



CODE OF CONDUCT AND RELATIONS WITH SUPPLIERS





Code of conduct and relations with suppliers

1. Objective

This procedure describes Dynamox's expectations for its suppliers in the areas of integrity, ethical and legal standards, Integrity Due Diligence, General supply criteria, compliance, confidentiality, information security, privacy of personal data, gifts, treats, labor rights and employment laws, health and safety, environment, anti-bribery and corruption, fair competition, auditing, and supplied materials.

While Dynamox recognizes that there are different legal and cultural environments in which suppliers operate, this procedure establishes a framework that Dynamox considers important for managing production, distribution, and supply chain operations, as well as for minimizing adverse impact to the environment, for a healthy and safe workplace, for maintaining fair and reasonable labor practices, and for the content of materials supplied to the company.

2. Application

It applies to the selection and retention of all suppliers that make goods and services available to Dynamox, including suppliers of raw materials, semi-finished goods or finished goods, packaging, contractors, and service suppliers. It is expected that Suppliers comply with this procedure while conducting businesses with Dynamox and its employees.

3. General Provisions

3.1 Ethical, legal and integrity standards

Dynamox is committed to upholding legal and ethical standards, regardless of when and where we conduct our business. Our Code of Conduct provides basic guidelines to help make good decisions on behalf of the company, performing our duties ethically and in compliance with policies and laws of the countries where we do business. If, at any time, this procedure appears to be compromised in any way, please report your concerns in good faith to Dynamox's Code of Conduct hotline.

3.2 Integrity Due Diligence

According to the Anticorruption Law ("Law 12,846/2013") and other applicable laws, the company may be held liable for the illegal activities of its suppliers, service providers or intermediate agents when they are providing services to the company, whether in the relationship with public organizations or private entities. In this sense, in order to verify the suitability and avoid being held responsible for acts performed by its suppliers, third parties and partners, who do not share its values, the company may perform prior and periodic assessment of Compliance risks, which will aim to determine and classify the risk as high, medium or low, verifying, but not being limited to, the following requirements, if any:

- Public history of involvement in cases of corruption, unethical and illegal conduct.
- Administrators who are public agents or politically exposed persons.

- Code of conduct, anti-corruption policy, and a complaint line.
- CEIS registration (Cadastro Nacional de Empresas Inidôneas e Suspensas).
- CNEP registration (Cadastro Nacional De Empresas Punidas).
- CEPIM registration (Cadastro de Entidades Privadas No Fins Lucrativos Impedidas).

If, at the end of the prior risk assessment, the current or potential supplier is considered to be of medium or high risk, the Legal department may be called in to perform integrity Due Diligence.

3.3 General supply criteria

The company requires its suppliers, service providers and intermediate agents to go through a quotation process and to comply with the general supply requirements:

- I.** manufacturing products and providing services in compliance with the legislation, standards and requirements of the public bodies in force, ensuring the conformity and quality of materials, services and equipment; the practice of competitive prices;
- II.** providing good service with safety, objectivity, transparency, and punctuality;
- III.** providing adequate hygiene and safety conditions in its own premises;
- IV.** commitment to sustainability; and
- V.** acting ethically and transparently in business before and during the supply cycle with the company.

The supplier must always provide, on request, the documents required for registration and proof of the general supply criteria described above.

3.4 Fair competition

Dynamox has an open and fair entry process that allows prospective suppliers, regardless of nationality, size and experience, the same chance to offer their products or services. We select business partners based on economic reasons, such as quality, price, volume, capacity, and lead time. We believe in free competition and fair business practices. We do not allow commercial practices that seek unfair advantage or reflect incorrect facts about our business or products. In addition, we do not permit false or misleading statements about our competitors or their products. Similarly, Suppliers must comply with laws that preserve a fair and competitive market, such as antitrust laws. Suppliers must apply fair business practices, including accurate and truthful advertising.

