



WHISTLEBLOWING POLICY

The purpose of this policy is to provide a secure and confidential reporting mechanism for employees and other stakeholders of Agripalma to report as quickly as possible and in an appropriate manner any unethical or illegal behavior they witness or are asked to report.

This policy protects whistleblowers from retaliation for reporting such behaviour and ensures that the organization takes appropriate action against those who violate this policy.

This policy is designed to:

- Support our values;
- Ensuring that employees and stakeholders can raise concerns without fear of reprisals;
- Provide a transparent and confidential process for dealing with concerns raised.

In order to achieve this goal, Agripalma undertakes to:

- Handle all complaints fairly and correctly;
- We will not tolerate harassment or victimization of anyone who raises a genuine concern;
- The anonymity of any person making a complaint will be guaranteed, unless otherwise agreed;
- We will ensure that no one is at risk of any form of retaliation as a result of the complaint made.

Complaint process:

Employees or stakeholders who do not wish to make use of the usual complaints mechanism (internal or external) can report their complaint to an independent external whistleblowing body.



WHISTLEBLOWING POLICY

The following complaints (committed, to be committed or likely to be committed) can be made through this independent mechanism:

- Criminal offenses
- Legal non-compliance
- Judicial error
- Danger to an individual's health and safety
- Damage to the environment
- Discrimination
- Child labor/trafficking/forced labor
- Information deliberately withheld from the above points

You don't have to prove your suspicions, but you must do so in good faith.

Complaints can be made through the following mechanisms:

1. Report via the Freephone number: **800 12 50**

Agripalma's toll-free number allows the whistleblower to make free calls to an independent external body.

2. Report via the website: **<https://report.whistleb.com/pt-PT/socfin>**

Within 7 days, the complainant may receive a reply or a follow-up question. All complaints will be processed confidentially.

Our whistleblowing service is an early warning system for risk prevention. It is an important tool for promoting high ethical standards and maintaining the trust of our clients and the general public.

We promote the analysis and continuous improvement of our activity in order to improve our performance in all the areas that contribute to the success of our organization: processes, people and the environment.

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

Agripalma Company, March 14, 2025

Director General

NICOLAS BERGEROT