



ALLIED TECNOLOGIA S.A.
Companhia Aberta

CNPJ/ME nº 20.247322/0001-47
NIRE 35.300.465.369
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CODE OF CONDUCT

Message from the Board of Directors

We are pleased to present the new version of the Code of Conduct of Allied Tecnologia S.A. ("Allied"). In its activities, Allied acts and must always act in compliance with applicable laws and regulations and reject any illegal or unethical practices.

This Code of Conduct reflects Allied's values and its concern and commitment to fully comply with applicable legislation, formalizing the standards of conduct and ethics that must be known and adopted by all its employees and related third parties, including business partners.

This version of the Code of Conduct is the result of extensive review work carried out by Allied's Compliance Area and was approved by the Board of Directors at a meeting on December 14, 2020, becoming effective as of that date.

We thank everyone for their support and dedication in yet another successful effort to ensure that our Code of Conduct remains up to date and consistent with best compliance practices, guiding Allied's ethical and transparent relationship with society as a whole.

Rafael Patury Carneiro Leão

Chairman of the Board of Directors

Message from the President

Since its inception, Allied has been transforming and evolving, striving to be the best provider of technological solutions for its customers, bringing the digital universe within everyone's reach. Along the way, our company, products, and services have become increasingly essential to our employees, business partners, consumers, and society.

As we grow, it is essential that we recognize our responsibility to conduct business transparently, with integrity, and in compliance with the law. It is a path full of challenges and lessons learned, in which one of the most significant milestones is the creation of our Compliance Program, which serves to establish guidelines, monitor processes, and provide training and guidance in accordance with our Code of Conduct and policies.

Our code will help us strengthen our culture of integrity in all units as we expand our presence throughout Brazil. With the right guidelines and support from Compliance, we will continue



to develop, acting ethically and with the right attitudes, no matter the situation.

All employees and business partners are responsible for complying with the guidelines of this Code, knowing the rules, and applying them on a daily basis.

I invite you to carefully read our Code of Conduct, delve deeper into its content, discuss the topics with your colleagues, and ask your manager or the Compliance department any questions you may have. We must all contribute to an ethical and transparent environment. Remember: we are responsible for the community and the world we live in, and it is our duty to encourage and value the right way of being and doing.

Silvio Stagni Chief Executive Officer

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ANNEX I

1. DEFINITIONS

For the purposes of this Code of Conduct, the following terms have the following meanings, whether in the singular or plural:



“Allied”: Allied Tecnologia S.A., its subsidiaries, and affiliates.

“Public Official”: Any person who, even on a temporary or unpaid basis, performs a public function, works or holds a position in a Brazilian or foreign public agency, works or holds a position in a company or institution controlled or administered by the government, represents or holds a position in a political party, or is a candidate for political office.

“Employees”: All Allied employees, at any hierarchical level, including members of boards and committees, directors, managers, employees, trainees, interns, and apprentices;

“Business Partners”: Suppliers and providers of goods and services, representatives, intermediaries, attorneys, technical consultants, brokers, external employees, distributors, and/or any other third parties acting on behalf of, for the benefit of, and/or in the interest of Allied.

“Undue Advantage”: Any type of advantage promised, offered, or given to a person, directly or indirectly, in exchange for a benefit or in expectation thereof. Such advantage is not limited to cash payments and may include, for example, gifts, meals, entertainment, hospitality, discounts, and job offers.

2. SCOPE

Compliance with this Code of Conduct is mandatory for all Allied Group employees, as well as our business partners, whether individuals or legal entities.

3. MISSION, VISION, AND VALUES

Mission

To bring the digital universe within everyone's reach.

Vision

To be the best provider of technological solutions for our customers.

Values

- Prioritize the customer;
- Focus on results, always in compliance with applicable legislation;
- Meritocracy;
- Sense of urgency;
- Respect;
- Transparency;



- Integrity;

4. GUIDELINES FOR CONDUCT

Why do we need a Code of Conduct?

This Code of Conduct provides the necessary guidelines on how to act in the best way when acting on behalf of Allied, always respecting all laws and internal policies. We are all responsible for building the best possible work environment and maintaining Allied's good reputation with society and its counterparts.

By defining the behaviors expected in the conduct of our business, this Code of Conduct puts into practice our values and commitment to ethics and integrity in everything we do. In this way, we minimize the possibility of conduct that is not compatible with what we believe or want for Allied.