3.5 Compliance

Dynamox's Suppliers must comply with all applicable laws, codes and regulations of the countries, states and locations in which they operate. In addition, they must comply with all standards contained in this procedure and, as applicable, Dynamox's Code of Conduct. Suppliers will maintain systems capable of showing a satisfactory record of compliance with laws and regulations when conducting their business.

3.6 Confidentiality

We value confidential and proprietary information, Dynamox's employees must respect and protect the confidentiality of our Suppliers by not disclosing their proprietary or confidential business information. If confidential information is to be shared, it is the responsibility of both Dynamox and the Supplier to ensure that the necessary confidentiality/non-disclosure agreements are in place and to limit disclosure of proprietary information only to those

persons who have a legitimate need to know about it. We recommend that Suppliers read Dynamox's Privacy Notice. By using our website or submitting personal data to Dynamox in any other way, it is agreed that Dynamox may collect, process, transfer, use and disclose personal data from Suppliers as described in Dynamox's Privacy Notice.

3.7 Information security and data privacy

Suppliers must comply with all applicable Brazilian legislation requirements, and must commit to fully complying with the following items:

- Protect personal information and data from unauthorized access, modification, destruction or disclosure, while maintaining its confidentiality.
- Ensure that the resources made available are only used for the purposes informed and approved by Dynamox.
- Ensure that the systems, information and personal data under their responsibility are adequately protected.
- Ensure the continuity of critical business information processing.
- Comply with the laws and regulations governing aspects of intellectual property.
- Comply with the laws that regulate Dynamox's activities and market.
- Select information security mechanisms, balancing risk factors, technology, and costs.
- Immediately notify Dynamox of any non-compliance with PO-TI-0002: Information Security and Privacy Policy.

In the case of processing the personal data of clients, employees, suppliers or third parties providing cloud services for Dynamox, such processing must be in accordance with PO-TI-0002: Information Security and Privacy Policy.

3.8 Intellectual Property

Dynamox's supplier undertakes to:

- Respect intellectual property rights, especially the rights to patents, industrial designs, trademarks and copyrights, of Dynamox and/or third parties.
- Take the necessary steps to ensure that the supply of goods and/or services to Dynamox does not involve infringement of the intellectual property rights of third parties.
- Not to advertise or do marketing associating the supply of goods and/or services to Dynamox, nor use the company name, filed or registered trademarks, domain names, as well as any other distinctive signs owned by Dynamox, without having obtained express written authorization to do so.

3.9 Labor Rights and Employment Law

Suppliers are expected to comply with the country's labor and employment laws and regulations, including those related to wages, working hours, working conditions and child labor. Suppliers are expected to adopt legal labor and employment practices and treat their employees fairly. Specifically:

Employment Practices: Suppliers shall hire and employ workers in compliance with applicable laws. Wages, benefits and working hours must be fair and reasonable for the local labor market.

Child Labor: Suppliers must comply with applicable local laws regarding the minimum age for hiring employees.

Forced Labor: Suppliers may not use labor that is the result of psychological or physical coercion, physical punishment, slavery or other oppressive working conditions. Suppliers and their employees may not engage in any form of human trafficking.

Discrimination: Suppliers must respect the right of all people to participate in any aspect of the work, regardless of their personal characteristics or beliefs (e.g., race, color, religion, age, disability, marital status, military veteran status, gender, gender identity, sexual orientation, ethnicity, or country of origin).

Freedom of association: We encourage open communication and direct involvement with employees to solve workplace and compensation issues. Suppliers must respect employees' rights, as defined by local laws, to associate freely, to be a union member or not, to seek representation, and to participate in work councils.

3.10 Health and Safety

Suppliers must comply with all applicable health and safety laws and regulations by providing a safe and healthy working environment. Health and safety elements include:

Risk Identification and Safety Process: Suppliers must identify both occupational and external hazards and have programs in place, appropriate to the risks, to actively avoid or mitigate such risks (e.g., catastrophic chemical releases, smoke, dust, etc.).

