

SUPPLIER CODE OF CONDUCT

1. Purpose & Scope

At Sofina, we are committed to conducting business with integrity, responsibility and a long-term perspective. As a listed **investment** holding company, we believe that responsible business conduct contributes to sustainable value creation for our shareholders and stakeholders.

This Supplier Code of Conduct (the "**Supplier Code**") sets out the minimum standards of ethical conduct, integrity, and responsible business behaviour expected from all suppliers, contractors, consultants, and other third parties (the "**Suppliers**") providing goods or services to Sofina and its affiliates.

It reflects Sofina's commitment to the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights ("UNGPs"), and the ILO Declaration on Fundamental Principles and Rights at Work.

Suppliers are expected to embrace these principles and to apply equivalent standards within their own supply chains where relevant. Sofina is committed to working collaboratively with Suppliers to uphold these expectations.

2. Compliance with Laws

Suppliers must comply with all applicable laws, regulations and generally accepted industry standards in the jurisdictions in which they operate. This includes, where relevant, laws relating to sanctions, export controls, competition and data protection. Specific expectations on anti-bribery and corruption, competition, data protection and anti-money laundering are set out in the sections below.

3. Human Rights & Labour Standards

Suppliers must respect internationally recognised human rights and comply with applicable labour laws, consistent with the UNGPs and the ILO Declaration on Fundamental Principles and Rights at Work.

In particular, Suppliers must:

- Prohibit child labour and all forms of forced, bonded, or compulsory labour, including human trafficking;
- Respect freedom of association and the right to collective bargaining;
- Provide fair wages and working hours in compliance with applicable laws;
- Provide a safe and healthy working environment.

4. Diversity, Inclusion & Mutual Respect

In accordance with applicable laws and regulations, Suppliers are expected to foster a respectful and inclusive working environment and must not tolerate discrimination based on race, colour, gender, age, disability, religion, sexual orientation, nationality or any other protected characteristic.

5. Anti-Bribery, Corruption and Conflicts of Interest

In accordance with applicable laws and regulations, Suppliers must not offer, promise, give, solicit or accept bribes or other improper advantages, whether directly or indirectly, including in dealings with public officials. Any gifts or hospitality offered in connection with Sofina business must be reasonable, proportionate and not intended to improperly influence decision-making.

Suppliers are expected to have appropriate policies, procedures and internal controls in place to prevent bribery, corruption and conflicts of interest, proportionate to their size, risk profile and activities. Suppliers must avoid situations that create actual or perceived conflicts of interest with Sofina and promptly disclose any such situations.

Suppliers must comply with applicable competition and antitrust laws and must not engage in price-fixing, market allocation, bid-rigging or other anti-competitive practices.

6. Confidentiality, Data Protection & Information Security

Suppliers must protect confidential and proprietary information relating to Sofina and its stakeholders and use such information solely for legitimate business purposes.

Suppliers must comply with applicable data protection and privacy laws, including GDPR where relevant, and implement appropriate technical and organisational measures to safeguard personal data and information systems.

Sofina reserves the right to assess Suppliers' compliance with this Supplier Code and, in the case of material or persistent breaches that are not remediated within a reasonable period, to take appropriate measures, which may include suspension or termination of the business relationship in accordance with the relevant contractual terms.

7. Environmental Responsibility

Suppliers are expected to operate in an environmentally responsible manner and comply with applicable environmental laws and regulations. Where relevant, Suppliers should seek to reduce their environmental footprint and support sustainable and resource-efficient practices.

Sofina encourages Suppliers, where appropriate given their size and activities, to set and pursue science-based greenhouse gas emissions reduction targets aligned with the Science Based Targets initiative (SBTi).

8. Anti-Money Laundering

Suppliers must comply with applicable anti-money laundering and counter-terrorist financing laws and regulations and remain alert to suspicious activities in connection with their engagement with Sofina.

9. Speak-Up, Monitoring & Compliance

Suppliers should ensure that individuals can raise concerns in good faith without fear of retaliation.

Suppliers are invited to report concerns or suspected misconduct regarding their interactions with Sofina in good faith. Additionally, Suppliers are expected to cooperate with Sofina during any reasonable audit, inquiry, or investigation, as appropriate to the nature of the relationship and identified compliance risks associated with this Supplier Code.