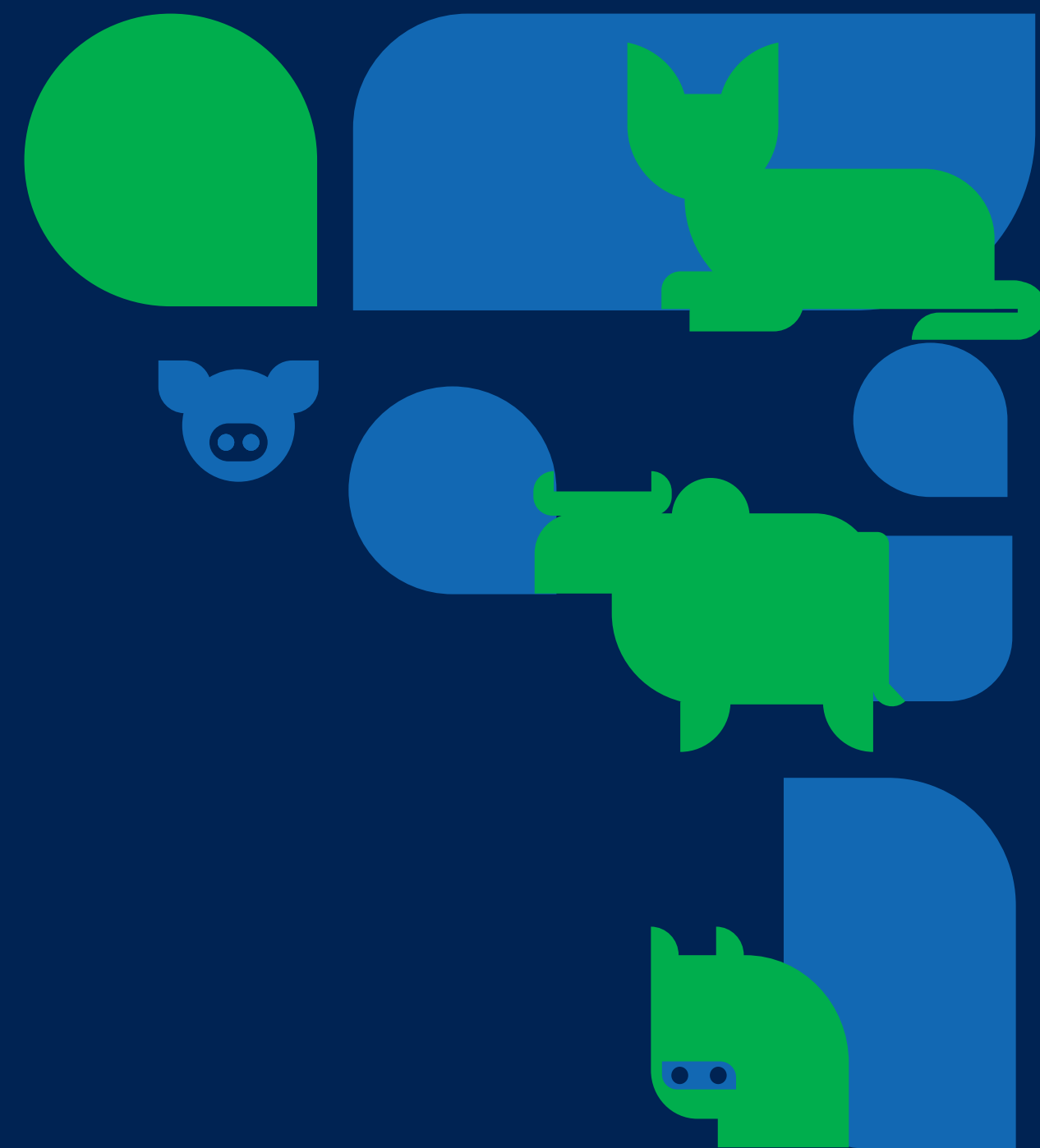
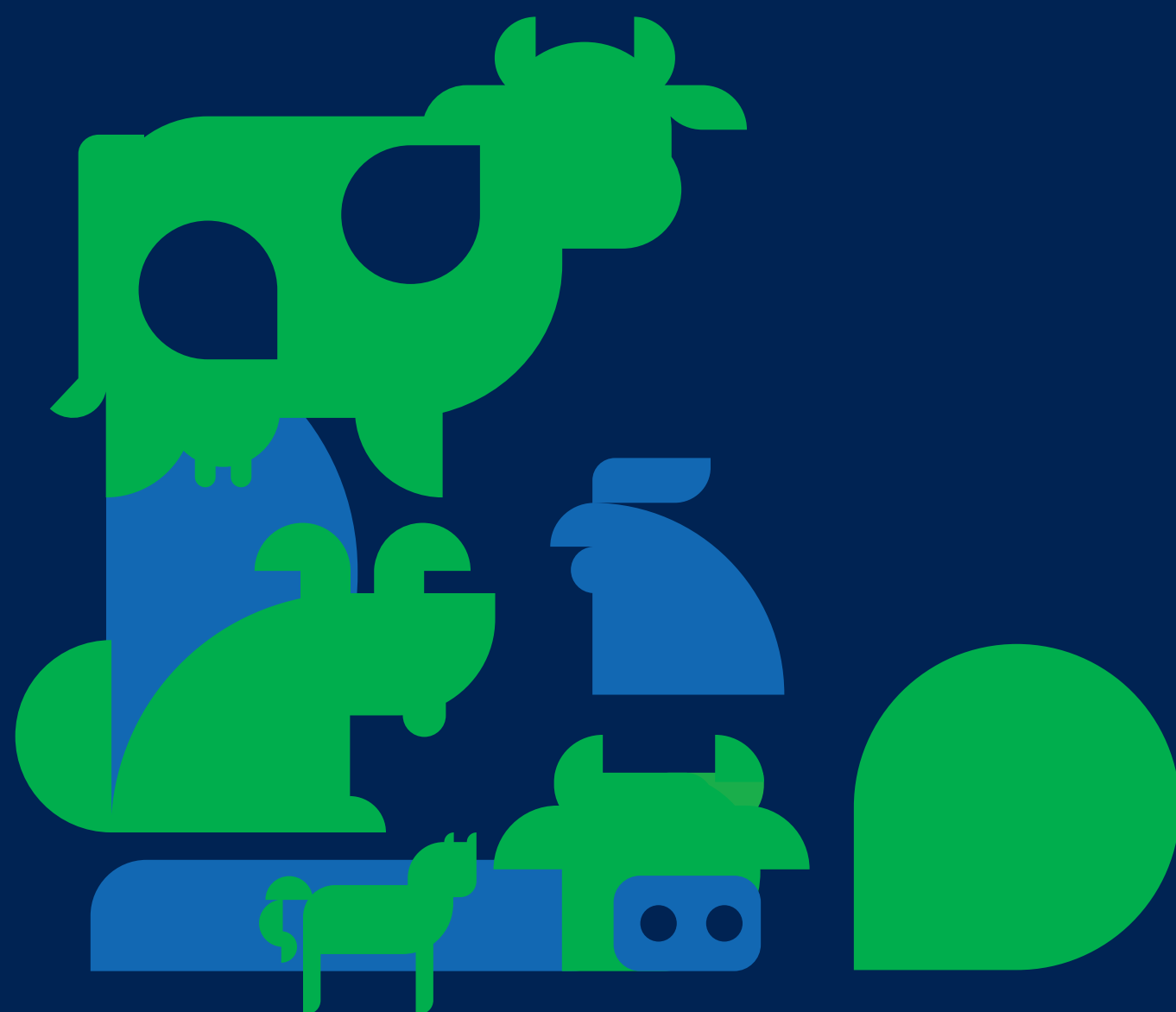


Code of Conduct





Message from the Ceo

Hello, #OurofinoTeam,

We begin 2026 with pride in what we have accomplished so far and, above all, with confidence in the future we continue to shape together. Our recent results demonstrate the consistency of our strategy, the strength of our team, and our ability to evolve with quality, innovation, and discipline.

This progress is the result of responsible decisions and actions guided by solid principles. We have grown, expanded our presence, and strengthened our portfolio without ever compromising the values that have supported our journey since 1987: ethics, integrity, and a commitment to generating a positive impact throughout the animal health value chain.

As we move forward in an increasingly dynamic and complex business environment, it becomes even more essential that our actions remain aligned with our values and the guidelines that govern our conduct. The Code of Conduct is the foundation of this commitment. It clearly outlines how we are expected to act in our relationships with colleagues, customers, business partners, suppliers, public officials, communities, and the environment.

Our conduct must reflect, every day, respect for applicable laws and regulations, zero tolerance for corruption, fair competition, the protection of personal data, care for people, animals, and the environment, as well as our unwavering respect for Human Rights.

Ourofino's Executive Leadership reaffirms its full support for this Code and its commitment to the highest standards of governance, transparency, and compliance. These pillars are essential to sustaining our growth and strengthening the trust we have built with all our stakeholders.

Every employee plays a vital role in this process. Understanding, applying, and promoting the principles set forth in the Code of Conduct are what ensure consistency between what we believe and what we do, every day.

