in a discriminatory way;
- Define clear disciplinary policies and procedures in support of this requirements and communicate them to workers.

#### **Occupational Health and Safety**

- Adhere to applicable national legislation, international workplace health and safety standards and required certifications;
- Apply the precautionary principle across all activities, fostering responsibility and awareness among all workers;
- Identify, monitor, record and regularly review all risks associated with their activity and specific work tasks, including regular health and safety audits, establish and implement prevention, correction, reduction and continuous improvement measures;
- Train workers and provide adequate control measures and personal protective equipment to ensure safe and healthy working conditions, and appropriate health and safety information;
- Adopt procedures and systems to prevent, manage, track and report occupational injuries and illnesses, including provisions to encourage worker reporting, classify and record injury and illnesses cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes;
- Define incident management and emergency response measures appropriate to suppliers' activity, location and circumstances;
- Identify and assess potential emergency situations and events, and minimize their impact by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, focused on minimizing harm to life, the environment and property;

|  |                          |                 |
|--|--------------------------|-----------------|
|  | <b>GROUP POLICY</b>      | Doc N°<br>GPO_8 |
|  |                          | Rev.<br>2       |
|  | SUPPLIER CODE OF CONDUCT |                 |

- Avoid or minimize the risks and impacts to community health, safety and security that may arise from its own related activities, with particular attention to vulnerable groups;
- Identify, evaluate and control workers exposure to chemical, biological, and physical agents, exposure to the hazards of physically demanding tasks and machinery;
- Behave in a socially responsible manner, respecting the values of a positive environment and a healthy and safe workplace, ensuring that the cultures and traditions of each country and region in which supplier operate are observed and respected;

## Environment

### A) Environmental Permits and Regulations

- Comply with applicable legislation and international standards for environmental protection;
- Obtain, maintain and keep current all required environmental permits, approvals, licenses and registrations, and comply with the operational and reporting requirements of such permits and licenses;
- Disclose to CIMPOR any identified environmental risks or impacts and prioritize the development of certified management systems that cover the products or services performed for CIMPOR.

### B) Environmental Protection

- Identify, monitor and mitigate the environmental impacts and risks of their own activities, products, materials and means of transport, promoting continuous improvement and conserving the environment;
- Promote the continuous streamlining of the consumption of energy and natural resources;
- Minimize or eliminate the source or by practices emissions and discharge of pollutants and generation of waste, by adding pollution control equipment, modifying production, maintenance and facility processes, among others;
- Use resources such as energy, water, land and raw materials in an efficient and sustainable manner;
- Comply with CIMPOR's environmental requirements when acting on CIMPOR's facilities or on behalf of CIMPOR;
- Manage hazardous substances responsibly to avoid pollution, safe handling, storage and disposal, and where possible promote the substitution for less hazardous ones;
- Implement a systemic approach to identify, manage, reduce and responsibly dispose of or recycle solid waste;
- Avoid and minimize impacts and loss of biodiversity, avoid contributing to deforestation, and, whenever not possible, consider potential for compensation and restoration measures;
- Avoid, whenever possible, operational activities near sensitive biodiversity areas;
- In the supply of raw materials and other chemical substances, prefer the suppliers who have their certificates (FSC, EU Ecolabel, Energy Star, etc.) and look out for human health and the environment.

### C) Water management

|  |                          |                 |
|--|--------------------------|-----------------|
|  | <b>GROUP POLICY</b>      | Doc N°<br>GPO_8 |
|  |                          | Rev.<br>2       |
|  | SUPPLIER CODE OF CONDUCT |                 |

- Implement a water management program that documents, characterizes and monitors water sources, use and discharge; seeks opportunities to conserve water resources; and controls channels of contamination.
- Control, monitor and properly treat all wastewater prior to discharge and disposal;
- Conduct routine monitoring of the performance of its water management to ensure optimal performance and regulatory compliance.

#### **D) Climate Impact**

- Continuous improve energy efficiency and reducing energy consumption and greenhouse gas emissions;
- Address greenhouse gas emissions reductions through actions and/or targets, for example, science-based reduction targets, that, when applicable, can contribute to CIMPOR's CO2 emission reduction targets;
- Account and, whenever possible, publicly disclose or provide a third party verification of their greenhouse gas emissions
- Address their climate change risks and act accordingly by developing climate adaptation plans and improving the resilience of its operations

### **Business Ethics and Integrity**

Suppliers shall promote and respect the highest ethical, moral and human integrity standards, particularly when conducting businesses with CIMPOR. Furthermore, suppliers shall ensure full compliance with all applicable national and international laws, regulations and standards relevant to the contractual relationship with CIMPOR. This includes, but is not limited to, regulations concerning anti-bribery and corruption, fair competition, intellectual property, privacy and data protection, environmental protection, health and safety, and any contractual agreement with CIMPOR.

