



GrupoRB
Leader in Natural Resins



Global Code of **Ethics & Conduct**

ABOUT US

Grupo RB, Connecting Tradition and Innovation

Grupo RB is a global leader in the production and commercialization of rosin, rosin resins, turpentine, and terpene derivatives. We are recognized as a benchmark in innovation and sustainability, built over more than a century of tradition in the natural resin market.

We are the largest employer in the sector, with over 3,000 direct employees across our forest and industrial units.

Our annual production reaches 15 million genetically improved seedlings, the result of more than 35 years of research and development of pine varieties focused on increasing gum resin and wood yield.

We manage our own forest base, certified by the FSC® (C186452) for Forest Management. We oversee 55,000 hectares of forests through owned areas, partnerships, leases, and forest promotion programs. We prioritize biodiversity preservation by consciously using natural resources and promoting healthier, more productive development of planted forests.

As a reference in Sustainable Resin Tapping, we apply rigorous techniques that preserve the integrity and vitality of the trees, reaffirming our commitment to environmental preservation and to the quality of the final product.

With 8 Resin Supply Depots across 4 states, this innovative system has brought greater efficiency and security to the logistics of gum-resin transportation, especially benefiting producers in the supply chain.

Our 11 High-Performance Industrial Units include 8 plants in Brazil and 3 in Europe, strategically located to ensure efficient logistics and service to clients in over 70 countries. Notably, 10 of our factories are certified by the FSC® (C189909) Chain of Custody.

Products from Planted Pine Forests

We produce wood, gum-resin, rosin, turpentine, rosin resins, terpene derivatives, pine oil, chewing gum base, pallets, and bed base foundations. The synergy across our operations enables vertical integration and operational sustainability, resulting in a wide range of products derived from pine forests.

Investing in Innovative Solutions

At Grupo RB, all production processes are supported by our R&D team, equipped with state-of-the-art technology. We focus on research and innovation to develop sustainable solutions that meet our clients' growing demands with excellence.

Social Responsibility

Instituto Resinas do Brasil, an integral part of Grupo RB, is committed to supporting children and adolescents in vulnerable situations, as well as promoting inclusive initiatives focused on rural communities.

RB Governance

Under innovative management, Grupo RB maintains a strong commitment to sustainability. The Group's broad vision of sustainability is not just a guideline, but a core practice that shapes our identity and strengthens our commitment to employees, shareholders, clients, suppliers, and communities.

Grupo RB - Leader in Natural Resins



SUMMARY

|03

Introduction

|04

Tradition & Innovation

- Mission
- Vision
- Values

|05

Application and Scope

|07

Legislation, Standards, and Regulations

- Corporate Governance
- Antitrust Law and Business Loyalty
- Anti-Corruption and Anti-Bribery Practices
- Confidentiality of Privileged Information
- Fair Working Conditions
- Environment
- Quality Policy
- Forced Labor
- Child Labor

|06

Principles of Ethics

|15

Final Provisions

|16

Commitment Agreement

- Freedom of Association and the Right to Collective Bargaining
- Conflict of Interest
- Accounting Records
- Protection and Proper Use of Assets
- Security, Protection, and Processing of Personal Data
- Sale of Items and Consumption of Alcoholic Beverages
- Gifts, Hospitality, and Entertainment
- Expense Reporting
- Press and Social Media

Introduction

The Grupo RB Global Code of Ethics and Conduct consolidates and establishes our commitment to ethics, integrity, legality, and fairness, which are fundamental principles that we believe are indispensable in conducting our business.

The purposes guiding our corporate performance are grounded in sustainability, particularly in respect for life and the environment, steering our decisions based on fair and ethical criteria across the economic, social, and environmental spheres.

The guidelines contained in this document are intended to direct relationships with employees, clients, suppliers, third parties, and all other stakeholders who interact with Grupo RB.

Thank you for doing your part to uphold our commitments and values.



Tradition & Innovation

Over more than a century, we have built the solidity of our business based on a governance committed to principles we consider fundamental, which are ethics, efficiency, and transparency. We believe that the human factor is essential to achieving the best results. No tool or process is fully effective without the dedication and commitment of people. It is people who inspire, transform, and create value at every stage of our business.

