



CODE OF ETHICS AND CONDUCT (EXTERNAL)

MESSAGE FROM THE CEO

Allog is a company with over 20 years of experience, which has always grown based on ethical standards of integrity and respect. The company's principles and stance are renewed every day in our actions, relationships and everyone's engagement.

In order to maintain good relationships both in the workplace and with suppliers and customers, it is important to respect the integrity, expectations and privacy of each individual. Relationships in the workplace at Allog are aligned with the company's values, respect for others creates an excellent work environment, avoiding any form of embarrassment to oneself or others.

This document defines basic principles that should guide everyone's conduct. Administrators, employees and suppliers must be guided by the principles established in this Code.

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INTRODUCTION

The code of ethics and conduct is a fundamental document for Allog, aimed at all our suppliers, partners, customers and community. It must be understood as a priority in all activities, as it expresses commitment and engagement in adopting conduct based on ethical standards. In this sense, Allog's Code of Ethics and Conduct addresses the attitudes expected from our partners and provides instructions on the main situations in which there may be doubts about how to conduct our business ethically.

We also emphasize that, in addition to the Code of Ethics and Conduct, Allog has its own Policies that must be followed by everyone.

1. OBJECTIVE

This Code aims to establish the conduct, guidelines and ethical principles that guide Allog's business and its suppliers, partners, customers and community to act ethically, with integrity and in accordance with the standards and conduct procedures applicable to our business model.

2. FIELD OF APPLICATION:

This code of ethics and conduct applies to all areas and processes at Allog, as well as to all professionals involved in activities directly or indirectly related to it.

3. RELATIONSHIP BETWEEN SUPPLIERS AND COLLABORATORS WITH THE COMMUNITY

Our suppliers must conduct their activities ethically and responsibly towards the communities in which they operate. We recognize that our suppliers' actions can have a significant impact on local communities, and we hope they can build positive, mutually beneficial relationships.

Allog is committed to the social development of the communities where it has units and we expect that when acting on behalf of the company, suppliers and employees maintain a respectful, ethical performance guided by our principles.

4. RELATIONSHIP BETWEEN EMPLOYEES AND SUPPLIERS, SERVICE PROVIDERS AND OTHER PARTNERS

In order to maintain good relationships both in the workplace and with suppliers, service providers and other partners, it is important to respect the integrity, ethics, transparency and expectations and privacy of each of them, complying with internal and external legislation, rules and regulations. We do not tolerate unethical or illegal practices.

If irregularities are proven on the part of our employees, suppliers and business partners, we will deal with the incident with Allog's ethics and compliance committee to analyze the situation and, if necessary, apply penalties.

5. PARTNER RELATIONSHIPS WITH ALLOG CUSTOMERS

Our clients are the inspiration for delivering our work with quality and excellence. Communication between our partners and our clients must be carried out in a professional manner, with cordiality, mutual respect, responsibility, confidentiality, seeking to meet ethical and moral standards, always respecting the client's code of conduct.

6. RELATIONSHIP BETWEEN SUPPLIERS AND PUBLIC AUTHORITIES

We would like to emphasize the importance of conducting all interactions with public authorities guided by integrity, transparency and full compliance with applicable legislation.

We ask that you refrain from offering, promising, authorizing or granting any type of undue advantage to public agents, whether directly or indirectly, with the aim of influencing decisions, obtaining benefits or facilitating administrative processes.

Regarding participation in tenders, public contracts or public-private partnerships, we ask that you strictly observe the principles of legality, impartiality, morality, publicity and efficiency.

Any attempt at manipulation, fraud or unethical conduct in this context will be considered a serious violation of our Code of Conduct and may result in legal and administrative sanctions and the immediate suspension of the contractual relationship.

7. RELATIONSHIP BETWEEN SUPPLIERS AND ALLOG COMPETITORS

Suppliers must conduct their activities in a way that respects the competitive dynamics of the market in which Allog operates. We recognize that Allog has its own competitors and we expect our suppliers to act with integrity and ethics towards them. Suppliers are expected to refrain from any conduct that may unfairly harm Allog's competitive position, including:

- **Sharing of Confidential Information:** It is strictly prohibited to share Allog's confidential information, obtained as a result of the commercial relationship, with its competitors or third parties, in a way that could harm its market strategy.
- **Harmful Collaborative Actions:** Avoid any form of collaboration or agreement with Allog's competitors that could result in harm to Allog's business or reputation.
- **Improper Use of Privileged Information:** Do not use privileged information about Allog's competitors, obtained through the commercial partnership, to obtain undue advantages in your own activities or to benefit other competitors of [Name of the Contracting Company].
- **Induction into Unfair Practices:** Do not encourage or induce Allog's competitors to adopt unfair or unethical commercial practices that could harm Allog.

Our goal is to maintain an ethical and competitive business environment. We believe that integrity in all relationships, including those with Allog's competitors, is critical to the long-term success of both parties. Any behavior that violates this principle will be treated with due seriousness and may lead to the sanctions provided for in this Code.