#### **A) Ethics, Transparency, Fairness, Professionalism**

- Observe the principles of loyalty, fairness, transparency, efficiency and market orientation, ethical moral and human integrity standards with customers, suppliers, local communications and business dealings, regardless of the importance of the deal; Follow principles related to the highest accuracy, the completeness and transparency of information, the legitimacy, both in form and substance, and the clarity and accuracy of accounting records in all actions, transactions and negotiations carried out, in accordance with regulations and internal procedures;
- Work with impartiality to guarantee the principle of independence of judgment and the absence of any commercial or financial interest, which might determine unequal treatment, in full respect of the principle of good faith;
- Base their conduct on respect, cooperation and mutual collaboration.

#### **B) Due Diligence**

- Implement and conduct sustainability and integrity due diligence following a risk-based approach, covering the topics of this Supplier Code of Conduct, in their own operations and

|  |                          |                 |
|--|--------------------------|-----------------|
|  | <b>GROUP POLICY</b>      | Doc N°<br>GPO_8 |
|  |                          | Rev.<br>2       |
|  | SUPPLIER CODE OF CONDUCT |                 |

supply chain, and implement appropriate mitigation and remediation measures, conduct recertifications and reviews, and communicate the results to CIMPOR in a transparent manner;

- Implement adequate risk management systems and controls to ensure compliance with the Code of Conduct or agreed equivalent standards, as detailed below in Internal Control and Risk Management sections;
- Strive to establish traceability to the source or processing location of goods supplier to CIMPOR companies, ensuring that risks are identified, and appropriate mitigation and remediation measures are implemented throughout the supply chain;
- Strive to establish a system of controls that allows to identify upstream suppliers from raw materials to the finished product supplied to CIMPOR;
- Take appropriate steps to identify the use of critical and conflict minerals in their supply chain, establish traceability or chain of custody to their source or processing location, and ensure risks are fully identified and appropriate mitigation and remediation measures are implemented;
- Assess if their operations or supply chains are located in or sourced from conflict-affected and high-risk areas, and, in such regions, adopt adequate due diligence measures to identify and mitigate risks, and implement remediation actions
- Share relevant information on the origin of critical and conflict minerals, conflict-affected and high-risk areas, and any assessment upon request of CIMPOR;

### **C) Anti-bribery and Anti-corruption**

- CIMPOR has zero tolerance towards corruption and bribery acts. Bribes, illegitimate favors, collusion, soliciting, directly and/or through third parties, actively or passively, with personal benefits for oneself or for others, public or private, through acts or omissions, including the maintenance of situations of favoritism and facilitation payments, are prohibited without any exception;
- Provide appropriate evidence to allow the verification of transactions involving money, goods or other items of economic value related to CIMPOR;
- Not offering or accepting any form of gift, hospitality or business courtesy in the context of suppliers' relationship with CIMPOR. This includes, but is not limited to, cash, cash equivalents, entertainment, gift cards, discounts, hospitality, or participation in non-business events;
- Acquire a written authorization before contacting national and foreign public officials on behalf of CIMPOR;
- Provide the required information, such as company information, shareholder structure, and ultimate beneficial owner(s), so CIMPOR can perform anti-bribery and corruption due diligence and comply with CIMPOR Know Your Customer/Know Your Supplier (KYC/KYS) procedure, implemented in line with ISO 37001 and ISO 37301. Cimpor reserves the right to request additional information when deemed necessary;
- Ensure adherence to applicable anti-corruption and anti-bribery laws and regulations, namely acting in accordance with the international standards reflected in the US Foreign Corrupt Practices Act, the UK Bribery Act and the Portuguese General Regime for the Prevention of Corruption.



|  |                          |                 |
|--|--------------------------|-----------------|
|  | <b>GROUP POLICY</b>      | Doc N°<br>GPO_8 |
|  |                          | Rev.<br>2       |
|  | SUPPLIER CODE OF CONDUCT |                 |