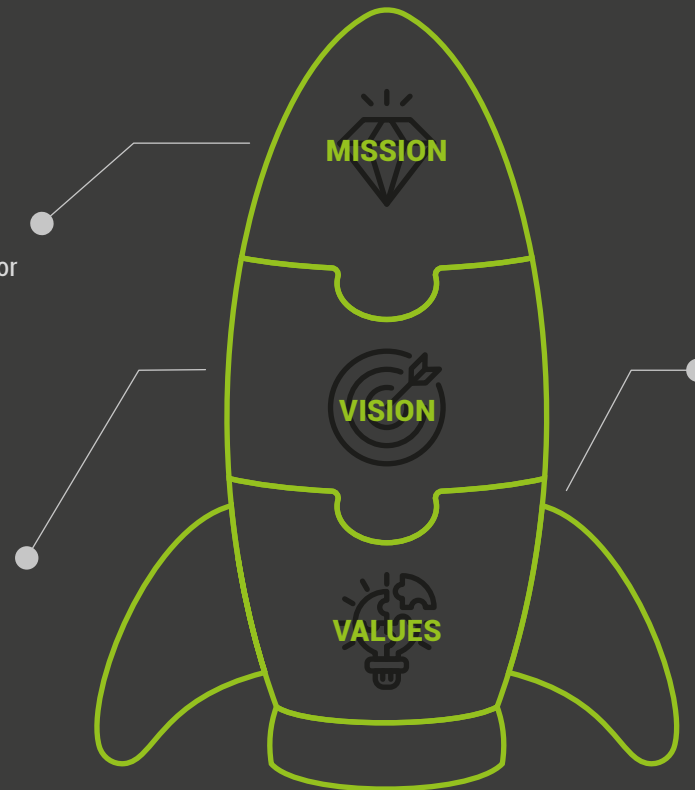
Driven by tradition and innovation, our governance reflects the principles of sustainability. We seek to generate long-term results that not only contribute to financial success but also promote other positive impacts among stakeholders. In our governance, every decision we make is guided by the conviction that we can contribute to a more sustainable future, improving quality of life and creating value for present and future generations.

Mission

Develop, manufacture and commercialize differentiated products and services, ensuring competitive advantages for our partners and sustainable business growth for our shareholders.

Vision

To be a global, innovative company and a benchmark in the markets in which we operate.



Values

- **Teamwork:** Prioritize appreciation for people and work in an integrated way, seeking innovation and continuous improvement.
- **Commitment:** Promote and motivate people's engagement, with a clear understanding of their responsibilities and commitments within the company, focusing on planning, goals, and striving to exceed expectations.
- **Organization:** Maintain an agile, coordinated organizational structure that maximizes results.
- **Boldness:** Have the courage and determination to overcome challenges and push boundaries.
- **Ethics:** Act responsibly with everyone who interacts with our business.
- **Sustainability:** Commitment to practices that respect the environment and promote the responsible use of natural resources.
- **Innovation:** Value research, development, and the adoption of new technologies to create differentiated and efficient solutions.
- **Quality:** Dedication to excellence in our products and services, exceeding customer expectations and ensuring high standards of safety and reliability.
- **Social Responsibility:** Conduct ethically and transparently, focusing on community well-being and sustainable development.
- **Respect and Inclusion:** Value diversity of people, ideas, and cultures, promoting an inclusive and respectful work environment.

Application & Scope

This Global Code of Ethics and Conduct applies to all Grupo RB operations, activities, and relationships in every jurisdiction in which it operates, in compliance with applicable laws.

In the event of any conflict between the provisions of this Code and applicable law, the local legislation shall prevail, while always ensuring the highest ethical and legal standards. The Global Code of Ethics and Conduct establishes guidelines that govern attitudes, initiatives, and practices based on transparency, fairness, and equity.

It shall be observed by all natural and legal persons who maintain a direct or indirect relationship with Grupo RB, regardless of the nature of such relationship (hereinafter referred to as the Recipients), including, but not limited to:

- Members of the Governing Bodies;
- Members of the Executive Board;
- Employees, Interns, and Young Apprentices;
- Service Providers and Suppliers;
- Clients;
- Business Partners acting on behalf of or in the interest of Grupo RB;
- Government Entities and Agencies;
- Financial Institutions;
- The Press;
- Affiliated Companies, Subsidiaries, and Joint Ventures;
- Communities.



Ethical Principles

The ethical principles of this code comply with applicable legal requirements, regulating and guiding the conduct of its recipients on the following topics.



Legislation, Standards and Regulations

We are committed to complying with the laws of the countries in which we operate. We ensure formal records of our activities and outcomes, which are audited and comply with national and international regulations.

Our principle is to conduct all activities in accordance with applicable laws, including anti-bribery, antitrust, and anti-corruption laws, as well as all rules established in this code, and the standards and regulations of Grupo RB.

Corporate Governance

At Grupo RB, we are committed to conducting our business in compliance with applicable laws, based on ethics, integrity, and transparency, aligned with the values and principles of our organizational culture.