We will continue to move forward with responsibility, collaboration, and excellence, placing people and animals at the center of our decisions and bringing to life our purpose of reimagining animal health.

I count on each of you in this journey.

Sincerely,

Kleber Cesar Silveira Gomes
Executive President/CEO

For the purposes of this Code, the term "Employee" means directors, employees, representatives, and attorneys-in-fact, and the Ourofino Saúde Animal Group means the company OURO FINO SAÚDE ANIMAL PARTICIPAÇÕES S.A. and its controlled companies and subsidiaries.

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01

Ourofino Values and Ethical Conduct

Values	Definition	Behavior
I value	What I value	How I demonstrate what I value
PLAY TO WIN Entrepreneurial Mindset Agility Adaptability Efficiency Long-Term Focus Continuous Improvement Collaboration	We think like owners, we are stronger as a team, and we are only satisfied with superior and sustainable results.	• I value and trust teamwork. • I set, pursue, and achieve ambitious and sustainable goals. • I seek new knowledge and effective execution every day. • I continuously evolve and adapt quickly to change.
CARE FOR PEOPLE Trust Commitment Leadership Development Employee Recognition Well-Being Diversity	We are passionate about what we do and go above and beyond to care for people.	• I build relationships based on trust and transparency with employees, customers, and business partners. • I create value by fostering a diverse, inclusive, and empowering environment. • I value and promote continuous development, recognition, and a culture of feedback. • I take ownership of my responsibilities and have the courage and respect to engage in difficult conversations and resolve problems.
CONNECT WITH THE WORLD Global Vision Strategic Partnerships Innovation Digital Connectivity Continuous Learning	We act in connection with the world through an entrepreneurial and digital mindset to build partnerships and drive innovation.	• I continuously adopt new technologies to enhance processes and learning. • I develop digital capabilities and expand connectivity to drive stronger results. • I anticipate trends and innovate in the development of processes, products, and services. • I build strategic partnerships and alliances to achieve superior results.

Without prejudice to **Orofino's VALUES**, previously presented, this Code establishes the following principles as essential standards of conduct:

Ethics and Integrity

- Comply with applicable laws, rules, and regulations, acting with ethics, integrity, and honesty in all relationships.
- Prevent and combat corruption, fraud, bribery, conflicts of interest, and any other unlawful practices.
- Respect fair competition and ensure transparency, clarity, and confidentiality of information.
- Assume individual responsibility for compliance with this Code and for protecting the Company's reputation.

People and Work Environment

- Respect diversity and promote a safe, inclusive workplace free from discrimination and harassment.
- Respect and promote Human Rights, rejecting any form of exploitation.
- Encourage the reporting of misconduct and ensure protection against retaliation.

Relationships and Value Chain

- Conduct business with responsibility, respect, and integrity in all interactions with employees, business partners, and communities.
- Use the Company's assets, resources, and information responsibly and appropriately.
- Prohibit and reject all forms of child labor, forced labor, and bonded or compulsory labor throughout the value chain.

Sustainability and Environmental and Social Responsibility

- Protect the environment and promote sustainable development through responsible business practices.
- Safeguard personal data and respect privacy rights in compliance with applicable laws and regulations.
- Contribute to the prevention and mitigation of environmental and social impacts and support initiatives aligned with the Group's values and sustainability commitments.

Our responsibilities

This Code of Conduct is not intended to be exhaustive, nor does it replace the laws, rules, and regulations applicable to Ourofino employees or business activities. It is, however, an essential tool to guide behavior and support the fulfillment of our purpose throughout the Company's journey by establishing clear and non-negotiable standards.

All employees are expected to know, comply with, and promote the provisions of this Code. Likewise, we encourage our business partners and suppliers to adopt principles and practices consistent with these standards.

Each employee is responsible for understanding and applying not only this Code, but also the policies and procedures related to it. Employees are also expected to fully cooperate with audits, internal investigations, and inspections conducted by competent authorities, regulatory bodies, or government officials.

At Ourofino, we uphold the highest standards of integrity, transparency, and trust. We continuously strive to strengthen ethical awareness and reinforce our commitment to ethical conduct among our employees and everyone with whom we do business.

We maintain a governance structure designed to support the prevention, detection, and remediation of misconduct. We do not tolerate unethical behavior. Any employee who witnesses or becomes aware of conduct that may violate this Code must promptly report the matter to their manager or through the Whistleblowing Channel. Confidentiality is protected, and retaliation against individuals who raise concerns in good faith is strictly prohibited.





02 Communication Channels

The ethical standards set forth in this Code must be understood, upheld, and followed by all employees.

We act with transparency and accountability, recognizing that our actions—both inside and outside Ourofino—directly impact our reputation. Misconduct, even when perceived as minor, can undermine the trust we have built over many years.

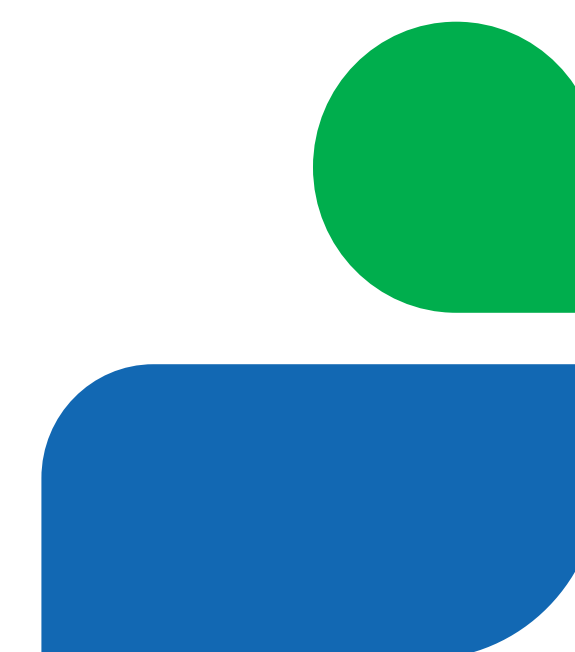
If employees have questions or concerns regarding ethical matters, their immediate manager should, whenever possible, be their first point of contact, as they are generally best positioned to provide guidance and support regarding appropriate conduct.

Alternatively, or if employees feel more comfortable doing so, suspected violations of this Code, internal policies, or applicable laws may be reported through **Ourofino's Whistleblowing Channel**, which is available 24 hours a day through the following channels:

- **Telephone (Brazil):** 0800 517 0045
- **Website:** www.contatoseguro.com.br/ourofinosaudeanimal
- **Email:** ourofinosaudeanimal@contatoseguro.com.br
- **Mobile App:** Contato Seguro

Services are available in Portuguese and Spanish.

All reports will be handled seriously, impartially, and confidentially, in accordance with applicable laws and regulations. Ourofino prohibits retaliation against any individual who raises a concern or reports a suspected violation in good faith.



Non-retaliation

Our reporting and investigation process is conducted with the highest level of confidentiality and care. We are committed to **protecting the anonymity of individuals who report concerns in good faith and do not tolerate any form of retaliation** against anyone who raises a genuine concern or reports suspected misconduct.

Any allegation of retaliation will be taken seriously, thoroughly investigated, and subject to appropriate corrective and disciplinary action.

Conversely, misuse of the Whistleblowing Channel, including the intentional submission of false information or knowingly unfounded allegations, may result in disciplinary measures and any other applicable legal consequences.

Disciplinary Measures

Failure to comply with our Values, the principles of this Code, internal policies, or any applicable laws and regulations may result in disciplinary action in accordance with applicable requirements and Ourofino's Disciplinary Measures Policy.

Depending on the nature and severity of the violation, disciplinary measures may include verbal warning, written warning, suspension, and termination of employment (with or without cause), among other actions. These measures apply to all employees.

In addition, unlawful conduct, once properly investigated and substantiated, may be reported to the competent authorities and may subject the individuals involved to civil, administrative, and criminal liability, in accordance with applicable laws and regulations.



03

Compliance with Laws And Regulations

3.1 Compliance with Antitrust and Competition Laws

Employees must comply with all applicable antitrust and competition laws, which are designed to promote free and fair competition, economic efficiency, and sustainable business growth.

Compliance with these laws is essential to maintaining a fair and competitive marketplace and ensuring that Ourofino conducts business ethically and responsibly, safeguarding its reputation and competitiveness in the global market.

Accordingly, employees must not engage in any conduct that may restrict, distort, or unfairly influence competition, including, but not limited to:

- Entering into agreements or understandings with competitors regarding price-fixing, market allocation, or commercial terms and conditions;
- Exchanging competitively sensitive information with competitors, including prices, costs, commercial strategies, profit margins, or future business plans;
- Coordinating bids or engaging in bid-rigging practices in public or private procurement processes;
- Participating in inappropriate discussions with competitors during meetings, industry events, or trade association activities, particularly regarding commercially sensitive matters;
- Using third parties (such as consultants, distributors, or trade associations) to share, obtain, or facilitate the exchange of competitively sensitive information.



