# OF ETHICS AND CONDUCT GUIDELINES

Pronavícola S.A.S., as an organization committed to enhancing the productivity of its customers in the domestic and international poultry sector, based on product quality, human talent, technological innovation, environmental and social sustainability, and appropriate engagement with its stakeholders, hereby establishes the following Ethics and Conduct Guidelines, which govern the actions of all company employees.

These guidelines seek to promote an organizational culture based on integrity, transparency, respect, legality, and compliance with applicable internal and external regulations.

## 1. Employee Duties

Employee duties are established in Article 47 of the Internal Work Regulations, which forms an integral part of these guidelines and is mandatory.

## 2. Corporate Values

### Integrity

We act with honesty, transparency, consistency, and integrity in all our actions. Integrity is the foundation of relationships of trust with our employees, customers, suppliers, authorities, the shareholder, and other stakeholders.

### Reliability

We build trust by fulfilling our commitments, ensuring the ethical conduct of our employees, and making responsible and efficient use of the organization's resources.

### Quality

We are committed to the continuous improvement of our processes, innovation, and the implementation of best practices to deliver products and services that meet our customers' needs and expectations.

**Responsibility**
We act responsibly toward our employees, customers, suppliers, authorities, the environment, communities, and other stakeholders, promoting sustainable development and compliance with applicable legislation.

**Innovation**
We encourage continuous improvement, the adoption of new technologies, and the implementation of best practices that strengthen the company's competitiveness and sustainability.

**Service**
We provide outstanding technical and commercial service, aimed at building long-term relationships with our customers through timely responses, respect, and ongoing attention to their needs.

**3. Expected Behaviors**
All employees shall act in accordance with the following principles of conduct:

**Personal Appearance**
Maintain appropriate personal appearance and hygiene at all times, complying with biosafety, occupational health and safety, and other internal company requirements.

**Discipline and Compliance**
Comply with the organization's policies, procedures, instructions, and established rules. Differences of opinion shall always be expressed respectfully and through the designated institutional channels.

**Punctuality and Responsibility**
Meet schedules, commitments, and assigned responsibilities in a timely manner, efficiently managing the time and resources made available for the performance of duties.

**Teamwork**
Promote collaboration, respect, effective communication, and mutual support among coworkers, recognizing that the achievement of organizational objectives depends on collective effort.

**Commitment**
Perform duties diligently and responsibly, demonstrating a sense of belonging and protecting the company's assets, resources, and information.

**Respect and Fair Treatment**
Maintain workplace relationships based on respect, inclusion, human dignity, and non-discrimination, fostering safe working environments free from harassment, violence, intimidation, or any conduct contrary to harmonious workplace relations.

**Honesty and Transparency**
Always act in good faith, avoiding any fraudulent conduct, conflicts of interest, misappropriation of assets, document falsification, corruption, bribery, or any action that could harm the company's reputation or interests.

**Regulatory Compliance**
Comply with applicable legislation, the Internal Work Regulations, corporate policies, the Integrated Management System, and all other internal rules applicable to work-related activities.

**Confidentiality**
Protect confidential, strategic, technical, financial, and commercial information, as well as personal data accessed in the performance of assigned duties, using such information exclusively for authorized work-related purposes.

**Prevention of Alcohol and Psychoactive Substance Use**
Employees are prohibited from reporting to work under the influence of alcohol or psychoactive substances. The consumption, possession, distribution, or sale of such substances is also prohibited on company premises or during work-related activities, except for legally recognized exceptions concerning prescribed medication.

**Conflicts of Interest**

Employees shall promptly disclose any personal, family, financial, or commercial situation that could affect their independence, impartiality, or proper performance of their responsibilities.

