

Code of ethics and conduct Amino

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MESSAGE FROM OUR PRESIDENT

Every simple action and conduct, whether in the company or outside but representing it, reflects the values of ethics and conduct we uphold. For this reason, we have developed this Code of Ethics and Good Conduct Policy to guide the best practices for every employee, particularly senior leadership, directors, managers, and leaders, regardless of their activity or location—doing the right thing and actively strengthening our organizational culture and values.

At Amino, we are committed to conducting our business with ethics, integrity, and transparency, in compliance with all applicable laws. Based on these values, we dedicate ourselves to creating sustainable solutions through chemical products to improve people's lives.

This Code was adopted by the Amino Management Committee to establish a set of business conduct standards we must adhere to in exercising our professional responsibilities and interacting with customers, suppliers, partners, and society regarding Amino.

To ensure business security, each member is responsible for reporting in good faith any concerns or potential violations of conduct that they believe to be inconsistent with our Code.

Therefore, we must all be familiar with, understand, respect, and replicate the norms of this Code. It is essential that these principles are followed conscientiously and responsibly.

Thank you for your dedication to ensuring and defending our commitments and values.

Sincerely,

Carlos Roberto da Silva

President, Amino.

1. Objective

Maintain a standard of ethics and conduct codes, establishing ethical responsibilities for all employees and service providers in the exercise of their activities following the creation of this document.

2. Definitions

It is of paramount importance for Amino to conduct its business within the highest ethical standards, ensuring that all forms of relationships, both internal and external, align with the company's values.

Regarding professional confidentiality and the company's image, Amino establishes, through this document, its code of ethics and conduct policy.

This policy takes effect from the date of this document's creation and applies to all employees and service providers during their activities.

3. mmitments

Amino is committed to acting with ethics, integrity, and transparency, enhancing its compliance and governance systems, and contributing to the improvement of general practices.

Amino understands that acting with ethics, integrity, and transparency requires more than just declarations. It begins with Amino's senior management and extends to all members, requiring a complete system, including the continuous development and updating of the company's Guidance Materials, ensuring their effective implementation, instruction, and awareness among all members, focusing on prevention rather than reaction.

It is essential for these principles to be followed with conviction, responsibility, and without exception—leaving no room for compromises, exceptions, or waivers—and for a Compliance System to be maintained so that the Company can achieve its objectives and fulfill its corporate purpose.

3.1 Sustainable Development

Amino understands the extreme importance of acting in accordance with the principles of sustainable development. Here, we believe that sustainability should guide our business responsibly, ethically, and transparently, generating positive results for all stakeholders, including customers, shareholders, investors, members, suppliers, the communities where we operate, and society at large. In other words, Amino is committed to the simultaneous promotion of economic growth, environmental preservation, ensuring local quality of life, respecting local culture and heritage, and fostering social justice



4. Code Mission

This Business Code of Conduct describes the responsibilities of Amino and its employees towards its members, partners, customers, and community. It helps us understand the shared responsibilities and alerts us to important legal and ethical issues that may arise.

This document does not intend to encompass all policies, procedures, and standards of Amino. You may not find all the answers you are looking for here. However, it provides direction for situations and the way Amino expects its employees to act and behave in conducting the company's activities.

If you have questions about this Code, or if the conduct of a colleague in the workplace is concerning, speak first with your manager. If, for any reason, you do not feel comfortable doing so, contact other Amino resources: the Human Resources Department or other communication channels that you believe can help you

4.1 Direct Communication

As mentioned earlier, any action deemed inappropriate by this code of conduct must be reported to your immediate supervisor or the Human Resources department. Both have the autonomy to direct and address the matter in the best possible way.

It is worth noting that any action considered inappropriate or contrary to the conduct outlined in this code may result in a formal warning by HR or, depending on the severity, immediate dismissal from the company

4.2 General Aspects of Conduct

The success of any company depends on its reputation. Amino relies on its employees, business partners, and processes to consistently do what is right, in the right way, thereby preserving its good reputation.

Amino's vision is:

To be recognized for impeccable reputation and mastery of knowledge, building a competitive edge through innovation and sustainability, always practicing our Values in every action we undertake.

Do what is right.

- Practice the Values, policies, and corporate procedures.
- Comply with all regulations in every location where we operate.

Do what is right and appropriate.