Practical Examples of Non-Compliance

- Participating in informal conversations with competitors regarding future price increases or pricing strategies.
- Sharing spreadsheets, commercial data, or other business information with competitors, even indirectly.
- Pre-arranging with another company the outcome of a bidding or procurement process.
- Remaining in trade association meetings or industry events where competitors begin discussing prices, commercial strategies, or other competitively sensitive matters.
- Requesting, obtaining, or accepting information about competitors through business partners, intermediaries, or other third parties.

If you encounter any situation that raises concerns or uncertainty regarding compliance with antitrust and competition laws, immediately discontinue the interaction and seek guidance from the appropriate department before taking any further action.

Failure to comply with antitrust and competition laws may result in significant penalties for both Ourofino and the individuals involved, including fines, administrative sanctions, and civil or criminal liability, in accordance with applicable laws and regulations.

3.2 Anti-Corruption Rules

Ourofino is fully committed to complying with the Brazilian Anti-Corruption Law (Law No. 12,846/2013) and all other applicable anti-corruption laws and regulations. We maintain robust measures to prevent, detect, and combat corruption in all its forms.

We are committed to conducting business with integrity and strictly prohibit bribery, fraud, and any other illegal or unethical practices. We maintain a **zero-tolerance** approach to corruption in both the public and private sectors, including, but not limited to, bribery, embezzlement, extortion, improper agreements, and facilitation payments made by employees or third parties acting on behalf of the Company.

Accordingly, employees and any third parties acting on behalf of Ourofino are strictly prohibited from:

- Offering, promising, authorizing, giving, or accepting, directly or indirectly, money, gifts, favors, or anything of value for the purpose of obtaining or retaining an improper advantage;
- Improperly influencing decisions made by public officials or private-sector representatives;
- Making facilitation payments, regardless of the amount involved or local business practices.

Practical examples of acts of corruption:

- Offering money, gifts, or other benefits to a public official to expedite the approval of registrations, licenses, permits, or regulatory authorizations.
- Providing improper benefits (such as travel, accommodations, or excessive entertainment) to customers or business partners with the expectation of obtaining a business advantage.
- Manipulating, falsifying, or omitting information in reports, records, or documents to conceal irregularities.
- Offering benefits to employees or representatives of private-sector customers to influence purchasing or business decisions.
- Accepting gifts, payments, or personal benefits in exchange for favorable treatment in negotiations or internal decision-making processes.

Ourofino maintains a **structured Compliance Program**, that establishes clear guidelines for the prevention and detection of corruption, including ongoing training, communication, monitoring, and the enforcement of disciplinary measures when necessary.

Everyone is responsible for acting with integrity and reporting any suspected misconduct or irregularities, thereby contributing to the maintenance of an ethical business environment and compliance with applicable laws and regulations.

For further information, please refer to our Anti-Corruption and Anti-Bribery Policy and, when necessary, seek guidance from the Ethics Committee.

3.3 Financial Information and Accounting Records

Ourofino maintains high standards of transparency, integrity, and reliability in the preparation and disclosure of its financial information, meeting the expectations of shareholders, investors, regulatory authorities, and other stakeholders.

To ensure the quality and accuracy of such information, the Company maintains internal controls, policies, and procedures aligned with best practices in corporate governance and applicable accounting standards. Ourofino's financial statements are prepared in accordance with the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB) and are subject to review by an independent external auditor.

In this context, all employees are responsible for:

- Recording all Company transactions and business activities accurately, completely, and in a timely manner;

- Maintaining the accuracy, integrity, and reliability of financial and accounting information;
- Complying with applicable internal controls, policies, and procedures;
- Refraining from making improper, incomplete, misleading, or false accounting entries that could misrepresent the true nature of transactions or events;
- Cooperating fully with internal and external audits, as well as with requests from regulatory and supervisory authorities.

The integrity of financial information is essential to the sustainability of our business and to maintaining the trust placed in Ourofino. Any inconsistency, error, or suspected irregularity must be promptly reported through the appropriate channels.

3.4 Fraud and Unlawful Conduct

The misuse of Ourofino's assets, information, and resources is unacceptable and may constitute fraud. Fraud is defined as any intentional act or omission involving the alteration, concealment, manipulation, or falsification of information or circumstances for the purpose of obtaining an improper benefit or causing harm to the Company or third parties.

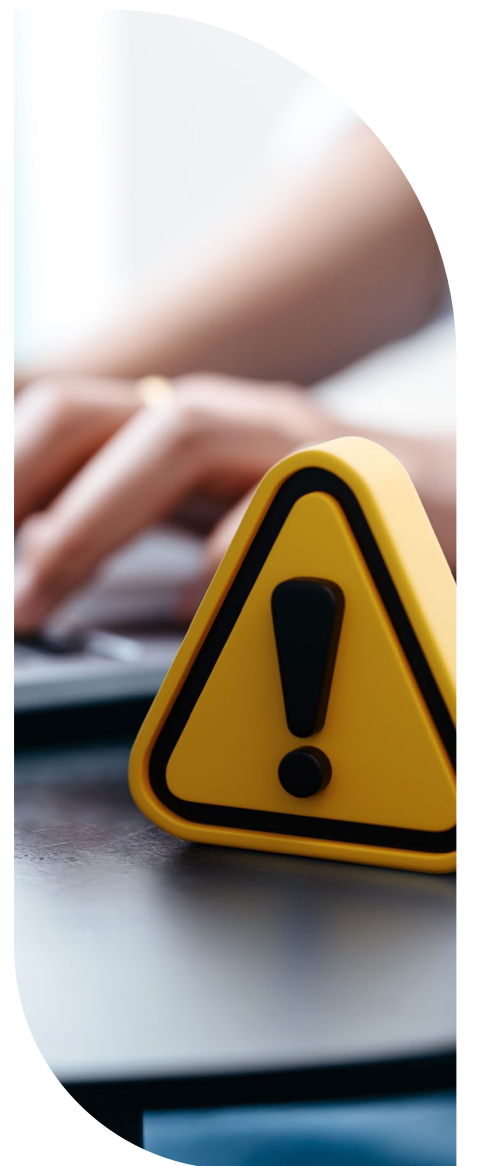
All employees are expected to act with integrity, ensuring the proper use of Company resources and the accuracy and reliability of the information under their responsibility.

Practical examples of fraud and illicit acts:

- Falsifying or altering accounting records, documents, or reports;
- Submitting invoices, receipts, expense claims, or supporting documentation that do not accurately reflect services rendered or expenses incurred;
- Signing documents without proper authorization or delegated authority;

- Intentionally misreporting working hours, whether to obtain an improper benefit (such as payment for unworked overtime) or to conceal working hours that exceed legal limits, thereby exposing the Company to labor and regulatory risks;
- Using Ourofino's funds, assets, or property for personal purposes without authorization;
- Presenting false medical certificates or other fraudulent documents;
- Manipulating information, records, or systems to conceal errors, misconduct, or irregularities;
- Colluding with third parties, including cyber threat actors, by intentionally facilitating or enabling unauthorized access to the Company's systems, data, or technology environments.

Fraud and any other unlawful conduct constitute serious misconduct and may result in disciplinary action, up to and including termination of employment, as well as civil, administrative, and criminal liability as permitted by applicable laws and regulations.



04

External Relationships

4.1 Relationships with Third Parties and Suppliers

Ourofino establishes business relationships with third parties based on ethics, integrity, and compliance with applicable laws and regulations. We expect all business partners to act in accordance with these principles, and relationships may be terminated in cases of non-compliance.

Our partners must comply with Brazilian Anti-Corruption Law No. 12,846/2013 and all other applicable regulations, adopting ethical and transparent practices aligned with Ourofino's standards of integrity.

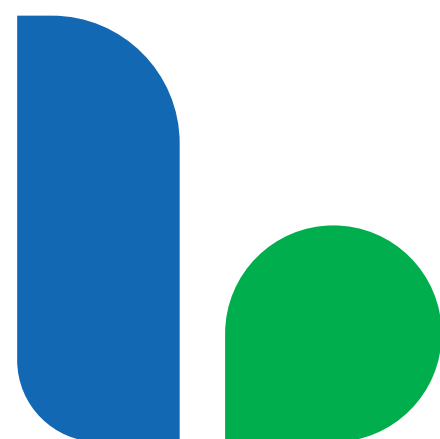
We value relationships with third parties who share our values and commitments to ethics, quality, social responsibility, and sustainable supply chain management.

In this context, we expect our suppliers and partners to:

- Act with integrity, ethics, and transparency in all interactions;
- Respect human rights and promote diversity, inclusion, and safe and fair working conditions;
- Adopt responsible environmental practices, including proper waste management, the conscious use of natural resources, and the reduction of environmental impacts, such as carbon footprint reduction;
- Maintain appropriate corporate governance practices aligned with ESG (Environmental, Social, and Governance) principles.

We seek to build long-term relationships with partners who contribute to the sustainable development of our business and to the creation of value for society as a whole.

Please refer to section "3.1 Competition Law Compliance" for additional important information regarding relationships with suppliers.



4.2 Relationship with Public Officials

Ourofino conducts its business with integrity and does not tolerate any unlawful conduct or the obtaining of improper advantages. Relationships with public officials must be guided by ethics, transparency, and strict compliance with applicable laws and regulations.