Leading with integrity

In addition to fulfilling their responsibilities as Employees, Allied's board members, directors, and managers have a fundamental role in leading by example and engaging teams to spread a philosophy of honest and ethical conduct, sharing the guidelines of this Code of Conduct and strengthening compliance with all laws and internal policies.

Allied leadership must always:

- (i) Value and encourage ethical actions by Employees;
- (ii) Provide guidance on local laws and regulations;
- (iii) Convey accurate information in accordance with our internal policies;
- (iv) Promote a cohesive and ethical work environment.

Making the right decisions

Whenever an Employee is making a decision regarding Allied's business or activities, it is important to consider:

- "Could my conduct violate Allied's Code of Conduct or other policies?"
- "Does my conduct conflict with my duties or responsibilities?"
- "Could my conduct be or appear to be unethical, or could it lead to a violation of any law applicable to Allied's activities?"
- "Could my conduct damage my reputation or the reputation or assets of Allied?"



If the answer to any of the above questions is "YES," do not proceed and immediately contact the Compliance Department for guidance.

Employees can always contact their managers or direct leaders, or the Human Resources or Compliance Departments for more information about the content of this Code of Conduct.

5. OUR WORK ENVIRONMENT

5.1. Commitment to integrity

Allied is a company immersed in the digital universe and, in order to carry out our activities with agility and precision, we rely on everyone's commitment to comply with applicable laws and regulations.

All Employees and Business Partners are part of this network of commitment to integrity.

5.2. Diversity and respect

Respect is one of the essential pillars of our relationships. We do not accept discriminatory behavior based on race, color, gender, sexual orientation, health condition, special needs, political party affiliation, age, nationality, religion, or any other condition.

#Allied supports: Fair and equal treatment for all, providing equal opportunities for development. Everyone should contribute to an inclusive environment that values the plurality of ideas.

5.3. Bullying and violence

Allied is committed to providing a safe working environment, free from bullying and violence. Abusive behavior that offends the dignity of Employees is not tolerated. All reported conduct will be investigated and, if proven, disciplinary measures will be applied in accordance with the law and our internal policies.

How to identify a situation of moral harassment?

Examples:

- (i) Situations in which the Employee is forced to perform tasks under threat of dismissal or other punishments;
- (ii) Verbal and physical embarrassment and offenses;
- (iii) Acting in a way that hinders or prevents other people from working;
- (iv) Criticizing an Employee's work unfairly, diminishing their value;



Veiled or explicit threats of reprisals, such as losing one's job.

5.4. Sexual Harassment or Sexual Assault

Situations of sexual harassment are characterized by unwanted verbal or physical behavior of a sexual nature (explicit or implicit) that is incompatible with professional relationships. Allied repudiates any practice of sexual harassment and requires everyone to maintain an appropriate and respectful attitude, regardless of hierarchical position.

How to identify a situation of sexual harassment or sexual assault?

Examples:

- (i) Requests, suggestions, or invitations of a physical or sexual nature;
- (ii) Exposure of content or material of a sexual nature;
- (iii) Inappropriate comments about appearance, body, sexual orientation;
- (iv) Veiled or explicit threats of reprisals related to physical or sexual behavior.

5.5. Health and safety

Allied seeks to control health and safety risks within its facilities, with a commitment to providing a safe and healthy work environment for everyone. Each Employee is also responsible for observing and complying with the safety rules and practices that are part of their daily work and applicable to their activities. With this in mind, we promote actions to remind everyone of the importance of well-being and health.

Learn about CIPA: Our Internal Accident Prevention Commission, composed of a group of representatives from Allied and its Employees, works to prevent workplace accidents and preserve the physical integrity of everyone.

5.6. Human rights

We respect people and do not condone human rights abuses or violations in any instance. Allied does not support any type of slave labor, child labor, or labor performed in degrading conditions, as well as any involuntary, forced, or threatened labor.

#Allied Commitment: Our business has an extensive distribution chain. Therefore, we expect all our Business Partners to act with integrity, effectively combating any conditions of slave/illegal labor, wherever they exist.



6. CONFLICT OF INTEREST

Conflicts of interest arise when the personal interests of our Employees or third parties related to them affect or may affect their ability to decide impartially and act in pursuit of Allied's interests.

We must all act responsibly and transparently, always seeking to preserve Allied's interests, reputation, and assets, avoiding, in the exercise of our professional duties, situations of potential, actual, or apparent conflicts of interest, or those that may generate undue personal or third-party favoritism to the detriment of Allied.

In operations and transactions with related parties and Business Partners, those involved must observe the rules set forth in internal policies, contractual clauses, and applicable laws, in order to ensure respect for ethics and the equal and impartial treatment of the parties.