8. RESPECT FOR DIVERSITY

Allog values a respectful work environment free from any form of embarrassment or disrespect. In this sense, behaviors such as offensive words, intimidation, harassment and psychological or physical aggression are not permitted. We reaffirm our commitment to equality and non-discrimination, repudiating any form of bias related to age, race, color, nationality, sex, politics, religion or physical limitations.

- **Forced and Child Labor**

Allog does not use slave (or similar) or child labor in its operations, nor does it tolerate this practice by its suppliers, service providers and other business partners.

- **Drug and Alcohol Use**

Suppliers are prohibited from using, selling or possessing alcoholic beverages and illicit drugs while providing services on behalf of Allog, as well as from remaining on the organization's premises.

9. CONFLICT OF INTEREST

Conflicts of interest between contractor and supplier may occur when there are personal, financial or institutional interests that compromise the impartiality and integrity of the business relationship. This includes situations such as personal ties between employees and suppliers, undue financial advantages, accumulation of functions that affect independence in decision-making, use of privileged information, divergence between the strategic objectives of the parties and ethical or reputational risks. These conflicts can impact transparency, the quality of the contract and trust between the parties involved.

Suppliers must act ethically, with integrity and transparency, avoiding any situation that could generate a real, potential or apparent conflict of interest with Allog. This includes, but is not limited to, personal, family or financial relationships with company employees that may influence business decisions. If they identify any possible conflict, suppliers are obliged to notify Allog immediately through the means provided in this code for assessment and, if necessary, adoption of corrective measures.

a. Kinship and Emotional Relationship

Suppliers must communicate in advance any situation in which family members of their employees or representatives have a direct or indirect link with Allog employees, especially when this link may influence commercial or operational decisions. Transparency in these relationships is essential to prevent undue favoritism, conflicts of interest and to ensure the integrity of the processes. The omission of this information may be considered a violation of this Code of Ethics and Conduct.

b. Gifts, Presents and Hospitality

This policy allows employees to offer and receive courtesies as long as the offer of such items is legal and directly related to a value of up to R\$500.00 (gifts, meals, modest entertainment, travel benefits or other things of value), with a maximum frequency of twice a year. When the gift exceeds the stipulated value, it must be analyzed and registered by the Compliance Officer and, if it is not approved, the gift may be returned. If it is not possible to return the prize to the company, it may be drawn internally.

c. Donations and Sponsorship

Allog is committed to social responsibility and, within its guidelines, seeks to support development in the environment where it operates. In this type of relationship with the community, laws must be followed and local political issues must not be involved, nor must any reciprocity, present or future, be sought from beneficiaries or third parties who may be served. We emphasize that Allog prohibits making any donation or sponsorship to politicians, workers unions, political parties, candidates for political office or public agents in its name. In order to avoid illegality or image risks, this type of relationship with the community requires additional care, such as authorizations, understanding who the beneficiaries are, transparency, evidence, contracts and accountability.

d. Professional Recommendations and Referrals

The appointment of professionals to work at Allog can occur without any involvement of interest, personal benefit or influencing the organization's hiring policy decisions. When recommending professionals, the guidelines on kinship and emotional relationships must be respected.

e. External Communication

Suppliers are not authorized to issue public statements, disclose commercial information, use Allog brands, logos or names in any media, including social media, promotional materials or press releases, without prior written authorization. All external communication that directly or indirectly involves

the company must be previously validated to ensure veracity, confidentiality and alignment with Allog's institutional image.

10. COMPANY ASSETS AND RESOURCES

The use of Allog's assets and resources, such as computers, cell phones, printers, cars, equipment and software, is subject to the performance of work and performance of the tasks, and cannot be used for personal purposes. Allog's assets also include physical or intellectual property assets, proprietary information, databases, business opportunities, equipment and facilities.

Suppliers must ensure that Allog's assets and goods, when used, are in good condition, and that they are not wasted or misused.

a. Contracting Suppliers for Own Benefits

Allog does not allow its employees to perform activities that could affect the purchasing decision. This includes contracting with suppliers for private purposes without the express consent of senior management or accepting gifts, travel, or benefits from suppliers with the intent of influencing their purchasing decisions or business relationships.

b. Information Security

Information relating to Allog's business, whether related to the company, employees, customers, suppliers, service providers or other business partners, must be treated confidentially.

Confidential information must not be revealed to the external public, except when the nature of the business requires it. They must also not be shared with other suppliers who do not have knowledge and are not taking part in or supporting a given project and need them.

The credentials of each supplier and service provider, whether badges, logins and passwords, are individual and cannot be shared with third parties under any circumstances, including other company employees, as expressed in the Information Security Policy and Data Privacy Policy.

11. PUBLIC RELATIONS

In order to avoid inaccurate information that may affect Allog's business, as well as its employees and business partners, the group's relationship with the press must be carried out solely through people appointed by the Executive Board.