- Behave ethically, adhering to the highest standards of professional conduct.
- Follow Amino's policies and procedures.
- Do not fail to report situations that seem doubtful.
- Amino employees and partners should personally be interested and committed to protecting the company's reputation in the following ways:
- Understand what constitutes proper professional behavior. All employees must be aware of the Values, policies, and procedures, as well as the legal principles that guide work conduct. If a person is unsure how to act in a particular situation, they should seek help before taking action.

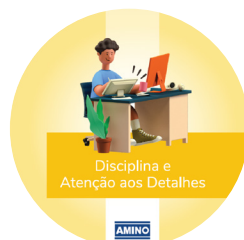
- Respect people and the law in the workplace. Employees, suppliers, customers, and service providers must behave ethically and legally when interacting with Amino or acting on its behalf.
- Question and report activities that seem to violate Amino's Values. All employees should question, point out concerning situations, and report acts that may be dishonest or unethical, whether involving the company, its employees, representatives, clients, or suppliers.

4.3 Our Values

Amino is a company committed to its Values. These Values provide the framework for our decisions, actions, and behaviors. They are our universal language, transcending cultural and geographic differences.

- To ensure this commitment to our Values, we need to adopt the highest standards of business behavior in all aspects of our professional lives and across all regions of the globe.
- **Mastery of Knowledge:** Continuous learning, evolution, and willingness to share knowledge.
- **Discipline and Attention to Detail:** Respecting rules, processes, and having a holistic view of the organization.
- **Truth and Transparency:** Transparency with employees, in relationships with customers, and in internal and external communications.
- **Diligence:** Diligence in procedures, work processes, and the journey of people within the organization.
- **Customer Focus:** Availability and concern to meet customer needs and ensure a satisfactory journey in relationships.
- **Autonomy with Collaboration:** Working responsibly, involving other areas,

and seeking assistance for tasks outside one's expertise.



5. Responsibilities

Compliance with local laws, as well as Amino's Values, policies, and procedures, is mandatory. These rules exist to protect employees, customers, suppliers, and the company itself against improper conduct.

This Code of Conduct defines the principles under which all members, at all levels, must perform their activities in their daily work and execute the Company's operations. Members must understand and commit to fully complying with Amino's Code of Conduct and must be aware that deviations from its provisions—whether by action, omission, or complacency—harm society, may violate laws, and damage Amino's image and reputation.

To manage business and achieve success consistently with the principles of this Code, Amino has adopted Guidance Documents and training programs. Each member is responsible for reading, understanding, and complying with the

Company's Guidance Materials, including completing the mandatory training provided by the Company. Leaders are additionally responsible for ensuring that members understand the applicable law and the Company's Guidance Materials and behave in accordance with Amino's standards of ethics, integrity, and transparency.

Beyond compliance, it is expected that all members observe high business standards and personal ethics in the performance of their assigned duties and responsibilities. Any member who does not adhere to such standards and restrictions is acting outside the scope of their occupation, responsibility, or activity.

All Leaders must continually encourage their team members to report potential violations through the Human Resources Department or their Superior. The Company is committed to providing timely and appropriate responses to all potential concerns, investigating confidentially and in accordance with the law. Amino does not tolerate retaliation against anyone who reports a potential violation or concern in good faith. Failure to comply with the Code and local legislation may result in disciplinary action, including termination.

5.1. Stakeholders (Employees, Suppliers, Service Providers, and Customers) are prohibited from:

Using personal mobile phones during work hours.

Taking photographs in production, logistics, and laboratory departments without authorization.

Scanning confidential company documents and sending them to unauthorized third parties.

Making copies of confidential company documents and sending them to unauthorized third parties.

Spreading derogatory comments or contributing to the dissemination of

rumors by any means that could damage the company's reputation.

Using the company's email to distribute documents containing indecent, discriminatory, defamatory, rumor-based, or chain message content.

5.2 Customer Relationships:

Establish professional and impartial relationships with customers, regardless of the social conditions that distinguish them.

Cultivate cordiality without submissiveness and mutual respect as a way to strengthen business ties.

Act in good faith, avoiding legal risks, unwanted media exposure, or loss of credibility with customers.

Protect all confidential customer records, whether paper-based or electronic.

Do not discuss confidential company matters with customers.

Do not make false statements or misleading promises to customers.

5.3 Supplier Relationships:

Commitment to our policies and values.

Establish professional and impartial relationships with suppliers, regardless of the social conditions that distinguish them.