## 4. Ethical Principles

At Pronavícola S.A.S., all actions undertaken by employees, executives, contractors, suppliers, and other individuals acting in the company's name or on its behalf shall comply with the following ethical principles:

### Zero Tolerance for Fraud, Corruption, and Bribery

Pronavícola S.A.S. maintains a zero-tolerance policy toward any act of fraud, corruption, bribery, transnational bribery, extortion, money laundering, terrorist financing, financing of the proliferation of weapons of mass destruction, misappropriation of assets, document forgery, undisclosed conflicts of interest, or any other conduct that violates business ethics or the law.

No employee may offer, promise, authorize, provide, solicit, or receive money, gifts, benefits, favors, or any other improper advantage for the purpose of influencing commercial, administrative, or other decisions.

### Reporting Irregularities and Prohibition of Retaliation

All employees have a duty to report, in good faith and through the channels established by the company, any incident that may constitute a legal violation, a breach of corporate policies, or conduct contrary to Pronavícola S.A.S.'s ethical principles.

The company guarantees that no person shall be subjected to retaliation, intimidation, discrimination, threats, or any unfavorable treatment for making a good-faith report or cooperating in an internal investigation.

Reports made in bad faith, containing false information, or intended to harm third parties shall not be protected.

**Conflicts of Interest**

Employees shall always act in the best interests of the company, avoiding situations in which their personal, family, financial, or commercial interests could influence, or appear to influence, the objectivity of their decisions.

Any actual, potential, or perceived conflict of interest must be immediately disclosed to the employee's immediate supervisor or the Human Resources Department so that the company may take the appropriate measures.

**Respect for Human Rights**

Pronavícola S.A.S. respects and promotes human rights recognized nationally and internationally, rejecting all forms of child labor, forced labor, human trafficking, labor exploitation, violence, harassment, discrimination, or any conduct that violates human dignity.

All employees shall contribute to maintaining safe, respectful, and inclusive working environments.

**Diversity, Equity, and Inclusion**

The company promotes an organizational culture based on respect for diversity and equal opportunities.

No act of discrimination shall be permitted on the grounds of sex, gender, gender identity, sexual orientation, age, disability, marital status, ethnic origin, nationality, socioeconomic status, religion, ideology, political opinion, or any other status protected by applicable legislation.

Decisions concerning recruitment, promotion, training, compensation, and career development shall be based exclusively on objective criteria, including merit, competencies, performance, and organizational needs.

**Free Competition**

Pronavícola S.A.S. conducts its business activities within the framework of free competition and in compliance with the regulations governing the market.

Accordingly, no employee may participate in agreements or practices that restrict competition, such as price-fixing, market allocation, bid rigging, the improper exchange of confidential information with competitors, or any other conduct prohibited by applicable law.

**Protection of Information and Personal Data**

All technical, financial, commercial, strategic, legal, operational, and human resources information generated or managed by Pronavícola S.A.S. constitutes a company asset and must be protected in accordance with internal policies and applicable legislation.

Employees shall ensure the confidentiality, integrity, and availability of the information they access, preventing its improper use, unauthorized disclosure, alteration, or loss.

Employees must also comply with legal requirements concerning personal data protection and process information relating to employees, customers, suppliers, contractors, and other stakeholders solely for purposes authorized by law and by the company.

**Commitment to Compliance**

All employees are responsible for knowing, complying with, and promoting the provisions contained in the Internal Work Regulations, corporate policies, the Integrated Management System, the Corporate Transparency and Business Ethics

Program (PTEE), the Comprehensive Self-Control and Risk Management System for Money Laundering, Terrorist Financing, and Financing the Proliferation of Weapons of Mass Destruction (SAGRILAFT), as well as all other applicable internal and external regulations.

## 5. Disciplinary Sanctions and Procedures

The disciplinary sanctions framework and applicable disciplinary procedure are established in Chapter XVI of the Internal Work Regulations, ensuring at all times the right to defense, the right to challenge evidence and arguments, and due process.

Failure to comply with these Ethics and Conduct Guidelines may result in the disciplinary measures provided for in the Internal Work Regulations, without prejudice to any applicable civil, criminal, or administrative proceedings.



**Isabel Yanten Magon**
**Legal Representative**
**(Alternate)**