Through technological and sustainable solutions, our focus is to improve people's lives and preserve natural resources by offering quality products and services, creating value through our economic, social, and environmental actions.

We guide all administrators and employees to understand that compliance with laws, rules, and regulations is a mandatory and non-negotiable requirement, but it does not exhaust the ethical responsibilities that must guide professional decisions and conduct, which are always steered by the values and principles of Grupo RB.

JOSÉ JORGE FERREIRA
CEO - Chief Executive Officer



Anti-Corruption Practices & Bribery

In the course of professional activities, Grupo RB opposes any form of corruption or bribery, including offering, promising, giving, receiving, requesting, or accepting any undue advantage, whether financial or non-financial, directly or indirectly, involving business partners, clients, suppliers, service providers, public or private entities, or political parties, where such conduct may improperly influence objective and impartial decision-making for the purpose of obtaining an undue benefit for oneself, a third party, or the Company.

Applicable anti-corruption and integrity laws and regulations in every jurisdiction where Grupo RB operates, including national and international legislation and any subsequent amendments, must be strictly observed.

The anti-corruption provisions set forth in this Code have extraterritorial application and apply to all operations, business relationships, and acts carried out on behalf of or in the interest of Grupo RB, regardless of the country in which they occur.

Antitrust Law & Business Loyalty

Grupo RB supports free and fair market competition and does not tolerate illegal practices or any conduct that may undermine fair competition. We conduct all our operations in compliance with applicable laws, including antitrust, competition, and fair trade laws, promoting fair competition through the delivery of high-quality products and services.





Environment

We believe that respect for the environment is essential to the success of our business. All recipients of this Code, within the scope of their responsibilities, must commit to protecting and preserving the environment by managing the environmental aspects of their activities, complying with legal requirements, internal processes, procedures, and policies, always striving to reduce environmental impacts and enhance the sustainable performance of Grupo RB.

Quality Policy

Grupo RB is committed to the manufacturing, development, and commercialization of high-quality products, having developed a quality management system based on processes, procedures, and operational work instructions aligned with the current laws in the locations where it operates and with global best practices, which are of mandatory compliance for our team.

Any recipient of this Code must immediately inform their manager if they witness any non-compliance, breach, or violation of process standards, procedures, or operational work instructions to mitigate risks and prevent the Group's Quality Policy from being affected.



Human Rights

Grupo RB conducts its business, policies, and relationships in accordance with internationally recognized human rights principles, taking as reference the Universal Declaration of Human Rights, the Fundamental Conventions of the International Labour Organization (ILO), and the United Nations Guiding Principles on Business and Human Rights, without prejudice to compliance with applicable local legislation in each jurisdiction.

Dignity & Inclusion in the Workplace

Through this Global Code of Ethics and Conduct, Grupo RB seeks to promote a fairer and more inclusive workplace, fostering respect and dignity in all professional relationships. We work by sharing knowledge and supporting one another, adopting the ethical values and moral principles that we believe are essential to the development of people, our business, and the planet.

It is a fundamental principle of Grupo RB to value and respect individual choices and to provide equal opportunities for employment and career advancement to everyone, guided by the ethical and moral values that define our organization. To this end, we are committed to:

- **Respecting diversity and inclusion:** we promote and provide the right to freedom of thought, ideas, and opinions, as well as opportunities in a fair and equal manner for all individuals.
- **We condemn and do not tolerate** any form of prejudice, discrimination, racism, homophobia, moral or sexual harassment, as well as political or partisan harassment, nor any situations of humiliation, intimidation, negative exposure, hostility, embarrassment, or acts that violate human dignity.

Forced Labor

At Grupo RB, we do not tolerate any form of forced labor performed under coercion, meaning any work or service that is not performed voluntarily and is demanded from any person under the menace of any penalty, by force, or as a punishment. Grupo RB does not allow any type of practice that results in instances of forced labor, including, but not limited to:

- Psychological or physical violence;
- Withholding of wages or requiring a deposit payment to start employment;
- Restriction of the right to freedom of movement;
- Withholding of passports or any other personal documents;
- Threats of denunciation to authorities.

Child Labor

We do not accept any form of child labor. We always observe the minimum legal working age established by the legislation of each country in which we operate, in full compliance with the ILO Recommendation No. 146 and all other applicable laws and regulations, particularly those relating to activities involving actual or presumed hazardous conditions, thereby ensuring the full protection of children and adolescents.

Freedom of Association & Right to Collective Bargaining

Individual freedom is one of the pillars of our professional relationship. At Grupo RB, we respect the freedom of association with trade unions and other organizations, as well as the effective right to voluntary collective bargaining between employers or employers' organizations and workers' organizations, with a view to regulating the terms and conditions of employment through collective agreements or negotiations.