#### **D) Conflicts of interest**

- In carrying out all activities, strive to avoid running into real, merely potential or mere perceived conflicts of interest. Conflict of interest is defined as situations that prevent someone from performing their duties impartially or that influence these duties in the direction of their own or another person's personal interests. Such situations may include supplier employees having personal relationships with CIMPOR, a supplier's employee also working at CIMPOR, or any connection that could provide personal gain in a decision-making process.
- Ensure that in situations of potential, perceived or real conflict of interest involving CIMPOR, CIMPOR employees or partners, mechanisms are implemented to ensure proper disclosure, impartiality and fairness in actions and decision-making processes and actions;
- Contact the relevant CIMPOR point of contact in the event of any real, potential or perceived conflict of interest with, related to or able to impact CIMPOR, through [compliance@cimporglobal.com](mailto:compliance@cimporglobal.com) or CIMPOR Ethics Hotline.

#### **E) Fair Competition**

- CIMPOR considers the respect of fair competition as an essential tool for the development of the economic system and, therefore suppliers shall, adhere in all of their activities with national, EU and international rules where they you operate and when concerning the commercial or business relationship with CIMPOR.

#### **F) Money Laundering, Financing Terrorism, Financial Crimes and Sanctions**

- Never be engaged or involved in activities that involve the financial crimes of (i) evading international sanctions, (ii) money laundering and financing of terrorism, (iii) forgery, (iv) tax evasion and/or (v) bribery and corruption in any form or manner;
- Respect applicable legislation and regulations regarding the prevention of money laundering and financing of terrorism applicable to suppliers' different activities and jurisdictions in which supplier operates;
- Not to invest, lend, contribute, partner, act or develop activities with or for the benefit of any person, entity, country or region that is subject to international sanctions. These include restrictive measures adopted by countries, regional government or multinational organizations, such as those imposed by the United Nations, European Union, United States. For guidance, suppliers shall consult CIMPOR Sanctions Policy Statement published on the CIMPOR Group website, and act accordingly;
- Check in advance the available information (including financial information) on business partners and suppliers, in order to ascertain the respectability and legitimacy of their activity before establishing any business relationship.

#### **G) Protection CIMPOR information and intellectual property, data protection and privacy**

- Not disclose any information regarding CIMPOR technical, technological and commercial expertise, as well as any other non-public information relating to CIMPOR, except where such disclosure is required by law or other regulatory provisions, or within the scope of a Confidentiality Agreement, after being expressly authorized by the CIMPOR, even after the termination of the business relationship with CIMPOR. The expertise we have developed is for CIMPOR, a fundamental resource which must be safeguarded;

|  |                          |                 |
|--|--------------------------|-----------------|
|  | <b>GROUP POLICY</b>      | Doc N°<br>GPO_8 |
|  |                          | Rev.<br>2       |
|  | SUPPLIER CODE OF CONDUCT |                 |

- Not use partially or as a whole CIMPOR's trademarks, logos and/or other intellectual property rights without prior written permission;
- Comply with all applicable privacy, data protection, including data subjects' rights, and information security requirements, and take reasonable measures to protect personal data and confidential information received from CIMPOR or handled on behalf of CIMPOR, throughout data lifecycle.

### **Internal Control**

Suppliers are expected to comply not only with applicable legislation but also with Cimpor's business ethics principles and contractual obligations in the conduct of their activities.

In this regard, an adequate and appropriate internal control system must be established and maintained to protect CIMPOR assets, prevent irregularities, manage processes effectively and efficiently, and ensure accurate and complete accounting and financial reporting.

The internal control system must be designed to guarantee transparency, traceability, and accountability in areas such as financial transactions, contract management, procurement processes, data security, and reporting. Suppliers must implement controls (preventive, corrective, and detective) that support this system in their own operations and regularly evaluate the effectiveness of the relevant controls.

### **Risk Management System**

Cimpor views risks not only as threats that require preventive measures, but also as dynamics that can be turned into opportunities when managed properly. In line with this approach, suppliers are expected to adopt corporate risk management processes and structure their activities in a way that minimizes the negative effects that may arise from uncertainties.

Suppliers must identify financial, operational, strategic, environmental and legal risks, assess their likelihood and impact, and define and implement the necessary measures. To institutionalize this process, risk assessment procedures must be implemented in an integrated manner with internal controls, monitored regularly and updated.