We recognize that interactions with the public sector require enhanced diligence. Therefore, all relevant interactions with public officials must comply with internal guidelines and, where applicable, be subject to prior review by the appropriate areas, including GRC and the Ethics Committee, in accordance with the Anti-Corruption and Anti-Bribery Policy and the Conflict of Interest Policy.

Employees are prohibited, whether directly or indirectly, from engaging in any practice that may constitute or appear to constitute an act of corruption.

Guidelines for Interactions with Public Officials

Legal Compliance

- Fully comply with all applicable laws, rules, and regulations, including anti-corruption legislation;
- Act with due diligence and responsibility in all interactions with public agencies and public officials.

Transparency and Recordkeeping

- Maintain complete, accurate, and transparent records of interactions with public officials, including meetings, communications, and any related expenses;
- Ensure that any institutional interaction is conducted legitimately and properly documented.

Public Procurement and Government Contracts

- Participate in public bidding and procurement processes in an ethical, transparent, and competitive manner;
- Strictly comply with all legal requirements and applicable internal policies.

Reporting Irregularities

- Immediately report any request, approach, or situation that may constitute an irregularity or a violation of the guidelines set forth in this Code.

Improper payments or benefits are those provided with the intent to influence decisions or obtain favorable treatment on behalf of Ourofino. Even when allowed by law under specific circumstances, benefits offered to public officials must strictly comply with internal guidelines and applicable policies.

For further information and guidance, please refer to the **Anti-Corruption and Anti-Bribery Policy**, the **Conflict of Interest Policy** or contact the GRC Department or the Ethics Committee.



4.3 Responsible Marketing

Ourofino conducts its marketing activities with responsibility, ethics, and respect for consumers, society, and the environment.

The Company does not tolerate any form of communication that contains prejudice, discrimination, or violates fundamental rights. All marketing activities must ensure the accuracy, clarity, and appropriateness of disclosed information, preventing the dissemination of misleading or abusive content.

In this regard, institutional and advertising communications must comply with ethical and legal principles and refrain from practices that may:

- Mislead the public or encourage behaviors that are harmful to health and safety;
- Exploit vulnerabilities, such as fear, superstition, or lack of judgment;
- Disrespect social or environmental values or incite violence.

In the digital environment, these principles apply in full, and marketing activities must observe:

- Transparency regarding advertising content, partnerships, and the use of influencers;
- Responsible use of personal data and digital technologies, in compliance with applicable laws;
- Respectful interactions with the public, preserving the Company's trust and reputation.

Through its marketing initiatives, Ourofino seeks to strengthen relationships of trust and promote responsible communication aligned with its purpose.

4.4

Gifts, Entertainment and Hospitality

Ourofino recognizes that offering or receiving gifts and hospitality may be part of business relationships. However, such practices must be conducted in a moderate and transparent manner and must not create any perception of favoritism or obligation.

The following are acceptable without prior approval:

- Corporate or promotional gifts with no significant commercial value (e.g., planners, pens, calendars);
- Gifts of moderate value, limited to **BRL 250 per recipient**, offered on an occasional basis (e.g., commemorative dates or holidays);
- Business meals that are consistent with standard market practices and are not excessive or extravagant.

Invitations to entertainment events, such as concerts, sporting events, or performances, must be reviewed in advance by the Ethics Committee, as they generally do not have a direct connection to business activities.

It is essential that all interactions be guided by good judgment, transparency, and compliance with applicable laws. In case of doubt, employees should seek guidance from their manager or the Ethics Committee.

Practical examples

Generally acceptable situations:

- Receiving a promotional item of nominal value from a supplier (e.g., a branded notebook or pen);
- Attending a business meal in connection with a professional meeting or legitimate business discussion;
- Sending a modest gift to a customer during holiday seasons or special occasions, provided it complies with the established limits and Company policies.

Inappropriate situations or those requiring additional review:

- Giving or receiving gifts of significant value or cash (or cash equivalents);
- Accepting benefits that may create, or appear to create, an expectation of preferential treatment in business decisions;
- Offering hospitality, entertainment, or travel benefits that are excessive or inconsistent with a legitimate business purpose;
- Accepting invitations to entertainment events, such as concerts or sporting events, that have no direct business-related purpose;
- Providing gifts or promotional items repeatedly to the same business partner in a manner that could create the appearance of undue influence.

For further information, please refer to the **Anti-Corruption and Anti-Bribery Policy** or contact the Ethics Committee for guidance.

4.5 Media and Social Media

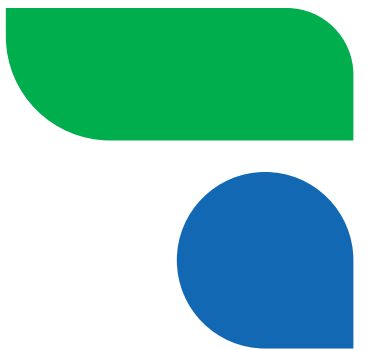
Employees should be aware that any content shared — including on social media platforms, messaging applications, or other digital channels — may reach a wide audience, be rapidly redistributed, and remain accessible even after deletion. Therefore, online conduct should reflect Ourofino's values and comply with applicable laws and regulations.

Media Relations

All interactions with the media must be coordinated and authorized in advance by the **Communications Department**.

Employees must not:

- Give interviews, make public statements, or represent the Company before the media without prior authorization;
- Allow the recording, photographing, filming, or capture of images, videos, or other content within Company facilities without appropriate institutional approval.



Use of Social Media and Digital Channels

Ourofino recognizes social media as an important communication and engagement channel and encourages its responsible use. When participating in digital environments, employees are expected to act ethically, exercise good judgment, and behave responsibly, while protecting the Company's reputation, the privacy of individuals, and the rights of third parties.

Accordingly, employees are encouraged to:

- Share only information that has been verified and obtained from reliable sources;
- Protect confidential information, strategic business information, and the Company's intellectual property;
- Maintain a respectful and professional tone, avoiding content that may be offensive, discriminatory, or harmful to the Company's reputation;
- Exercise caution when using emerging technologies (such as **artificial intelligence and image or video editing tools**), and avoid creating, sharing, or disseminating misleading, deceptive, or manipulated content.

Practical Examples of Inappropriate Conduct

- Sharing information that has not yet been officially disclosed, such as product launches, business initiatives, or financial results;
- Using artificial intelligence tools to create content that could be interpreted as an official statement or position of the Company;
- Posting or sharing offensive, discriminatory, or inappropriate comments that may harm the reputation of Ourofino or others;
- Disclosing confidential, proprietary, or strategic business information;
- Creating, sharing, or disseminating rumors, misinformation, manipulated content, or deceptive materials (such as edited videos presented out of context).



4.6 Community Engagement

Ourofino is committed to creating a positive impact in the communities where it operates, contributing to social, environmental, and economic development in alignment with our value of **Caring for People..**

To support this commitment, the Company encourages initiatives such as donations, social investments, and sponsorships that promote cultural, social, and environmental development. Such activities must strictly comply with applicable laws, internal guidelines, and the **Donations and Social Investment Policy**, and must never be used to improperly influence decisions or obtain undue advantages.

To ensure transparency and integrity:

- All donations and social investments must serve a legitimate and clearly defined purpose and be properly documented;
- The identity of beneficiaries and the intended use of funds or resources must be known and verifiable;
- Monetary donations must be made exclusively to legal entities (organizations), never to individuals;
- Beneficiaries must undergo an appropriate **due diligence** process, including integrity and reputational risk assessments.

Ourofino may also establish partnerships with social organizations, institutions, and initiatives that promote community development and enhance the positive impact of its activities.

Employees involved in these activities are expected to act in accordance with the Company's values and to uphold the ethical standards and principles set forth in this Code.

Employees must not request or solicit donations from suppliers or service providers on behalf of Ourofino, except in circumstances formally approved by the Executive Board.

Ourofino does not make donations to, or provide support for, political candidates, elected officials, political parties, or political movements, except where expressly permitted by applicable election and campaign finance laws and conducted with full transparency.

For further information, please refer to the Donations and Social Investment Policy or contact the Ethics Committee for guidance.



4.7 Environmental Responsibility and Sustainability

Ourofino conducts its business based on a strategic approach to sustainability that is integrated into its operations and aligned with internationally recognized best practices. Our commitment is to create long-term value by considering environmental and social risks and opportunities and contributing to a more sustainable economy.

One of our core pillars is the development of ideas and solutions that address society's needs, while continuously seeking new ways to operate more efficiently and with a lower environmental impact.