Protect all confidential supplier records, whether paper-based or electronic.

Do not discuss confidential company matters with suppliers.

Do not accept personal invitations, gifts, or any benefits from potential suppliers

5.4 Customer Relationships:

Treat competitors with respect and cordiality.

Do not share any company information with competitors.

Do not make inappropriate remarks about competitors.

5.5 Media Relationships:

Only employees previously authorized can give interviews on behalf of Amino.

5.6 On social media, it is prohibited to:

Including social networks such as Instagram, Facebook, LinkedIn, Twitter, and similar platforms:

Associate the company brand with personal opinions that could harm the employer.

Make derogatory comments directed at or related to employees, customers, suppliers, or partners of the company.

Discuss internal company matters.

Use, without proper authorization, the company name, trademarks, logos, slogans, colors, or anything that constitutes the company's visual identity in virtual/social networks or other media that could harm any of its businesses.

6. Health, Safety, and Environment

Amino is committed to compliance with all applicable laws and industry standards regarding health and safety. This means that the Company is committed to the safety of our team members in the workplace and to preventing environmental pollution and social impact in the communities affected by our operations.

Leaders have a duty to take reasonable and necessary measures to achieve compliance in these areas. Members must be aware of and comply with the requirements related to environmental protection, workplace safety, their own health and the health of other members, as well as others affected by Amino's business activities. In the case of incidents related to health and safety or the environment involving Amino, its suppliers, or customers, members who become aware of the occurrence have the duty to promptly notify their Leader. Leaders, in turn, must promptly notify, in writing, the respective Leaders at Amino who are responsible for the work performed and/or for the environmental safety or health and safety of the member, as necessary.

The use of alcoholic beverages and drugs in the workplace is prohibited, as is the entry into Amino's facilities of individuals who are intoxicated or under the influence of substances that alter their behavior and could affect the safety and activities of others.



7. Human Rights

Amino recognizes the human rights of all people, as described in the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. Amino also supports all internationally recognized human rights, including but not limited to:

- The right to dignity and privacy;
- The right to life and freedom;
- Freedom of opinion and expression;
- Freedom of association;
- The right to work and education.

Amino honors and respects all those who choose to work for the company. People work at Amino of their own free will, not because they are forced to do so. Amino does not use child labor or forced labor. It respects work hours without exploitation and the freedom of each employee to join or not to join legally constituted associations or organizations.

8. Diversity - Respect and Fair Treatment

Amino offers equal employment opportunities to all individuals, regardless of race, religion, color, nationality, age, gender, physical disability, veteran status, sexual orientation, or any other factor. This fair treatment applies to all stages of employment, including:

- Hiring, assigning responsibilities, promoting, and terminating employees;
- Opportunities for growth and development;

- Recognition of achievements;
- Selection of employees for training programs;
- Definition of salaries and benefits.

8.1 Key Points

No one should ask an employee to break the law or disregard the company's Values, policies, and procedures.

All employees must be treated fairly.

Any type of harassment must not be tolerated.

Personal information about employees is handled and protected in accordance with applicable laws.

Information must be provided to ensure that all tasks are performed safely.

It is forbidden to use, carry, or transfer illegal drugs or weapons within the company's premises.

Employees must report suspicious situations involving people and activities.

We want an environment where communication is clear, honest, and timely. We will strive to understand, respectfully, the perspectives of others.

We respect diversity at Amino. All employees must respect the people and cultures with whom we work. As a company, we desire diversity at all levels and aim to create a workplace where all employees contribute to developing and maximizing their potential.



9. Harassment and Discrimination

Ethics, integrity, and transparency do not allow harassment or discrimination—and Amino also does not tolerate them. Each member is responsible for maintaining a work environment where everyone feels welcome and that is free of harassment, discrimination, or other inappropriate behavior.

Members must behave with courtesy and consideration when interacting with other members and individuals with whom the Company has business relationships. Diversity contributes to collaboration, creativity, and continuous innovation. Amino respects and must not discriminate based on gender identity and sexual orientation, religion, race, culture, nationality, social class, age, or physical characteristics.

In its hiring and promotion practices, Amino must offer equal opportunities to all qualified individuals. Amino must strive to create a workforce that reflects the diverse population of the communities where it operates. All members must be treated fairly and equitably regarding their differences, and any form of discrimination must not be tolerated.

