



CODE OF ETHICS POLICY

The purpose of this policy is to establish practices that are consistent with the ethics understood and accepted throughout Agripalma's operations and to fulfill the commitment made by the Company within the scope of this Policy. This Policy is aligned with the Code of Ethics of Agripalma and the Socfin Group.

In order to achieve this goal, Agripalma undertakes to:

- Raising awareness and informing its employees on an ongoing basis about ethical conduct issues, addressing its different dimensions;
- All financial transactions must be properly recorded and supported by the necessary internal controls. In addition, all the Company's books and records must be available for audit. When there is reason to believe that there has been a breach of financial principles that could directly or indirectly affect AGRIPALMA's business, it must be reported and investigated;
- AGRIPALMA will act independently and in its own interest in any commercial situation that affects competition in the markets and will refrain, in this regard, from practices that restrict competition;
- AGRIPALMA's confidential information and intellectual property rights must be protected at all times, while respecting the intellectual property rights of third parties. Any unauthorized use of AGRIPALMA's intellectual property must be reported;
- It is essential that employees are free of, or disclose, any commitments or relationships that could create a conflict of interest with AGRIPALMA;
- The possession or use of illegal drugs is prohibited in the AGRIPALMA workplace;
- Company property is reserved for the use of AGRIPALMA. Any cases of suspected fraud or theft by employees or third parties must be reported;
- AGRIPALMA's aim is to protect the environment and the health and safety (HSE) of its employees in the communities in which it operates, and to promote appropriate HSE practices. Our individual involvement in HSE will contribute to everyone's well-being;



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- In conducting our business, government relations include all contacts with governments, their agencies and representatives. There is only one way for AGRIPALMA representatives to do this, and that is to conduct ourselves in accordance with the highest ethical standards in all our dealings with the government;
- Respect is essential for a harmonious working environment where workers' rights are respected, their dignity is unquestioned and they are free from intimidation, discrimination or coercion;
- AGRIPALMA shall not use its funds to pay directly or indirectly any remuneration in money, goods, services or any other form to a representative of the State or of a political party, a candidate for election, a religious organization or a philosophical current, in order to persuade the beneficiary;
- It is the Company's policy to demonstrate the highest degree of integrity in all aspects of the business conducted by AGRIPALMA and to conduct it fairly. This guiding principle also governs the sale or purchase of both services (e.g. banking, consultancy, advertising, technical or maintenance services) and products or goods;
- The general principle is that AGRIPALMA avoids participating in political, religious or philosophical activities in its name or organizing such activities on its property and/or concession. However, AGRIPALMA recognizes the right of everyone to express and discuss their political beliefs as citizens;
- Employees must refrain from buying or selling AGRIPALMA securities, products or raw materials when in possession of inside information about AGRIPALMA that has not been disclosed to the public. They must also refrain from passing on such information to third parties, particularly their family or friends;
- AGRIPALMA does not accept harassment or violence in the workplace. AGRIPALMA does not accept, for example, threats, intimidation, bullying, humiliation or gratuitous exclusion;



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- AGRIPALMA is committed to demonstrating that its social commitment is compatible with obtaining superior returns for the Socfin Group's shareholders. The aim is to balance its own interests and those of its shareholders with the legitimate interests of its employees, customers, suppliers, governments and the public. AGRIPALMA takes into account the different social, economic and environmental aspirations of the communities in which it operates;
- AGRIPALMA is committed to ensuring the safety of its employees and property. Subject to the provisions of local legislation, AGRIPALMA representatives and security personnel are authorized to conduct direct searches of persons, vehicles or property on AGRIPALMA premises. Employees, as well as suppliers, consultants, etc., must cooperate and allow any search of their person or property on the Company's premises;
- All AGRIPALMA employees, suppliers and consultants must act in accordance with the Code and actively defend its values and principles;

This Policy is communicated to all Agripalma employees and made available to all external stakeholders who request it;

Agripalma Company, August 22, 2024

Director General

NICOLAS BERGEROT