If situations of potential, actual, or apparent conflicts of interest arise, they must be promptly reported to Allied's Compliance Department for evaluation and appropriate action.

#Remember: Making decisions for your own benefit or that of a third party, to the detriment of Allied's interests, goes against our principle of integrity.

7. PRESS STATEMENTS

Often, statements or press releases have an indeterminate reach and/or may impact Allied's reputation and assets, or even subject it to legal liability. Statements to any media outlet may only be made by persons previously authorized by Allied, in accordance with internal rules on the subject.

In other words, if you have not received express authorization from Allied in this regard, you must not, under any circumstances, make any statement (oral or written) to the press on behalf of Allied. If you receive a request from the press in this regard, inform them that you are not authorized to make statements on behalf of Allied and report the fact immediately to Allied's Compliance Department.

8. SOCIAL MEDIAS

Allied respects the privacy and freedom of expression of its Employees, but stresses the importance of responsible use of social media. All digital communication channels that allow the creation, publication, sharing of content, and comments are considered social media for the purposes of this Code of Conduct.

The internet is a public space and everyone has the right to share content freely, provided that their posts do not violate the rules, laws, and rights of others. Before sharing any content (message, image, video, etc.) related to Allied, confirm that you have authorization to publish it and that the publication does not involve confidential and/or strategic Allied content (such



as numbers, undisclosed results, plans, etc.). If in doubt, do not share and contact Allied's Compliance Department.

9. ASSET PROTECTION

Allied employees rely on a wide variety of assets to do their jobs, including trademarks, business strategies, information technology systems, electronic equipment, intellectual property, computers, corporate email accounts, motor vehicles, tools, financial resources, facilities, inventory, supplies, and more.

Everyone has a duty to care for, preserve, and properly use Allied's assets, exclusively for professional purposes. Allied may monitor and inspect the correct use of its equipment and professional assets made available for use by its Employees, whenever it deems necessary.

10. COMMITMENT TO ESG (ENVIRONMENTAL, SOCIAL, AND GOVERNANCE) PRACTICES

Allied is committed to standards of ethical conduct, social and environmental responsibility, and corporate governance. Our decisions and practices, guided by ESG principles, are fundamental to the sustainability of our business and to generating long-term value for our stakeholders (shareholders, investors, customers, business partners, and other audiences with whom we interact).

10.1. Care for the environment

We operate with care and respect for the environment, committing ourselves to supporting the sustainable development of our business in accordance with current environmental laws.

We seek to minimize the environmental impact of our operations by taking actions such as: using natural resources efficiently; managing the waste we generate responsibly; paying attention to actions that can reduce the impact on climate change, especially by encouraging sustainable innovation and the circular economy, including adopting sustainable logistics practices.

#Think about it: Respect for the environment begins with our attitudes, and it is everyone's duty to use resources, including water, paper, and energy, responsibly.

10.2. Social Responsibility

We value diversity, equity, and inclusion in all our actions and operations, respecting human rights and promoting a safe, fair work environment free from any form of discrimination or harassment.

#Allied Commitment: We prioritize relationships with suppliers and business partners who share our values, contributing to making our industry more ethical, fair, and innovative.



10.3. Corporate Governance

Allied is a publicly traded company listed on the Novo Mercado segment of B3 S.A., the segment with the highest corporate governance standards. Therefore, it is subject to the regulatory standards imposed by the Brazilian Securities and Exchange Commission (CVM) and B3 S.A.

Our leaders and employees must act with integrity, ethics, and responsibility, respecting the laws, applicable regulations, good market practices, our internal policies, and governance principles, including the adoption of measures aimed at combating corruption, preventing conflicts of interest and fraud, and promoting transparency in our relationships with our shareholders, investors, customers, suppliers, and society.

Our processes and communication with stakeholders and internal audit follow the highest standards of governance, with a focus on ethics, accountability, and the prevention of fraud and conflicts of interest.

11. MARKET RELATIONSHIPS

11.1. Customers

Our activities seek to promote the best solutions for customers. Therefore, we value our relationships and believe that everyone should be treated with respect and honesty.

All customers are important to Allied, whether they are external or internal customers. We must be an example of service, integrity, and transparency in every contact and business deal we establish.

11.2. Shareholders and investors

Allied honors its commitment to adopt best corporate governance practices and complies with current legislation, including the determinations of the Brazilian Securities and Exchange Commission (CVM) regarding the disclosure of material facts and the periodic disclosure of its results. Thus, we have internal policies on: disclosure of material acts and facts; allocation of results; treatment of conflicts of interest; trading of securities, among others, which must be known and complied with by all our Employees.