It is not permitted to use a leadership position or abuse any privileged position to request favors or personal services from members, nor abuse power or authority that could lead to actions by their leaders in conflict with existing laws and regulations. The invasion of people's private lives is not allowed, whether in the workplace or outside of it.

We have created a communication channel for reporting harassment, where complaints will be received and properly addressed:

portaldedenuncia@amino.com.br

10. Conflict of Interest

Both in their professional responsibilities and personal activities, members have a duty to ensure that their actions do not create a real or perceived conflict with Amino's interests.

Amino prohibits conflicts of interest. Conflicts of interest arise when the personal interest of an individual, or the interest of a relative of that individual, interferes with or appears to interfere with their ability to exercise impartial judgment as required in their responsibilities or in the interests of Amino.

Conflicts of interest also arise when a member, or their relative, receives inappropriate personal benefits due to their position at Amino. The most common conflicts of interest occur when a member, or a relative of a member:

- Possesses any personal interests that could conflict with or be interpreted as potentially conflicting with their professional obligations; or
- Holds or acquires, directly or indirectly, a stake in a competing company or a business partner of Amino, with participation that allows them to exert influence over the management of that entity.

If a member or their relative is exposed to any of the situations mentioned

above, they must discuss it with their direct leader so that the existence of a real or potential conflict can be assessed. Conflicts of interest must also be reported to the Human Resources department.

11. Use and Protection of Assets

Members must protect Amino's assets, both tangible and intangible. Amino's assets include, among others, facilities, machinery, equipment, vehicles, furniture, securities, data, information, and intellectual property.

Members often have access to confidential or proprietary information about the Company, its customers, and its third parties. No member should disclose or improperly use confidential or proprietary information, including outside the Company or for personal gain, during or after their employment or any service provided to the Company, without valid and appropriate written authorization issued by the Company.

Data, records, and information produced by members in the course of their work responsibilities are the exclusive property of the Company. Unauthorized use may result in disciplinary or legal action. Information technology resources such as phones, emails, internet access, software, hardware, and other equipment provided to members are made available effectively and efficiently for the execution of Amino's business and must be used by members to fulfill the Company's responsibilities.

Each member is responsible for the appropriate use of these resources. Amino has access to the use of these resources by members. Therefore, members should have no expectation of privacy when using them.

11.1 IT Equipment and Information Systems

The security and functionality of Amino's Physical Resources (IT Equipment) and Information Systems (Operating Systems, Databases, and others) are governed by rules that must be followed to ensure their best longevity and

maintenance.

The Physical Resources mentioned in this document include: Computers and their peripherals, monitors, printers, copiers, mobile phones, scanners, and others.

The Information Systems (logical resources) include: Files stored on the network or the user's local machine, Internet, Emails, Operating Systems, and others.

The rules are divided into four topics below, and any action different from the specifications will be considered a violation of this Policy. All employees, upon joining the company or during a policy update, must acknowledge and agree to the terms of equipment and systems usage.

Use of Network and Resources:

When leaving your workstation, the user must lock their computer to prevent unauthorized use.

Do not share your password with anyone; you are responsible for it.

Each user must store their professional documents in the folder provided for each department within the network.

Storing files on the computer's local drive is prohibited, as backups of files stored directly on the computer disk are not performed.

Material of a racist nature, or other inappropriate content, as well as personal material, must not be displayed, stored, distributed, edited, or recorded within the company's domains.

The folder "Data (G:/)" must not be used to store files containing confidential matters as access is shared (according to the request).

The space provided for storage in the public environment is the same as the

folder G:/.

The installation or removal of software without proper oversight by the technical department (IT) and approval from the department's management is prohibited.

The unauthorized disclosure of data or confidential information via the Internet, whether deliberate or accidental, may lead to penalties outlined in internal regulations and/or the law.

Unauthorized disabling or modification, deliberate or not, of the configuration and/or parameters of antivirus programs, firewalls, proxies, or similar programs installed on computers or equipment to protect the internal network and ensure data integrity is expressly prohibited.

It is prohibited to use IT and network resources to promote harassment or engage in behavior that disturbs others through the language used, the frequency or size of email messages, teams, or any other form.

In exceptional cases (e.g., virus on the network), the IT Department may interrupt the entire network, parts of the network, computers, or any asset considered a risk to the physical and logical infrastructure without prior notice.

Use of Email (user@amino.com.br):

This resource should only be used for work-related matters (Professional Use).