Cimpor has implemented Business Continuity Management (BCM) practices within the framework of corporate risk management. When necessary, business continuity maturity analysis are conducted for suppliers. In this context, suppliers are expected to have business continuity plans in place and to keep these plans ready for implementation to ensure the uninterrupted continuity of critical business processes.

### **Relations of suppliers with CIMPOR employees**

In general, suppliers are not allowed to:

- offer gifts or other benefits to CIMPOR employees, except for those of modest value or in accordance with normal commercial practice and CIMPOR applicable legislation and regulations;

|  |                          |                 |
|--|--------------------------|-----------------|
|  | <b>GROUP POLICY</b>      | Doc N°<br>GPO_8 |
|  |                          | Rev.<br>2       |
|  | SUPPLIER CODE OF CONDUCT |                 |

- b. actively propose a job offer, regardless of the form of inducement used, to employees of CIMPOR. In cases where any employee leaves the Company because of job offer made by a supplier, CIMPOR may decide to terminate any commercial activity with supplier for a period of time (e.g. one year as of the date of official dismissal) and in accordance with the applicable contractual terms. for.

### **Monitor and Remedial Action, and Reporting Mechanism**

Ensuring the principles of sustainable development in CIMPOR supply chain is important to CIMPOR. Suppliers may acknowledge the principles stated above or demonstrate their commitment via compliance with their own code of conduct or company policies that embrace these standards. CIMPOR reserves the right to conduct audits or assessments to ensure suppliers' compliance with this Supplier Code of Conduct and principles and take appropriate steps regarding the relationship with suppliers if there is a reason for concern. CIMPOR reserves the right to discontinue any relationship for non-adherence to international principles, failure to correct violations, or display patterns of non-compliance with these standards.

This Code of Conduct encourages the reporting of possible violations of this Code of Conduct or any other applicable regulations, as well as any potential breaches of the law. Suppliers and other stakeholders may report their concerns CIMPOR Ethics Hotline Channels (see APPENDIX 2 - Ethics Hotline Channels).

Such notifications will be examined by the Compliance Directorate with sensitivity and according to a strict confidentiality principle. CIMPOR does not allow any reprisal or discrimination against the people who made the notification in good faith.

|  |                          |                 |
|--|--------------------------|-----------------|
|  | <b>GROUP POLICY</b>      | Doc N°<br>GPO_8 |
|  |                          | Rev.<br>2       |
|  | SUPPLIER CODE OF CONDUCT |                 |

## APPENDIX 1 - COMMITMENT DOCUMENT FOR STAKEHOLDERS

As the authorized signatory for .....

(.....) we accept and undertake to comply with the abovementioned principles.

(.....) we declare that we do have an Ethical Code of Conduct in force.

Name: .....

Title: .....

Date: .....

Signature: .....

|  |                          |                 |
|--|--------------------------|-----------------|
|  | <b>GROUP POLICY</b>      | Doc N°<br>GPO_8 |
|  |                          | Rev.<br>2       |
|  | SUPPLIER CODE OF CONDUCT |                 |

## APPENDIX 2 - ETHICS HOTLINE CHANNELS

- (i) You can submit a report anonymously via <https://cimporglobal.speakup.report/ethico>.  
Please note that each report will have a unique password and case number assigned by the system. Make sure to save both for future reference. OR

- (ii) You may send an email to [compliance@cimporglobal.com](mailto:compliance@cimporglobal.com)

OR

- (ii) You may send mail to the address below:

Mr. Ozge Ascioğlu

Parnassusweg 819 1082 LZ

Amsterdam, Netherlands OR

- (iv) You may report by telephone through the following numbers:

Turkey: 0080 04488 28602

Portugal & Cape Verde: – 800831302

The Netherlands: +31 10 700 75 03 (*Local call rates apply*)

Romania: 0800400653

Ivory Coast: 002250566770918

Cameroon: 00237657103112

Ghana: 00233596993553 (*Local call rates apply*)

Spain: +34 900 031 156 (*Local call rates apply*)

United Kingdom: 08000224118

France: 0805543753

- (v) Download the “SpeakUp by People Intouch” mobile app from Google Play or the App Store and submit your report via the app.

***To report via the mobile app or by phone, please use the Cimporg Organization Code: 126318***

|  |                          |                 |
|--|--------------------------|-----------------|
|  | <b>GROUP POLICY</b>      | Doc N°<br>GPO_8 |
|  |                          | Rev.<br>2       |
|  | SUPPLIER CODE OF CONDUCT |                 |