Allied's shareholders and investors are served by the Investor Relations Department and are provided with transparent, timely, and equitable communication, allowing them to monitor Allied's activities and performance and enabling them to make informed decisions regarding their investments.

#Stay informed: Allied publishes and keeps up to date information for its shareholders and investors on its IR website (<http://ri.allied.com.br>).



11.3. Business Partners

Partnerships are important to our business, and we work to ensure that they are beneficial to all involved. Therefore, we choose companies and individuals who are committed to our values, who act with integrity, and who comply with applicable laws, especially anti-corruption laws applicable to Allied's activities.

The selection and maintenance of Business Partners to provide services to Allied must be based on technical, financial, and socio-environmental criteria, as well as compliance with applicable laws and regulations. The Employee responsible for hiring any Business Partner must ensure that the contractor has a good reputation, the necessary expertise, and will receive market-rate compensation for their services.

For more information, please refer to the Business Partner Risk Management Policy.

#Remember: Our Business Partners must also comply with the provisions of this Code of Conduct and other Allied internal policies.

11.4. Fair competition

Competition ensures that markets operate competitively and efficiently, generating opportunities for choice and innovation for customers. Allied believes in the importance of fair competition and is committed to developing fair and lawful competitive practices based on the quality of our products and services.

We do not condone actions that imply or may result in violation of the economic order, under the terms of current legislation, such as price fixing, abuse of dominant market power, cartels, tied sales, influence of uniform conduct, among others, which are strictly prohibited.

#Think about it: Employees must not engage in conduct that hinders fair competition, such as price fixing and market sharing, nor offer, request, or exchange confidential information with competitors.

11.5. Inside information

Allied will not tolerate the use by its Employees, or persons connected to them, of Inside Information for commercial purposes or to obtain advantages in securities trading.

"Inside Information" shall be considered to be any and all information related to Allied and its subsidiaries and affiliates that could significantly influence the price of securities.

Persons connected to Allied Employees shall be considered to be those who have the following relationships with Employees: (i) spouse, from whom they are not legally separated or divorced; (ii) partner; (iii) any dependent included in the individual's annual income tax



return; (iv) children, siblings (first-degree relatives); and (v) companies directly or indirectly controlled by the Administrators, Fiscal Council Members, Controlling Shareholder, Associates with access to Inside Information, or Related Persons.

12. MERGERS AND ACQUISITIONS

Allied seeks to participate in mergers and acquisitions only with companies that operate with integrity and transparency and that comply with current legislation. With this in mind, our merger and acquisition processes must be preceded by relevant due diligence and background check procedures, which include an adequate and detailed assessment of the information and history of a given company or individual involved in the transaction.

13. RELATIONSHIP WITH PUBLIC ADMINISTRATION

13.1. Prohibition of acts of corruption

We do not tolerate any type of corruption, bribery, fraud, or facilitation payments in our business, whether by Employees or by our Business Partners. The practice of conduct prohibited by Law No. 12,846/2013 (Anti-Corruption Law), the US Foreign Corrupt Practices Act (FCPA), and other international anti-corruption laws applicable to Allied's business may result in Allied's strict civil and administrative liability, whether committed by Employees or Business Partners.

Therefore, Employees and our Business Partners are prohibited from:

- Promising, offering, or giving, directly or indirectly, undue advantage to a Public Official or a third party related to them;
- Financing, funding, sponsoring, or in any way subsidizing the practice of illegal acts provided for in the Anti-Corruption Law;
- Using an intermediary individual or legal entity to conceal or disguise their real interests or the identity of the beneficiaries of the acts performed;
- Fraudulently manipulating, impeding, or frustrating bids and administrative contracts;
- Hindering investigation or inspection activities, or interfering in the actions of public agencies, entities, or agents, including regulatory agencies.

13.2. Prohibition of private corruption

Allied also repudiates and does not tolerate any type of private corruption, which can be understood as any action to obtain undue advantages in the private sphere, in exchange for benefits or advantages of any nature.

13.3. Prohibition of facilitation payments



We also do not condone the offer, promise, or delivery of facilitation payments to Public Officials. Facilitation payments are small payments made to expedite or guarantee a process or service provided by a particular public agency.

Therefore, we advise all Employees that, in the event of requests for facilitation payments or any action indicative of this, interaction with the Public Official in question should be immediately suspended and the fact should be reported immediately to the Compliance Area through the Compliance Channel.