In this context, Ourofino is guided by the following principles:

- Complying with applicable environmental laws, regulations, and standards, including maintaining required permits and certifications, ensuring proper waste management, and protecting environmentally sensitive and protected areas;
- Identifying, assessing, monitoring, and mitigating environmental and social risks and impacts associated with our activities, with particular attention to operations of greater significance;
- Proactively considering environmental and social impacts in the development of new products, services, and projects, including potential effects on the business, its reputation, and society;

- Continuously improving processes and adopting innovative technologies that contribute to enhanced environmental performance;
- Promoting the responsible use and conservation of natural resources, including water, air, soil, and biodiversity;
- Encouraging integrated waste management practices throughout the value chain, including suppliers, customers, and communities;
- Promoting environmental education and awareness among employees and other stakeholders;
- Supporting decision-making, particularly at the strategic level, through the adoption of more sustainable practices and lower-impact alternatives;
- Integrating climate change considerations into business management, including the assessment of related risks, opportunities, adaptation measures, and mitigation efforts;
- Seeking alignment with recognized sustainability standards and frameworks to ensure consistency, transparency, and accountability in sustainability-related practices and disclosures.

Through these commitments, Ourofino reaffirms its dedication to responsibly managing its impacts, continuously improving its practices, and building a sustainable, resilient business that is prepared for future challenges.





05

Internal Relationships



5.1 Professional Conduct

Professional relationships at Ourofino must be guided by ethics, transparency, respect, and collaboration, reflecting the Company's values across all work environments, including in-person, hybrid, and digital settings.

All employees, particularly those in leadership positions, are expected to contribute to a workplace built on trust, open communication, and shared accountability.

Standards of Conduct

Respect and inclusion

Treat everyone with dignity, empathy, and respect, valuing diversity and fostering an inclusive and welcoming work environment.

Feedback culture

Give and receive feedback in a continuous, respectful, and development-oriented manner, promoting open dialogue and continuous learning.

Responsible use of resources and tools

Use workplace resources, systems, and communication channels responsibly while maintaining a professional attitude in all circumstances.

Responsible communication

Communicate clearly, respectfully, and constructively, including through digital channels, avoiding rumors, judgmental attitudes, or inappropriate disclosure of information.

Psychological safety

Contribute to an environment where individuals feel safe to express ideas, questions, and concerns without fear of judgment, embarrassment, or retaliation.

Compliance with internal policies

Understand and comply with the Company's policies, procedures, and guidelines, including those related to information security, business conduct, and the appropriate use of Company resources.

Collaboration and trust

Encourage teamwork, knowledge sharing, and the collaborative development of solutions.

Responsible leadership

Leaders are expected to lead by example and foster respect, active listening, fairness, and the development of their teams.

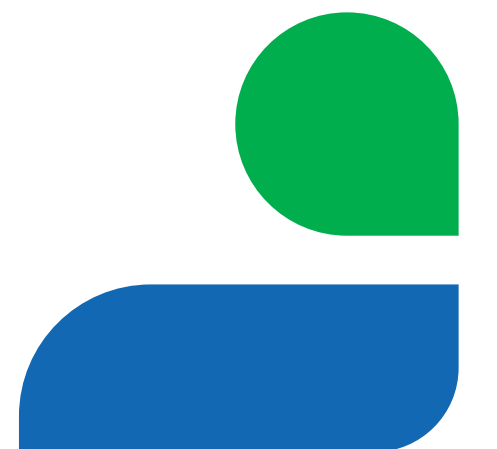
Well-being and work-life balance

Respect professional boundaries and contribute to a healthy work environment, including in remote and hybrid work arrangements.

Practical examples of inappropriate conduct:

- Engaging in workplace harassment, discrimination, bullying, or any form of disrespectful behavior;
- Creating an atmosphere of fear or retaliation that discourages participation, open communication, or the raising of concerns;
- Discouraging differing opinions or imposing disproportionate consequences for mistakes, thereby undermining learning and development;
- Using Company systems, communication channels, or collaboration tools to embarrass, expose, or humiliate colleagues.

Ourofino reaffirms its commitment to fostering a safe, healthy, and respectful work environment, addressing not only physical workplace conditions but also the psychosocial factors that influence employees' well-being, engagement, and performance.



5.2 Diversity, Inclusion, and Respect

Ourofino values diversity and promotes an inclusive, respectful, and safe workplace, recognizing that a diversity of experiences, perspectives, and individual characteristics strengthens our results and our culture.

We believe in fostering an environment where all individuals are treated with dignity and provided with equal opportunities, regardless of race, ethnicity, color, gender, gender identity, sexual orientation, age, religion, disability, social background, education, or any other personal characteristic.

Our commitment:

- Promote an ethical, welcoming, and inclusive work environment free from prejudice and discrimination;
- Value differences and encourage inclusion in all professional relationships;
- Provide fair and equitable opportunities for development, recognition, and career growth;
- Foster a healthy, safe, and respectful environment for everyone.

5.3 Prevention of Prejudice, Discrimination, and Harassment

Ourofino does not tolerate any form of prejudice, discrimination, harassment, or conduct that violates the dignity of individuals.

All employees are expected to act with respect and responsibility, contributing to an ethical, equitable, and professional work environment free from inappropriate behavior.

The following conduct is strictly prohibited:

- Discrimination or unequal treatment based on personal characteristics or protected attributes;
- Bullying, harassment (including sexual harassment), intimidation, hostile behavior, or any form of inappropriate conduct;
- Ridiculing, humiliating, or engaging in behavior that undermines an individual's physical, emotional, or psychological well-being;
- Practices that violate fundamental human rights or create degrading or unacceptable working conditions.

Recruitment, development, performance evaluation, and promotion processes must be based on objective criteria, including performance, qualifications, competencies, and potential, ensuring fairness, transparency, and equal opportunity.

Ourofino reaffirms its commitment to fostering a workplace where all individuals feel respected, safe, included, and valued, and where inappropriate conduct is addressed promptly and appropriately in accordance with the principles set forth in this Code.



5.4 Workplace Bullying

Ourofino does not tolerate workplace bullying or psychological harassment, which is understood as repeated or systematic conduct that exposes an individual to humiliating, degrading, or intimidating situations, or otherwise adversely affects their dignity, health, well-being, or professional performance.

Workplace bullying may occur at any organizational level and in any work environment—including in-person, remote, or digital settings. The determination of such conduct is based on its impact on the individual, regardless of the intent of the person engaging in the behavior.

Practical examples

● What constitutes workplace bullying and psychological harassment:

- Publicly exposing, embarrassing, or humiliating an individual on a repeated basis, including during meetings, through emails, messaging platforms, or other communication channels;
- Deliberately isolating, excluding, or ignoring an employee from team activities, discussions, or work-related communications;
- Assigning impossible, unreasonable, or meaningless tasks with the intent or effect of causing harm, distress, or professional discredit;
- Repeatedly reprimanding or criticizing an individual in an aggressive, humiliating, or disrespectful manner;
- Creating an environment of fear, excessive pressure, intimidation, or constant psychological distress.

● What does not constitute workplace bullying or psychological harassment:

- Providing constructive feedback, even when critical, in a respectful, professional, and development-oriented manner;
- Holding employees accountable for delivering results and meeting performance expectations that are consistent with their roles and responsibilities;
- Reassigning or redistributing tasks and responsibilities based on legitimate business needs;
- Providing guidance, coaching, or corrective feedback regarding performance or behavior in an appropriate and respectful manner;
- Exercising firm leadership and management authority in a professional, fair, and respectful way.

5.5

Sexual Harassment

Ourofino does not tolerate any form of sexual harassment, which is defined as unwelcome conduct of a sexual nature that causes embarrassment, intimidation, offense, or creates a hostile, intimidating, or inappropriate work environment.

Our Code of Conduct and internal policies are aligned with the requirements established by MPT Ordinance No. 4,219/2022, providing guidelines for the prevention and addressing of sexual harassment and other forms of workplace violence.

Sexual harassment may occur in an explicit or subtle manner, regardless of the existence of a hierarchical relationship, and may take place in person, remotely, or through digital communication channels.

Practical examples

What constitutes sexual harassment:

- Making comments, sexual remarks, innuendos, or “jokes” of a sexual nature that are unwelcome or inappropriate;
- Sending messages, images, videos, or other materials containing sexual, suggestive, or explicit content;
- Persistently requesting dates, meetings, or personal encounters after an individual has declined or expressed discomfort;
- Offering benefits, opportunities, favorable treatment, or threatening negative consequences in exchange for sexual favors or personal relationships;
- Engaging in unwelcome physical contact, including touching, hugging, kissing, or invading another person’s personal space;
- Making comments about a person’s appearance, body, clothing, or physical attributes with a sexual connotation.

5.6

Other Forms of Harassment and Inappropriate Conduct

In addition to workplace bullying and sexual harassment, other forms of harassment and inappropriate conduct may occur that, even when isolated, can cause discomfort, distress, or negatively affect the work environment.

Ourofino does not tolerate such behaviors and reaffirms its commitment to preventing practices that undermine respect, psychological safety, and the quality of workplace relationships.

These behaviors may occur in verbal, non-verbal, physical, or digital forms and should be avoided regardless of intent, with due consideration given to their impact on others.

Common forms of harassment and inappropriate conduct

Abusive Vertical Harassment (Misuse of Authority)

The improper use of a position of authority to pressure, intimidate, coerce, or subject individuals to unjustified situations.

Horizontal Harassment (Peer-to-Peer Harassment)

Disrespectful conduct among colleagues at the same organizational level, including exclusion, hostility, intimidation, or the undermining of another person's work or contributions.