The size of messages sent and received will have a limit of 20 MB, thus preventing the exchange of large files that may interfere with the network's proper functioning.

Use of Internet Access:

Internet usage is being monitored and should be exclusively for the function's purpose. Reports of websites accessed by users will be generated, and their publication may occur if necessary.

An exception is made for the use of banking services.

Use of Computers and Other Provided Equipment:

The use of pen drives, recording media, and other mobile data storage devices is prohibited.

Users are responsible for the care of the devices, as they bear responsibility for their proper usage.

To ensure the rules mentioned above, the company reserves the right to:

- a) Implement software and systems that can monitor and record all Internet usage through the network and company workstations.
- b) Inspect any files stored on the local disk of workstations or private areas of the network to ensure strict compliance with this policy.
- c) Maintain a series of software and hardware installations to protect the internal network and ensure the integrity and security of data and programs, including a firewall as the first but not the only barrier between the internal network and the Internet

11.2 Corporate Mobile Phone

Amino establishes rules for the use of the mobile phone provided to employees. Through an addendum to the employment contract, containing the phone's identification details, such as brand, model, and IMEI as well as accessories, the employee receives the mobile phone for use during the term of

their individual employment contract.

The mobile phone must be used SOLELY and EXCLUSIVELY for company purposes, considering the activity to be performed by the employee.

The employee only has POSSESSION of the phone, as it is intended exclusively for professional use and NOT OWNERSHIP of the equipment. Lending, renting, or transferring the phone to third parties is strictly prohibited.

At the end of the individual employment contract, the employee undertakes to return the equipment in perfect condition on the same day they are notified of their termination or announce their resignation, taking into account natural wear and tear from normal use.

Natural wear and tear does not include items such as a broken screen, missing accessories (charger and headphones), water damage (submersion, rain, etc.), or damage caused by significant impacts.

The holder of the mobile phone who uses it inappropriately must repair the phone or reimburse the respective costs. If this does not occur, the employee agrees to have the amount deducted upon termination.

The use of the mobile phone in any situation unrelated to the employee's professional activity/work is considered improper.

The use of the phone is strictly for professional activities. If the phone is used for personal purposes, the cost will be automatically deducted from the employee's paycheck, regardless of expense reports.

It is worth clarifying that the usage limit set for the device is sufficient for professional activities, considering that the telecommunications plan allows the user to receive calls from the company at no cost.

It is the employer's responsibility to pay the bills on their respective due dates, ensuring that only calls related to the employee's work activities are covered by the company.

It is the employee's responsibility to safeguard and properly use the mobile phone, not exceeding the usage limit set by the employer, submitting expense reports for the phone bill, and immediately notifying the employer in case of breakage, loss, theft, or robbery of the mobile phone.

11.3 Company Vehicles

This code also includes the rules to be followed for the use of company vehicles for professional activities with external clients. These may be individual use vehicles or pool vehicles.

Depending on the role's requirements, the use of an individual vehicle may be approved by the Management Committee, with the essential condition that the role-holder spends at least 70% of their time in external contact with the client. An individual vehicle is defined as a vehicle assigned to a single user.

Other employees, whose roles require less external client interaction, may use the company's "pool car" when visiting clients. The roles eligible for the use of "pool cars" are defined and approved by the Administrative Committee. Employees also have the option to use their own vehicle, in which case they will be reimbursed according to the "kilometer reimbursement" table.

For detailed norms and responsibilities, employees should consult Amino's Internal Vehicle Policy available in HR.

User Responsibilities for Company Vehicle Use:

- a) The user must always carry their driver's license and ensure it is valid.
- b) Drive safely and refrain from using mobile phones while driving.
- c) Traffic fines are the responsibility of the user, who must reimburse the

company.

d) Be aware of vehicle restriction days (as listed on the reservation schedule) and plan use outside restricted areas.

e) Maintain the vehicle's condition and report any problems.

f) Avoid nighttime travel.

g) Do not modify any aesthetic or mechanical features of the vehicle, install accessories, or make any changes without prior communication and authorization from the company.

12. Identification, Maintenance, and Protection of Records

In the course of their work, members produce, receive, and transmit various types of data, records, and electronic or printed information, which must be properly identified, maintained, and protected. Members have a duty to identify, maintain, and protect records for at least the period specifically required by applicable law, regulations, or legal processes, or for the time necessary for Amino's business activities.