Worker Protection: Suppliers must protect workers from exposure to chemical, biological and physical hazards and from physically demanding tasks in the workplace.

Emergency Preparedness and Response: Suppliers must identify and evaluate emergency plans at all facilities and minimize the impact of any emergency by implementing appropriate emergency plans and response procedures.

Information on hazards: Suppliers must provide safety information on hazardous materials (including raw materials), isolated intermediaries, products, solvents, cleaning agents and waste for workers' knowledge and train and protect them from potential risks.

Reporting accidents at work: All accidents must be reported immediately after they occur. Reports must be filed by telephone to the person responsible for the contract and to the Safety Technician in charge of the site and formalized via e-mail to both.

3.11 Environment

Suppliers are expected to operate in an environmentally responsible and efficient manner and minimize adverse impacts on the environment. Suppliers are advised to conserve natural resources, avoid the use of hazardous materials when possible, and participate in activities involving reuse and recycling. Environmental elements include:

Environmental permits: Suppliers must comply with all applicable environmental laws and regulations. They must obtain all necessary permits, licenses, information records and restrictions and they must be valid, as well as follow their operating and reporting requirements.

Waste and Emissions: Suppliers shall have active systems in place to ensure the safe handling, movement, storage, recycling, reuse or management of waste.

Spills: Suppliers must have active systems in place to prevent and minimize spills and accidental releases into the environment.

Sustainability and Resource Efficiency: Suppliers must have active systems in place to optimize the use of all relevant resources, such as energy, water and materials, in a sustainable manner.

3.12 Anti-bribery and corruption

Any form of corruption, extortion and fraud is prohibited. Suppliers must comply with all applicable laws and regulations and all industry standards relating to the avoidance of corruption. Suppliers must not pay, accept bribes or participate in other illegal inducements in business or government relationships, nor make any other inducements (including facilitating payments, gifts and hospitality, concessions or donations) in connection with their business with Dynamox.

3.13 Gifts and treats

Dynamox does not allow undue influence, not even a seemingly undue influence, in the decision-making process with Suppliers. For this reason, employees in the supply chain may not offer or receive gifts or treats from Suppliers. Suppliers are expected to comply with these standards while conducting business with company employees.

3.14 Auditing

Dynamox reserves the right, with prior scheduling of at least 15 days, through audits, to request documents, on-site visits or other means to prove that suppliers are complying with the principles and commitments set out in this Code of Conduct.

3.15 Child exploitation

Dynamox repudiates any form of sexual exploitation and trafficking of children and adolescents and is committed to ensuring respect for human rights by prioritizing relationships with partners and suppliers who share the same principles and policies. Dynamox believes that anyone who facilitates or acts as an intermediary in cases of sexual exploitation and/or child trafficking should be penalized under the law and that any situation in this regard should be referred to the competent authorities.

4. Compliance responsibility

It is the Supplier's responsibility to ensure that its employees, agents and subcontractors working with Dynamox understand and comply with this Code of Conduct. Failure to adhere to this Code of Conduct or any applicable legislation is sufficient grounds for termination of the business relationship by Dynamox.

Dynamox expects its Suppliers to have reasonable and adequate systems in place to investigate and correct all allegations of bad faith, to the extent permitted by law. They must report to Dynamox immediately if they become aware of any possible violations of applicable law or this Code of Conduct, or any other allegations of wrongdoing in connection with Dynamox's business.

Suppliers must immediately notify Dynamox as soon as they become aware of any negative or harmful publicity regarding their company or any product or service provided to Dynamox, or any event or circumstance related to the suppliers or their company that may cause negative or damaging publicity to Dynamox.

5. Contact channels

We keep contact channels permanently open, as we believe that these are ways of improving our processes and relationships.

Internet: www.dynamox.net

Telephone: +55 48 3024-5858

Complaints must be made through the **BeCompliance - Ethics Channel** link, structured to guarantee absolute confidentiality, protecting the anonymity of the complainant and preserving the information so that a fair investigation can take place