Conflict of Interest

All our decision-making processes must be guided by ethical principles, and prioritizing personal interests over those of Grupo RB is prohibited, as well as obtaining any undue advantage that may interfere with, conflict with, or compromise professional judgment or the objectives of the Group.

Any Grupo RB professional who holds a position, whether paid or unpaid, in external entities, or whose spouse or family members work for Grupo RB, or for competitors, suppliers, clients, government agencies, or non-profit institutions that maintain a relationship with the Group, must report this fact as soon as possible to their immediate supervisor and the Human Resources Department. This is required for the assessment of potential conflicts of interest, in conjunction with the Legal and Compliance Departments.

Situations that may constitute potential conflicts of interest and are not expressly addressed in this Code must also be reported to the immediate supervisor and the Human Resources Department for appropriate guidance.

Grupo RB professionals are prohibited from engaging in external activities, such as providing consulting services or holding positions in organizations whose interests conflict with or maintain commercial relationships with any of the Grupo RB companies.

Ownership interests, whether direct or through a spouse or family members, in suppliers or competitors of Grupo RB are also not permitted when the position held grants influence over transactions or access to privileged information.



Accounting Records

At Grupo RB, we act with transparency, recording all transactions in accordance with applicable accounting standards and policies.

Confidentiality of Privileged Information

We consider inside information to be any material information, including, for example: business plans; new products or processes; intellectual property; mergers, acquisitions, or sales of businesses or securities; profitability; business relationships; significant litigation; and accounting and financial information. Recipients of this Code must respect and maintain the strict confidentiality of any information they access by reason of the performance of their professional duties or through any relationship with the Grupo RB.

Protection & Proper Use of Assets

Our professionals have the responsibility to safeguard and make appropriate and efficient use of Grupo RB's assets, which include financial resources, movable and immovable property, equipment, tools, supplies, facilities, software, data, information, technology, documents, know-how, domains, patents, and any other resources or assets intended to support the execution of their daily work activities and duties.

Protection & Processing of Personal Data

At Grupo RB, we are committed to ensuring the privacy, confidentiality, and safekeeping of personal data collected from clients, suppliers, service providers, and employees, in full compliance with the guidelines of national and international Personal Data Protection laws.

Professionals who have access to personal information must ensure the security of its use and safekeeping, utilizing it strictly for the purposes for which it was collected and in accordance with its classification: restricted, confidential, internal use, and public. Furthermore, they must prevent any misuse or undue exposure.



The retention or disclosure of confidential information, by any means, without a direct connection to the professional's duties, will be considered a severe infraction, subject to the appropriate disciplinary sanctions.



Commercialization of Products & Consumption of Alcoholic Beverages or Narcotic or Psychotropic Substances

The use of alcoholic beverages and drugs in the workplace, on company premises, or at any location under Grupo RB's responsibility is strictly prohibited. Likewise, the entry into any Grupo RB facility by individuals under the influence of alcohol or substances that may impair their behavior is prohibited, as is the possession of weapons that may compromise the safety of others or interfere with business activities.

Grupo RB does not permit the sale, exchange, promotion, advertising, or commercialization of goods, products, services, or private initiatives on company premises, during working hours, or through the use of company resources, systems, equipment, or corporate communication channels, unless previously, expressly, and formally authorized in accordance with the applicable internal policies and procedures. Failure to comply with this provision constitutes conduct incompatible with the professional work environment and subjects the offender to the applicable disciplinary measures in accordance with Grupo RB's internal policies. Institutional initiatives may be carried out, provided that the applicable internal procedures are duly observed.

Gifts, Presents & Entertainment

We build our relationships on mutual respect and maintaining strong partnerships.

Giving and receiving gifts, presents, and entertainment are common practices within commercial relationships must be approached with caution. In any circumstance, location, or representation by external interlocutors where Grupo RB maintains relationships and operations, it is essential to carefully evaluate each situation, considering factors such as the nature of the courtesy and the value involved, even when not monetary or equivalent.

The exchange of institutional gifts may be permitted and accepted, but must never be used to influence decisions or gain undue advantage.

Gifts, invitations, travel, hospitality, or other benefits offered during the selection and procurement processes of goods and services may constitute a conflict of interest, compromising Grupo RB's image, and are therefore prohibited from being accepted.

Expense Report

Expenses incurred during professional activities must be documented accurately and completely, following the internal rules of our travel policy. When requesting reimbursement for these expenses, professionals must enter precise and correct data regarding these expenditures, attaching the corresponding proof of payment.