Records must be stored at Amino's facilities or externally in locations appropriate for this purpose. No records related to Amino should be kept at members' homes or any other inappropriate place, either permanently or for an extended period.

The destruction of records related to a subpoena, extrajudicial notice, or records relevant to an investigation or litigation may, even inadvertently, harm Amino. If a member has doubts about whether a particular record is related to an investigation, litigation, or subpoena, or how to protect certain types of records, they must safeguard the records in question and report to the Legal Department of their Business Unit to determine the appropriate course of action.

Under no circumstances can Amino's records be selectively destroyed to hinder their availability for legal or investigative purposes. Therefore, from the moment any member becomes aware of a subpoena, investigation, or legal proceeding, that member must immediately safeguard records that may be related to the matter and take reasonable measures to ensure that their subordinates also protect such records.

12.1. Confidential and Privileged Information

Members must protect and ensure the confidentiality of Amino's information that:

- If improperly disclosed, could be useful to competitors or harmful to Amino, its customers, or business partners;
- Could be significant in an investor's decision to buy, sell, or retain securities of Amino or its business partners.

Members who, during their work, gain knowledge of or access to privileged and confidential Amino information must not:

- Trade or deal in Amino securities and/or those of its business partners based on such information;
- Disclose information to others who might use it to trade or deal in securities owned by the Company or its business partners; or
- Share confidential information with relatives or friends during interactions.

12.2. Personal Data Protection

Amino is committed to protecting Personal Data in accordance with applicable Personal Data Protection regulations. Personal Data includes any information relating to an identified or identifiable individual who can be identified, directly or indirectly, by reference to an identifier such as a name, identification number, location data, online identifier, or one or more factors specific to the physical, physiological, genetic, mental, economic, cultural, or social identity of that person.

Members or Third Parties acting on behalf of the Company who need to access or handle Personal Data of Amino members or other individuals must act in strict compliance with the laws and regulations applicable to Personal Data Protection.



13. Combating Corruption

Amino's commitment to conducting business with ethics, integrity, and transparency, and in compliance with applicable laws, means it does not tolerate any form of bribery or corruption. It is the Company's policy to conduct its operations and activities in accordance with all Applicable Anti-Corruption Laws. Amino prohibits members or Third Parties from engaging in corruption in any form or context. To this end, no member or Third Party may:

- Offer, promise, pay, or authorize an offer or payment of money or anything of value to a Public Agent, or any other person or entity, directly or indirectly (including through a Third Party), intended to: Corruptly influence any action (or omission) or decision in the official capacity of the recipient or in violation of the recipient's duty; Corruptly induce the recipient to use influence to affect any act or decision of the entity involved; Corruptly secure an improper advantage or assist Amino in obtaining or retaining business; or Serve as a reward for the recipient's decision or action that improperly benefited Amino.
- Solicit or accept any money or item of value, directly or indirectly, intended to: Unduly influence the judgment or conduct of the recipient, whether to take action, omit action, or use influence in their work responsibilities; or Serve as a reward for a decision or action that improperly benefited the person or entity providing the item of value.

It is strictly prohibited to request, receive, or offer any item of value not exclusively intended for the company or a competent legal entity. In cases where receiving or sending funds or assets is necessary, such transactions must be previously agreed upon and approved by the relevant area's Management.

Improper Payments are not limited to monetary amounts but include any items of value offered or received dishonestly or to obtain or grant undue advantage. Such practices are unacceptable and compromise our ethical principles, including:

- Gifts;
- Entertainment, meals, trips, and other courtesies;
- Contributions and/or in-kind services;
- Business, employment, or investment opportunities;
- Free or discounted use of Amino’s services, facilities, equipment, or assets;
- Donations for charity, sponsorships, or other corporate social investments (including discounted services or goods);
- Political contributions to political parties, candidates, and/or their teams;
- Assistance or support to relatives and friends; and
- Other benefits or advantages.

Additionally, Amino and its members must not engage in extortion, fraud, forgery of documents, intentional preparation of incorrect financial transaction statements, or any other activity that may constitute corruption or a violation of Applicable Anti-Corruption Laws. Facilitation Payments—sometimes called “grease payments”—are small payments made to a Public Agent to encourage, expedite, or ensure the performance of an existing duty or obligation, such as issuing customs documents, providing police protection, or delivering correspondence. While not illegal in all cases, Facilitation Payments are expressly prohibited under many Applicable Anti-Corruption Laws and present significant corruption risks. For this reason, Amino prohibits all forms of Facilitation Payments.