Institutional or Organizational Harassment

practices, pressures, or management behaviors that create a culture of fear, unhealthy competition, excessive pressure, or systemic disrespect.

Microaggressions and Subtle Discriminatory Conduct

Seemingly minor comments, jokes, gestures, stereotypes, biases, or behaviors that reinforce prejudice, exclusion, or discriminatory attitudes.

Digital Harassment

Inappropriate conduct through virtual channels, including emails, messaging platforms, social media, collaboration tools, or online meetings.



 Practical examples of inappropriate conduct:

- Making offensive, sarcastic, inappropriate, or embarrassing jokes or remarks;
- Frequently interrupting colleagues or dismissing their ideas and contributions during meetings;
- Publicly exposing or criticizing colleagues' mistakes, including in meetings, emails, messaging platforms, or group chats;
- Sharing inappropriate, offensive, or non-business-related content through Company communication channels;
- Using aggressive, disrespectful, or unprofessional language in emails, chats, or other workplace communications;
- Ignoring, dismissing, or consistently minimizing the contributions, opinions, or expertise of colleagues.

Ourofino reinforces the importance of all employees understanding, respecting, and upholding these principles. Creating and maintaining a safe, inclusive, and respectful work environment is a shared responsibility. The prevention, identification, and elimination of workplace bullying, sexual harassment, and other forms of inappropriate conduct are essential to fostering a positive workplace culture, protecting employee well-being, and maintaining the values and integrity upon which our Company is built.

5.7 Conflicts of Interest

A conflict of interest arises when personal, family, social, political, or financial interests may influence—or appear to influence—an employee's ability to act objectively and in the best interests of Ourofino.

Conflicts of interest may **be actual, potential, or perceived**, and must always be avoided, disclosed, and appropriately managed with transparency.

All employees are expected to act with integrity and avoid situations that could compromise, or appear to compromise, the objectivity of their decisions. The use of one's position within the Company to obtain improper benefits for oneself or for others is strictly prohibited.

Any situation that may give rise to a conflict of interest must be promptly disclosed to the employee's manager or through the appropriate channels for evaluation and guidance.

General guidelines

- Avoid situations in which personal interests may interfere with professional judgment or business decisions;
- Act transparently whenever an actual, potential, or perceived conflict of interest exists;
- Do not use your position, authority, or access to information for personal gain or for the benefit of third parties;
- Promptly disclose any situation that may create a conflict of interest or the appearance of a conflict;
- Seek guidance from your manager or the Ethics Committee whenever there is uncertainty regarding a potential conflict of interest.

Common Examples of Conflicts of Interest

Personal Relationships in the Workplace

Directly supervising, being supervised by, or working in a reporting relationship with family members or individuals with whom you have a close personal or romantic relationship, particularly in situations that may compromise the segregation of duties.

Relationships with Suppliers and Business Partners

Participating in decisions involving suppliers, service providers, or business partners in which you or your family members have a direct or indirect financial interest, ownership interest, or other significant relationship.

Secondary Employment or Outside Activities

Maintaining a secondary job, consulting activity, or other business involvement with a competitor, a company operating in the same industry, or an organization that has a business relationship with Ourofino.

Relationships with Competitors

Having, directly or through family members, a financial, professional, or other significant relationship with competitors or companies operating in the same market segment.

Interests in Other Companies

Serving in a management, board, advisory, or significant ownership role in organizations whose interests may conflict with those of Ourofino.

Relationships with Public Officials

Having family ties or close personal relationships with public officials who may influence decisions affecting Ourofino's business activities.



Commitment to Integrity

The identification, disclosure, and appropriate management of conflicts of interest are essential to ensuring fair and objective decision-making, protecting Ourofino's reputation, and maintaining the trust of our stakeholders.

For further information, please refer to the **PConflict of Interest Prevention Policy** or contact the Ethics Committee for guidance.

5.8

Employees’ Political Activities

Ourofino recognizes and respects the individual right of employees to participate in political activities, exercise their civic rights, and express their personal opinions in accordance with applicable laws.

At the same time, it is essential that such participation be conducted responsibly, particularly in an environment of increased digital visibility and polarized public discourse, while preserving the Company’s neutrality, reputation, and integrity.

Standards of Conduct

Separation Between Personal and Professional Activities

Political activities must be conducted strictly in a personal capacity, outside the workplace, and without the use of Company time, resources, assets, or facilities.

Responsible Use of Social Media

When expressing political views through social media or other digital channels, employees should make it clear that their opinions are personal and do not represent those of Ourofino. Particular care should be taken to avoid content that could adversely affect the Company's reputation or be perceived as reflecting an official Company position.

Political Neutrality in the Workplace

The work environment should remain free from partisan political activities or expressions that may create discomfort, conflict, or negatively affect professional relationships and collaboration.

No Use of Professional Position for Political Purposes

Employees must not use their position, professional influence, or Ourofino's name, brand, or resources to support political candidates, political parties, campaigns, or political causes.

Respect for Diverse Opinions

Employees are expected to respect differing political views and opinions, avoiding hostile discussions, confrontational behavior, or any attempt to impose personal beliefs in the workplace.

Interactions with Public Officials

Political and institutional interactions must be conducted in accordance with the Company's policies and applicable laws, ensuring legal compliance and protecting Ourofino's interests and reputation.

Practical examples

Appropriate situations:

- Participating in political activities during personal time and in a personal capacity, without any association with the Company;
- Expressing personal opinions on social media in a respectful manner and without implying endorsement by or affiliation with Ourofino;
- Respecting colleagues who hold different political views or opinions.

Inappropriate situations:

- Using Company email, meetings, or internal communication channels to promote political positions or agendas;
- Pressuring colleagues to support a particular political viewpoint, candidate, political party, or ideology;
- Directly or indirectly associating Ourofino's name, brand, or image with political or partisan positions;
- Using one's position, authority, or professional relationships to influence political decisions or activities.

Ourofino values individual freedom and diversity of thought while reinforcing the importance of mutual respect, constructive coexistence, and maintaining a neutral, inclusive, and professional work environment.



06

Health and Safety at Work

Health and safety at work are fundamental priorities at Ourofino. We are committed to providing a safe, healthy, and suitable work environment that protects the physical and mental well-being of all employees and service providers.

To support this commitment, the Company provides regular training programs to ensure that individuals understand and comply with health and safety requirements, contributing to risk prevention and the promotion of a strong safety culture.

All employees and service providers are expected to comply with internal policies, safety procedures, and applicable laws and regulations, adopting responsible and preventive behaviors in their daily activities.

Standards of conduct

- Strictly comply with all health and safety requirements applicable to assigned activities and responsibilities;
- Participate in training programs and preventive initiatives provided by the Company;
- Properly use personal protective equipment (PPE) and collective protection measures and equipment, as required;
- Act proactively to identify, report, and prevent unsafe conditions and potential risks;
- Promote a safe work environment by following established operational practices and demonstrating respectful workplace behavior;
- Take responsibility not only for personal safety, but also for the safety and well-being of colleagues and others in the workplace.

Holistic Health and Well-Being

Ourofino takes a holistic approach to health, recognizing the importance of physical, mental, and emotional well-being. Accordingly, we promote a work environment that supports well-being, respect, and the prevention of psychosocial risks, including excessive stress, inappropriate pressure, and hostile workplace conditions.

Safety is everyone's responsibility. Any accident, incident, hazardous situation, near miss, or unsafe condition must be reported immediately through the appropriate channels.

Prevention is the most effective way to protect lives, strengthen our organizational culture, and ensure the sustainability of our operations.



07 Ethics in Research and Animal Welfare

Ourofino Saúde Animal has an Animal Welfare Policy that establishes guidelines and commitments for the ethical and responsible conduct of research activities.

We are committed to ensuring the respect, care, and protection of animals, recognizing that animal welfare is essential to business sustainability, scientific credibility, and social responsibility.

The use of animals in research is undertaken carefully and responsibly and is permitted only when:

- No alternative methods are available to produce the required results; or
- The use of animals is necessary to meet regulatory requirements.

Ourofino relies on qualified professionals dedicated to animal-related activities who receive ongoing training and development. In addition, all activities, whether conducted internally or through partner institutions, must strictly comply with applicable ethical, technical, and legal requirements, ensuring animal welfare at every stage of the process.



Guiding principles

- Conduct research activities with ethics, responsibility, and respect for animal life;
- Ensure compliance with applicable laws and regulations, particularly **Brazilian Law No. 11,794/2008 (Arouca Law)** and the guidelines established by **CONCEA (National Council for the Control of Animal Experimentation)**;
- Provide appropriate standards of animal care, including proper handling, nutrition, health care, and housing conditions;
- Submit research protocols, where applicable, for review and approval by the appropriate ethics committees;
- Promote the continuous training and qualification of professionals involved in animal-related activities;
- Continuously monitor practices and pursue ongoing improvement.