Press, Social Media & Communication Channels

Grupo RB respects its employees' freedom of expression, opinion, religious beliefs, and political views, provided that these rights are exercised responsibly, ethically, and strictly in a personal capacity, without any direct or indirect association with Grupo RB's image, brand, institutional positions, or business interests, or those of its affiliated and associated companies.

Considering that an employee's individual conduct may reflect on Grupo RB's image and reputation, no employee is authorized to make statements or provide information on behalf of Grupo RB, whether directly or indirectly. All information relating to Grupo RB must be truthful and accurate in order to prevent the improper use of communication channels from harming the reputation of Grupo RB and its affiliated and associated companies. Accordingly, the following rules shall apply:

- **Contact with any media outlet shall be handled exclusively by Grupo RB's Communications Department. No employee is authorized to contact any media outlet (including digital or print media, television, or radio) or speak on behalf of Grupo RB unless expressly authorized.**
- **Employees must not disclose or share any information obtained in the workplace involving clients, suppliers, colleagues, business partners, competitors, or any confidential, strategic, or non-public information relating to Grupo RB, unless disclosure is required by law or pursuant to a court order.**
- **Employees must not disclose or share images, videos, or information relating to Grupo RB's campaigns, promotions, trade fairs, conferences, business trips, business meetings, product launches, research data, or any other company information that has not been officially released through Grupo RB's corporate communication channels.**
- **It is prohibited to capture, share, or disclose images, videos, or audio recordings depicting industrial processes, technologies, operations, or any other procedures carried out at Grupo RB's facilities or those of its affiliated companies.**
- **Grupo RB repudiates and does not tolerate practices related to pedophilia, piracy, pornography, prejudice, discrimination, or any other unlawful act. In the event of such conduct, the appropriate measures shall be taken, with full cooperation provided to the competent authorities, without prejudice to the application of the corresponding disciplinary measures.**
- **Professionals who are not previously authorized by the Communication Department will be fully held liable for their posts, publications, shares, and comments, and must not directly or indirectly compromise or associate Grupo RB with their personal choices and opinions.**



Final Provisions

Dissemination

Grupo RB shall publish this Global Code of Ethics and Conduct on its website and, where applicable, on the websites of its affiliated companies, as well as promote periodic training on its contents.

In Case of Doubt

Whenever you are uncertain about how to act or make a decision, ask yourself:

1. Is this conduct in compliance with the law?
2. Is this conduct consistent with Grupo RB's principles, values, and standards of conduct?
3. Would I feel comfortable if my family members or colleagues became aware of this conduct?

If the answer to any of these questions is No, the conduct may be considered unethical, unlawful, or inappropriate. If in doubt, consult your supervisor.

Code Violations & Consequence Management

We believe that compliance with laws, regulations, policies, and internal rules is essential to the success of our business. Leaders are responsible for encouraging their teams to act in accordance with these standards and for ensuring compliance with this Code.

To preserve the integrity of our business and strengthen our ethical culture, Grupo RB provides employees and third parties with an Integrity Channel through which questions may be submitted and violations of this Code may be reported confidentially and, where permitted by applicable local law, anonymously, via ouvidoria@gruporesinasbrasil.com.br.

The Integrity Channel ensures:

- The possibility of anonymous reporting, where permitted by applicable local law;
- The confidential handling of all information received;
- Protection of good-faith reporters, even when the reported allegation is not substantiated;
- Protection against retaliation for any person who, in good faith, submits a report or participates in an investigation.

Any form of retaliation shall be considered a serious violation of this Code. All reports shall be investigated impartially and diligently, with due respect for due process, the right to defense, and the applicable legal requirements.

Failure to comply with this Code may result in disciplinary measures proportionate to the severity of the misconduct, including a warning, suspension, or termination of employment.

Where a violation also constitutes a civil, administrative, or criminal offense, the matter may be reported to the competent authorities or regulatory bodies.

Effectiveness & Application

This Code shall remain in effect for an indefinite period from the date of its publication and shall apply to all Grupo RB business units. It may be reviewed and updated periodically to ensure its continued relevance and compliance with legal, regulatory, and social developments.





Commitment Statement

I, _____,
holder of identification document: _____, declare that I have
received, read, and understood the ***Grupo RB Global Code of Ethics and Conduct.***

***I understand and commit to following the guidelines of this Code. I recognize the
importance of acting with integrity, respecting not only its directives but also the
laws and regulations of the country where I operate. It is my personal commitment
to act with ethics and professionalism in all my activities.***

Company Name

Position / Role

Signature

gruporesinasbrasil.com.br



GrupoRB

Leader in Natural Resins