Grenergy's Code of Conduct for Suppliers and Third-Party Intermediaries

This Code of Conduct establishes the basic requirements to be met by GRENERGY's suppliers and third party intermediaries within the framework of their responsibilities, and during the **entire contractual relationship**, including supplies, services or activities. GRENERGY may modify these requirements in a reasonable manner to adapt to new legislation or requirements.

The supplier and/or the third party acting as an intermediary hereby declare:

1 HUMAN RIGHTS (HRDS)

> To respect and protect the application of internationally recognized human rights, with reference to the UN International Bill of Human Rights, the ILO core conventions and its Declaration on Fundamental Principles and Rights at Work, the UN Convention on the Rights of the Child and the European Convention on Human Rights.

> Not to participate or tolerate any form of complicity in human rights abuses.

Non-discrimination

> Do not tolerate behavior such as psychological abuse, sexual harassment or discrimination, whether verbal, gestural or physical;

> Promote equality and fair treatment, without discrimination based on race, nationality, ethnicity, politics, social origin, disability, sexual orientation, marital status, religion, gender or age.

Respect for cultures and communities

> Support local economic and social development, ensuring respect for human rights, dignity, culture and livelihoods in their areas of operation.

2 BUSINESS PRACTICES OF INTEGRITY

Legal compliance

> Comply with the laws of applicable jurisdictions;

> Refrain from practices or conduct that violate such laws.

Anti-bribery, anti-corruption and fair competition

> Maintain zero tolerance for corruption, extortion or bribery;

> Do not offer, solicit or accept, directly or indirectly, any benefit to influence decisions or gain improper advantage;

> Comply with national and international competition laws, avoiding practices such as price fixing, market sharing or bid rigging;

> Not to incur in actual or potential conflicts of interest, immediately notifying GRENERGY of any situation.

Fair treatment in the supply chain

> Respect the intellectual property rights of third parties;

> Promote responsible conduct aligned with this Code of Conduct among its own suppliers;

> Comply with the principles of non-discrimination in the selection and treatment of its suppliers;

> Notify GRENERGY of conflicts of interest in its supply chain and take measures to resolve them with transparency and independence;

> Not procure or use raw materials that finance armed groups;

> Adopt a due diligence approach according to the OECD Guidance for Responsible Supply Chains, implementing systems to manage and mitigate risks.

3 LABOR PRACTICES AND WORKING CONDITIONS

Prohibition of forced labor

> Not to participate in, tolerate or benefit from any form of forced or compulsory labor;

> Not to hire or retain persons under threat or against their will.

Prohibition of child labor

> Not to employ minors or use child labor, in compliance with current regulations and ILO Conventions.

Occupational health and safety

> Comply with national and international health and safety standards;

> Provide safe and healthy working conditions;

> Implement an effective occupational health and safety management system;

> Ensure adequate training and the right to refuse unsafe conditions.

Basic human rights, working hours, wages, and employee benefits

> Respect the dignity, privacy and personal rights of all individuals;

> Comply with legislation on working hours and rest periods;

> Recognize, in accordance with the law, the right to free association and collective bargaining;

> Not discriminate against or favor employees because of their membership in associations or unions.

4 ENVIRONMENTAL PROTECTION

> Comply with national and international environmental regulations and act in an environmentally responsible manner;

> Optimize energy use, prioritize energy efficiency and reduce pollution, especially greenhouse gas emissions;

> Manage materials and resources responsibly;

> Reduce the use of hazardous substances and manage hazardous waste according to applicable regulations;

> Implement measures to mitigate impacts on fauna, flora and biodiversity;

> Maintain an effective environmental management system in accordance with its operations.

GRENERGY

Statement of Acceptance - Grenergy Supplier and Third Party Intermediary Code of Conduct

We hereby declare the following:

1. We understand the GRENERGY Supplier Code of Conduct and commit, together with our affiliated companies, to comply with its principles and requirements, in addition to what is set forth in our contracts, and to promote compliance with it in our supply chain. We commit to inform GRENERGY of any non-compliance with the Code, to provide complete, truthful and timely sustainability indicators as required, and we recognize that any non-compliance may lead to corrective action, including suspension or termination of the business relationship;

2. We agree that GRENERGY or third parties designated by GRENERGY may conduct controls, audits and verifications, including at our facilities if necessary, including those related to sustainability and compliance. We commit to participate in supplier certification processes and to fully cooperate in all these procedures to ensure compliance with this Code and GRENERGY's sustainability strategy and policies. In addition, we commit to cooperate with GRENERGY in investigations and to inform our employees and subcontractors about the possibility of reporting violations confidentially and without retaliation through the channels established by GRENERGY.

3. We undertake to inform GRENERGY of any relevant changes to this declaration during the business relationship, as well as of any breach of the Code of Conduct, and accept the possible consequences that may follow, including suspension or termination of the contract;

Place and date: _____

Name of the company: _____

Name of representative(s): _____

This document must be signed by an authorized representative of the company and returned to GRENERGY.

This declaration may be signed and delivered electronically, provided that the identification of the signatory is guaranteed. If not permitted by law, it must be signed and returned in original form to GRENERGY.