12. ACCOUNTING RECORDS

Our suppliers' accounting records must be complete, accurate, transparent and in compliance with applicable legal and regulatory standards. All business transactions with Allog must be duly documented and reflect the reality of the operations. Manipulation, falsification or omission of accounting information constitutes a serious violation of this Code of Ethics and Conduct and may result in legal sanctions and termination of the business relationship.

13. SAFETY AND HEALTH

Suppliers must promote a safe, healthy and respectful work environment, covering both the physical safety and mental health and emotional well-being of employees. They must adopt preventive measures against accidents, offer adequate ergonomic conditions and encourage practices that reduce stress and promote quality of life at work. It is essential to fully comply with work safety and occupational health standards, as well as continuous access to training, protective equipment and psychological support channels, when necessary. Omission or negligence in these obligations compromises not only the integrity of workers, but also the business relationship with Allog.

13.1. SUPPLIERS' ENVIRONMENTAL MANAGEMENT

Allog recognizes the importance of environmental management and the need to involve its suppliers in the commitment to sustainability and the preservation of natural resources.

Suppliers must ensure compliance with all environmental rules and regulations applicable to their activities, as well as comply with any legal requirements related to environmental protection. The main responsibilities include:

- **Environmental licensing:** It is mandatory to obtain environmental licenses to carry out any potentially polluting activity or activity that may cause impacts to the environment, as required by current legislation.
- **Proper waste management:** Suppliers must manage their waste in accordance with relevant laws and regulations, observing classification, storage, transportation and final disposal criteria, in order to minimize environmental impacts.

- **Control of pollutant emissions:** It is essential to strictly control atmospheric emissions, ensuring that they are within legal limits for greenhouse gases and other pollutants, contributing to the mitigation of climate change.
- **Responsible use of natural resources:** The consumption of natural resources, such as water, must follow conscious use and combat waste practices, as determined by law. Effluent treatment must meet legal parameters to avoid contamination of water and groundwater with effluents.
- **Energy efficiency and savings:** Suppliers must adopt measures to promote the efficient use of energy in their operations, prioritizing technologies and practices that reduce energy consumption and encourage the use of renewable sources, contributing to environmental sustainability and reducing the carbon footprint.

14. COMPLIANCE WITH THE CODE OF ETHICS AND CONDUCT

Allog expects its suppliers to commit to ethical and responsible management based on the requirements of this Code and requests acceptance via the supplier approval platform (G-certifica). Compliance with the requirements mentioned in this code will be monitored via internal audits previously scheduled with the supplier, and failure to do so will result in the application of disciplinary measures and/or penalties provided for in labor, civil or criminal legislation, depending on the situation, and may even lead to the breakdown of the commercial relationship between the parties.

15. PREVENTION OF CORRUPTION

Allog does not tolerate and advises its business partners to prevent the occurrence of illegal behavior and not to act in their interest or benefit to commit any act of corruption, fraud, bribery or facilitation payment, whether nationally or internationally, whether in relations with the public authorities, private sector or third sector. Therefore, the activity of obtaining or revalidating licenses, permits or any operating authorizations must always occur through official channels, without any personal involvement, promise or exchange of undue advantages between the parties.

16. RESPONSIBILITIES AND VIOLATIONS OF THE CODE OF ETHICS AND CONDUCT

It is the responsibility of all suppliers, their representatives and employees to know, understand and fully comply with the guidelines established in this Code of Ethics and Conduct. Failure to comply with the standards set forth, including omissions or practices that contravene Allog's ethical and legal principles, may result in corrective measures, which may include warnings, suspension of activities, contract termination and, where applicable, civil, administrative and criminal liability. To ensure compliance with this

Code of Conduct, Allog provides a secure, confidential and accessible integrity channel, where anyone can report suspected practices that violate ethical standards. Complaints will be treated seriously, investigated fairly and rigorously, respecting due process and the confidentiality of the parties involved. The commitment to ethics must be constant and reflected in all actions and decisions of our suppliers.

17. COOPERATION IN INVESTIGATIONS AND HANDLING OF MISCONDUCT.

Suppliers must fully cooperate with audits, investigations, customer complaints, non-conformities, and other assessments conducted by Allog. An unjustified refusal to provide information, respond to formal requests, or participate in deviation handling processes may result in the suspension of negotiations and partnerships.

18. QUESTIONS AND COMPLAINTS

If you have any questions about any item in this document or issues not addressed in it, suppliers should contact the person responsible for the supplier approval process via email at gestaodefornecedores@allog.com.br. Regarding complaints, any situation of conflict of interest or potential conflict must be immediately reported to the compliance office, using the following communication channels:

Integrity Channel Link:

<https://www.allog.com.br/canal-da-integridade/>

Privacy Channel Link:

<https://www.allog.com.br/politica-e-privacidade/>

All partners are expected to comply with the guidelines of this Code of Ethics and Conduct and report inappropriate behavior. Anonymity and confidentiality will be guaranteed, and retaliation or punishment against whistleblowers will not be tolerated.