The 3Rs Principle

Ourofino adopts the internationally recognized **3Rs Principle (Replacement, Reduction, and Refinement)**, originally established by Russell and Burch, as the foundation for its research activities:

- **Replacement:** prioritize alternative methods that avoid or replace the use of animals whenever scientifically and legally feasible;
- **Reduction:** use the minimum number of animals necessary to achieve valid scientific results without compromising research quality;
- **Refinement:** continuously improve procedures and practices to minimize pain, distress, discomfort, and suffering, thereby enhancing animal welfare.

Institutional commitment

Ourofino reaffirms its commitment to conducting research ethically, adhering to the highest standards of animal welfare and contributing to responsible scientific advancement.

All employees and business partners involved in these activities are expected to comply with these principles, ensuring the integrity of research processes and respect for animal life under all circumstances.



08

Information and Other Assets

8.1

Confidentiality and Information Protection

Information is a strategic asset of Ourofino and must be protected with the same level of care applied to all other Company assets. The use, storage, and sharing of information must be carried out responsibly, securely, and only when necessary for legitimate business purposes.

The unauthorized disclosure of information may compromise the Company's competitiveness, result in financial losses, create legal and regulatory risks, and damage Ourofino's reputation.

Confidential information includes any information, data, or knowledge that, if disclosed without authorization, could adversely affect Ourofino, its employees, customers, business partners, or society.

Examples of Confidential Information:

- Business strategies, pricing information, and commercial terms and conditions;
- Investment, expansion, acquisition, divestiture, or restructuring plans;
- Personal data of employees, customers, suppliers, and other third parties;
- Information related to research, development, innovation, and intellectual property;
- Operational, manufacturing, financial, or business performance data;
- Non-public information regarding projects, contracts, transactions, or strategic decisions.

Standards of conduct

- Share information only with authorized individuals and for legitimate business purposes;
- Avoid discussing sensitive matters in public places, at events, or through unsecured communication channels;
- Keep physical and electronic documents protected by following practices such as a clean desk and locked screen policy;
- Exercise heightened caution when using email, messaging platforms, videoconferencing tools, and other digital technologies to prevent the unauthorized disclosure of information;
- Comply with internal data protection and privacy requirements, in accordance with applicable laws and regulations.

Commitment to information protection

It is everyone's responsibility to safeguard the confidentiality, integrity, and availability of Ourofino's information. If there is any doubt regarding the classification of information or whether it may be shared, employees **must refrain from disclosing** it and seek guidance from the appropriate departments.

For further information, please refer to the **Privacy Policy**, the **Information Security Policy**, or contact the Ethics Committee.

8.2

Intellectual Property

Intellectual property is a strategic asset of Ourofino and includes all knowledge, creations, innovations, and content developed in the course of professional activities.

All documents, materials, systems, data, and content created or used by employees in the performance of their duties—including contracts, projects, research, reports, strategic plans, marketing materials, software code, databases, and digital tools—are the exclusive property of Ourofino, in accordance with applicable laws and regulations.

Likewise, any innovations, projects, solutions, methods, inventions, or developments

created during the course of employment belong to the Company, even when developed with the support of technological tools or within digital environments.

Standards of conduct

- Use Ourofino's intellectual property solely for authorized business and professional purposes;
- Do not share, reproduce, transfer, disclose, or use Company materials, information, or content outside the workplace or authorized business context without prior approval;
- Respect the intellectual property rights of third parties and avoid the unauthorized use of copyrighted or otherwise protected materials (such as texts, images, software, and other content);
- Protect physical and digital documents and materials against unauthorized access, use, disclosure, alteration, or loss;

- Follow information protection best practices, including secure storage, **clean desk** practices, and access restrictions based on business need;
- Ensure that the use of digital tools, including **Artificial Intelligence** technologies, does not result in the unauthorized disclosure or exposure of the Company's proprietary or confidential information.

Protecting intellectual property is essential to preserving Ourofino's competitiveness, innovation, and reputation. Every employee is responsible for safeguarding these assets and using them ethically, securely, and in accordance with the Company's policies and standards.

For further information, please refer to the **Intellectual Property Policy**, the **Information Security Policy**, or contact the Ethics Committee for guidance.

8.3

Information Security

Information security is everyone's responsibility. Employees must comply with Ourofino's information security policies and procedures and ensure that any third parties under their supervision also adhere to these requirements when accessing, processing, storing, sharing, or transferring information.

This responsibility applies to information in any format—physical or digital—including corporate systems, email, mobile devices, removable media (such as USB drives and external storage devices), and cloud-based storage environments.

Information is a valuable Company asset. Its unauthorized disclosure, alteration, loss, or misuse may result in reputational damage, financial loss, and legal, civil, or criminal consequences.



Standards of conduct

- Use only systems, tools, applications, and platforms authorized by the Information Security function;
- Protect access credentials (such as usernames, passwords, and identification badges), which are personal, confidential, and must not be shared;
- Lock computers and devices whenever leaving a workstation unattended;
- Maintain clean desk practices and avoid leaving documents, passwords, or sensitive information visible or accessible;
- Do not enter Ourofino's confidential information, strategic information, or personal data into unauthorized external tools, including publicly available Artificial Intelligence platforms;
- Do not share access to email accounts, systems, applications, or files without formal authorization;
- Use secure networks and avoid accessing corporate systems through public or untrusted networks whenever possible;
- Remain alert to suspicious messages, unknown links, or files received through email, messaging applications, or websites;
- Immediately report any suspicious activity, attempted fraud, phishing attack, cybersecurity threat, or information security incident;
- Ensure that third parties are granted access only to the information strictly necessary for their activities and that they comply with the Company's policies and security requirements.

Protecting information is essential to business continuity, maintaining the trust of our stakeholders, and fulfilling our legal and regulatory obligations.

Every employee is expected to remain vigilant and act responsibly, contributing to the prevention of security incidents and the protection of Ourofino's information and other assets.

For further information, please refer to the **Information Security Policy**, the **Privacy Policy**, or contact the team responsible for Information Security.

8.4

Personal Data Protection

Ourofino is committed to protecting the privacy and personal data of its employees, customers, business partners, and other data subjects, in compliance with the **Brazilian General Data Protection Law (LGPD – Law No. 13,709/2018)**.

We recognize that personal data belongs to the individuals to whom it relates and that its processing must respect the fundamental rights of privacy, freedom, and data protection. Accordingly, we foster a culture of accountability, transparency, and security in the handling of personal information.

The Company maintains a structured privacy governance program, supported by senior leadership, to ensure legal compliance, continuous improvement of controls, and the effective protection of personal data across all business operations.

Standards of conduct

- Process personal data only when there is an **appropriate legal basis**, such as a legal obligation, contract performance, legitimate interest, or the data subject's consent, where required by law;
- Collect and use personal data solely for **legitimate, specific, and predefined business purposes**;
- Ensure the security and confidentiality of personal data by implementing appropriate technical and organizational safeguards;
- Respect the rights of data subjects, including the rights to access, correction, deletion, and transparency regarding the use of their personal information;
- Ensure that third parties (including suppliers, business partners, and service providers) process personal data in compliance with applicable data protection laws and Ourofino's requirements;
- Incorporate privacy considerations into the design and development of new projects, products, and services (**privacy by design and privacy by default**).

Commitment to privacy

Protecting personal data is everyone's responsibility. Each employee is expected to act diligently and responsibly to prevent risks and ensure the ethical and secure handling of personal information.

Failure to comply with data protection requirements may result in legal and regulatory sanctions, as well as reputational damage to Ourofino.

For further information, please refer to the **Privacy Policy**, the Data Protection Governance Program, or contact the Ethics Committee.



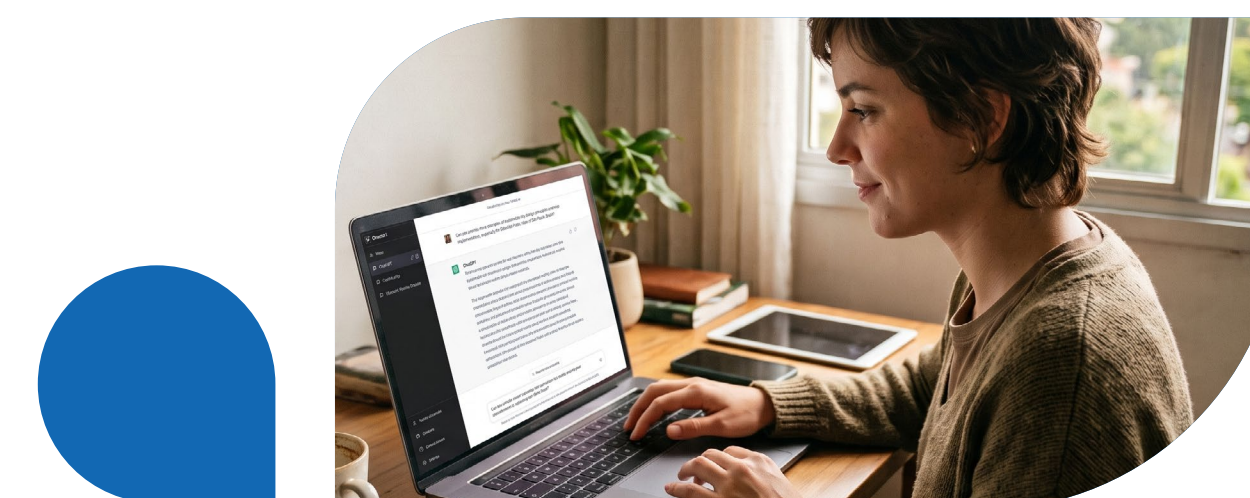
8.5 Responsible Use of Artificial Intelligence

Ourofino recognizes the potential of Artificial Intelligence (AI) technologies—including tools such as Copilot, virtual assistants, and generative AI solutions—to enhance productivity, drive innovation, and support day-to-day activities. However, these technologies must be used ethically, securely, and in compliance with internal policies and applicable laws and regulations.