To avoid any doubt, no Amino member or Third Party may offer, give, receive, request, or instruct others to give or receive any Improper Payment to or from anyone, at any time, or for any reason in connection with their work for Amino. Bribery is never an acceptable business practice and will not be tolerated by Amino.

14. Accounting Records and Internal Controls

Members must report all business transactions honestly and accurately. Accurate information is essential for the Company to meet its legal and regulatory obligations. All transactions conducted by Amino will be recorded in the Company's accounts according to standard accounting procedures.

The Company is also required to maintain an internal control system sufficient to provide reasonable assurance regarding the reliability of its financial reports and the preparation of its financial statements for external purposes, in accordance with generally accepted accounting principles or any other criteria applicable to those statements.

Amino's internal controls:

- Ensure the maintenance of records that, in reasonable detail, accurately and fairly reflect the Company's transactions and asset dispositions.
- Provide reasonable assurance that transactions are conducted in accordance with general or specific management authorization.
- Provide reasonable assurance of the timely prevention or detection of unauthorized acquisition, use, or disposition of the Company's assets.

All Company books, records, and accounts must be maintained in compliance with all applicable regulations and standards. No undisclosed or unregistered account (or fund) will be established for any purpose. No false or misleading entry will be made in the Company's books or records for any reason, and no payment of corporate funds or other corporate property will be made without proper supporting documentation.

15. Necessary Precautions for All:

Preserve the good name of the company.

Do not leave confidential documents exposed in the work environment, ensuring they are not visible to unauthorized individuals or professionals outside the responsible area.

Avoid discussing company business with third parties, friends, or relatives to prevent spreading rumors.

Do not discuss confidential information in elevators, reception areas, restaurants, restrooms, or public transport.

Do not discuss confidential information on speakerphone in places without privacy.

When sending an email with confidential content, label the subject line with "CONFIDENTIAL" to ensure the recipient opens the content at an appropriate time and not in the presence of others.

Communication must use appropriate language and vocabulary to avoid any opinion that could be considered ambiguous, subjective, aggressive, hostile, discriminatory, vexing, ridiculing, or otherwise harmful to the company's image, its employees, partners, suppliers, and customers.

Protect the confidentiality of user passwords to avoid compromising information security services and systems.

Do not allow unauthorized individuals access to the company's IT systems using your personal password.

Do not allow unauthorized access to the laboratory.



16. Penalties

Failure to comply with the above standards will result in the immediate termination of any contract between the parties. In addition, the employee will be held accountable for damages caused, without prejudice to their criminal liability.

Failure to comply with this Code of Conduct, applicable laws, or any of the Company's Guidance Materials may lead to severe consequences, including business losses, restrictions on conducting business (such as suspension or disqualification from bidding), civil and/or criminal liability, monetary fines, reputational damage to the Company, or even the dissolution of Amino.

Members and Third Parties may be subject to civil and criminal liability, fines, and/or imprisonment. Furthermore, members who violate the provisions of this Code, the law, or the Company's Guidance Materials—or who allow a subordinate to do so, or are aware of any violations and fail to report them—are subject to appropriate disciplinary action, including dismissal or termination of affiliation with Amino.

Retaliation or any attempt to avoid, obstruct, or dissuade members from reporting what they believe to be a violation of this Code of Conduct is also grounds for disciplinary action, including dismissal.

The Compliance Department must properly investigate all known violations or received allegations. Depending on the nature of the violation, the obligation or advisability of reporting the violation to authorities or Third Parties must also be evaluated, as failure to act may result in additional sanctions.

17. Disclosure

This document will be disseminated within the company, and training on the specific subject will be conducted. Furthermore, it will be a mandatory document upon employee admission.

18. Final Provisions

Situations not covered in this policy, as well as the need for additional clarifications, must be referred in advance to the Human Resources Department. Once the employment relationship ends, the obligation of confidentiality remains in effect and must be maintained and respected after the conclusion of the working relationship.

This policy comes into effect on May 1, 2022. The signed originals are archived in the Human Resources Department; this document belongs to AMINO QUÍMICA LTDA. Its use is strictly internal. Reproduction or any other forms of content dissemination without prior authorization from the Human Resources Department is prohibited.





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