Employees are expected to use AI tools responsibly, ensuring information protection, data integrity, and the reliability of AI-generated outputs.

Guidelines for use

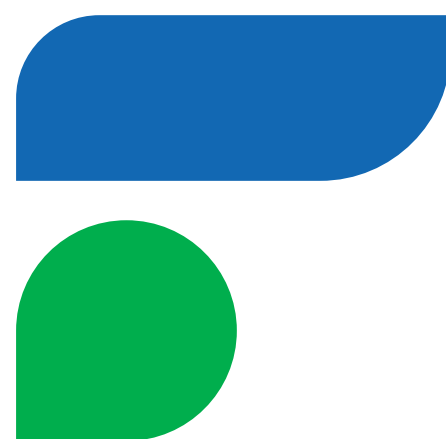
- Use only AI tools that have been authorized or approved by the Company;
- Critically review and validate all AI-generated content (including text, images, software code, and analyses) to ensure accuracy, appropriateness, and the absence of bias, misinformation, or distortions;
- Ensure transparency regarding the use of AI, particularly in content that may influence decisions or internal and external communications;
- Assess reputational, legal, compliance, and information security risks before using or relying on AI-generated content;
- Respect intellectual property rights and copyright requirements when using AI tools and generated content;
- Avoid using AI to create content that could be interpreted as an official Company position or communication without prior review and approval by the appropriate functions;
- Use generative AI as a productivity and support tool while maintaining full personal responsibility and accountability for the final content, decisions, and outcomes.



Practical examples of inappropriate or risky situations:

- Entering confidential, strategic, proprietary, or personal data into public AI tools or platforms;
- Using AI-generated content without appropriate human review and validation;
- Making business decisions based solely on AI-generated analyses or recommendations;
- Creating presentations, communications, or external materials using AI without the approval of the appropriate departments;
- Generating or sharing misleading, inaccurate, manipulated, or deceptive content;
- Simulating or impersonating official communications from Ourofino or third parties using AI without authorization;
- Using AI to create content that infringes copyright, intellectual property rights, or other legal protections.

Important: All content generated through Artificial Intelligence **must be reviewed, validated, and approved by a responsible employee before use.** AI should be used as a **support tool** and must not replace human judgment, expertise, or accountability. Under no circumstances should AI-generated content or analyses be used in isolation as the basis for business, technical, regulatory, legal, or institutional decisions. Employees remain fully responsible for the accuracy, appropriateness, and consequences of any decisions, actions, or communications involving the use of AI.



8.6

Company Assets and Resources

Ourofino's assets and resources—including facilities, equipment, systems, information, financial resources, and digital tools—must be used responsibly, ethically, and exclusively for legitimate business purposes.

All employees are responsible for safeguarding, protecting, and properly using these assets, contributing to operational efficiency, security, and the sustainability of the business.

Standards of conduct

- Use Company assets and resources solely for work-related activities, avoiding improper or excessive personal use;
- Protect and maintain the equipment, facilities, and materials entrusted to your care;
- Do not appropriate, use, or make Company resources available for personal benefit or the benefit of third parties without proper authorization;
- Comply with internal policies governing the use of financial, material, and technological resources;
- Obtain prior approval before removing, transferring, or using Company assets outside Company premises;
- Do not install software or applications without authorization from the Information Technology function, ensuring compliance with licensing requirements and intellectual property rights;
- Use corporate systems, email accounts, and communication tools professionally and in accordance with Company policies and standards.

Use of technology resources and monitoring

Corporate systems, networks, email accounts, and communication platforms are business tools and remain the property of Ourofino. Their use must comply with the principles of security, ethics, and professionalism.

In accordance with applicable laws and regulations, Ourofino may monitor the use of its technology resources to protect information security, maintain the integrity of its systems, and ensure compliance with internal policies and business requirements.

The appropriate use of Ourofino's assets and resources is essential to maintaining the Company's integrity, operational efficiency, and reputation. Every employee is expected to act responsibly and exercise due care in protecting the assets entrusted to them.

For further information, please refer to the applicable internal policies or contact the appropriate department for guidance.



09 Ethics and Conduct Management

9.1

Ethics Committee

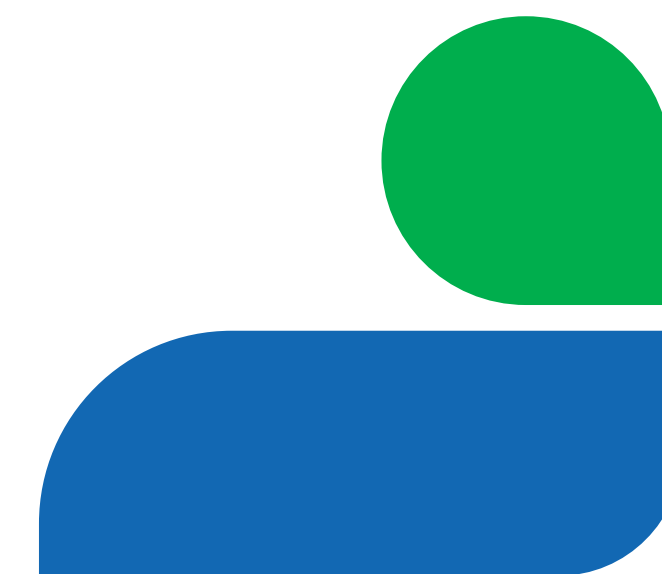
The Ethics Committee is the body responsible for supporting the promotion, communication, and application of Ourofino's ethical principles and standards of conduct.

Its purpose is to strengthen the Company's culture of integrity by ensuring the proper interpretation and implementation of this Code, as well as the consistent handling of ethical matters throughout the organization.

The Committee operates independently and with confidentiality and impartiality. Its decisions and recommendations are made by a majority of the members present and serve as guidance for ethical decision-making and conduct.

Duties and responsibilities of the Ethics Committee:

- Providing guidance to employees and managers on matters related to the application of this Code and the Company's ethical standards;
- Supporting the review and assessment of situations involving the conduct of employees and third parties, when requested;
- Recommending guidelines, policies, and initiatives aimed at strengthening ethics, integrity, and organizational culture;
- Monitoring trends, risks, and best practices related to corporate ethics and recommending continuous improvements;
- Contributing to the review, update, and enhancement of the Code of Conduct and other internal policies and standards;
- Promoting alignment between the Company's practices and the highest standards of corporate governance and integrity;
- Maintaining strict confidentiality regarding all information received, reviewed, or discussed in the performance of its responsibilities.



9.2

Whistleblowing Channel



All employees are responsible for understanding and complying with the principles and requirements set forth in this Code of Conduct. Failure to comply with its provisions may result in disciplinary action proportionate to the severity of the misconduct, including verbal or written warnings, suspension, or termination of employment, with or without cause, as permitted by applicable law.

All employees have a duty to promptly report any suspected or actual violation of this Code, Company policies, or applicable laws and regulations. Failure to report known misconduct or irregularities may itself be considered inappropriate conduct and may be subject to disciplinary action.

Ourofino takes allegations of misconduct seriously and will take appropriate measures to investigate, address, and remediate any identified violations.

Confidentiality and protection of reporting individuals

The reporting, assessment, and investigation process is conducted with confidentiality, independence, and impartiality.

Ourofino is committed to:

- Protecting the identity of reporting individuals, where requested or permitted by law;
- Allowing reports to be submitted anonymously;
- Prohibiting retaliation against any individual who, in good faith, raises concerns or reports suspected misconduct;
- Ensuring that all reports are handled appropriately, respectfully, and professionally.

Reports involving alleged retaliation will be treated with particular priority and rigor.

Conversely, misuse of the Whistleblowing Channel, including the intentional submission of false information or knowingly unfounded allegations, may result in disciplinary action and other applicable legal consequences.

How to report a concern

Questions regarding the application of this Code should, whenever appropriate, be discussed initially with an employee's immediate manager. If additional guidance is needed, employees may seek assistance from the Ethics Committee.

Violations or suspected violations of this Code, Company policies, or applicable laws should be reported through Ourofino's **Whistleblowing Channel**, available 24 hours a day through the following channels:

- **Telephone (Brazil):** 0800 517 0045
- **Website:** www.contatoseguro.com.br/ourofinosaudeanimal
- **Email:** ourofinosaudeanimal@contatoseguro.com.br
- **Mobile App:** Contato Seguro

Services are available in Portuguese and Spanish.