13.4. Prohibitions applicable to Business Partners

Our Business Partners who act on behalf of, in the interest of, or for the benefit of Allied before the Public Administration have a duty to observe the rules set forth in this Code of Conduct and in Allied's policies, with the aim of mitigating the risk of practices that involve, or may involve, acts of corruption and conflicts of interest.

13.5. Participation in public tenders

To participate in any public bidding process, Allied is committed to following applicable Brazilian law and submitting fair proposals based on the merits of our products and services. We do not authorize or participate in actions, whether alone or in collusion with competitors, that aim to prevent, disrupt, or defraud the transparency of the bidding process and its competitive nature, or to improperly obtain government contracts.

13.6. Consequences applicable to violation of prohibitions

Failure to comply with our guidelines by our Employees and Business Partners constitutes breach of contract and subjects the Employee or Business Partner to penalties and termination of their employment contract or relationship with Allied. In addition, the matter may be reported to public authorities for appropriate action.

14. ANTI-MONEY LAUNDERING AND COUNTER-TERRORIST FINANCING PRACTICES

Allied is against any and all practices of money laundering, terrorist financing, and other criminal activities. We do not condone or collaborate with actions that have or may have the objective or consequence of concealing or hiding the illegal origin of financial resources, providing services without issuing invoices, overpricing, or any other activity considered illegal.

#Everyone's duty

- Ensure the integrity of your operations in accordance with applicable laws and regulations.



- Immediately report suspicious practices through the Compliance Channel.

15. GIFTS, PRESENTS, ENTERTAINMENT, AND HOSPITALITY

Allied values the strong and ethical relationships it builds with its Business Partners. It is important that these relationships are based on transparency and integrity. Therefore, we must be vigilant. We must not offer or accept gifts, entertainment, and/or hospitality outside the conditions set forth in Allied's internal policies, nor any type of undue advantage.

#Stay alert: If you have any questions about whether offering or receiving a gift/entertainment/hospitality violates our policies, contact the Compliance Department.

16. DONATIONS AND SPONSORSHIPS

We are committed to offering charitable donations and/or sponsorships only to individuals or entities that act with integrity and transparency, respecting the law, in particular Law 12.846/13 ("Anti-Corruption Law") and other international anti-corruption laws applicable to Allied's business and our internal policies. All charitable donations and/or sponsorships must comply with current legislation and reflect the rules established in this Code of Conduct.

Clear and transparent records must be kept regarding donations or sponsorships made, and periodic reports must be submitted by the beneficiary institutions to prove that the funds were used for their intended purpose.

Allied will not allow the delivery or receipt of charitable donations and/or sponsorships to any person, whether a Public Official or not, domestic or foreign, in exchange for an Undue Advantage.

Donations to political parties and/or candidates for public office, in cash or any other type of goods or activity, on behalf of or with Allied's resources or assets, are strictly prohibited.

17. FINANCIAL AND ACCOUNTING RECORDS

Ensuring accurate and correct accounting records guarantees transparency in providing adequate information to its shareholders and other stakeholders about its financial situation.

Allied complies with legislation and adopts best corporate governance practices, committing to maintaining accounting and financial records and statements that are always accurate, transparent, up-to-date, and in compliance with applicable accounting policies and standards, as well as its internal controls.

#Remember: It is strictly prohibited to prepare or allow the preparation of records containing false, misleading, incomplete, inaccurate, or incorrect information.

18. INTERNAL AUDIT



Allied has an Internal Audit department, which is responsible for auditing compliance with standards, policies, and business processes.

The practice follows an annual schedule previously presented and approved by the Audit Committee. Internal Audit has a duty to report any non-compliance in the business to the Audit Committee.

19. INFORMATION SECURITY AND PRIVACY

19.1. Protection of confidential and sensitive information

All information about Allied's business must be treated responsibly. Protecting confidential and sensitive information is critical to the smooth running of our business and is part of our policies. Allied information should not be stored on unapproved, unprotected, and/or cloud or Internet services that can be accessed by unauthorized persons, nor on our Employees' personal electronic devices.

Therefore, when working with tools such as laptops, emails, applications, databases, among others, Employees must follow the information security standards disclosed by Allied's Information Technology Department, avoiding the improper sharing of relevant information.

- What information is confidential to our business?
- Sales details;
- Business performance targets;
- Product strategies;
- Disclosure of new products;
- Internal research and results;
- Any and all unpublished information about our business.

19.2. Privacy and data protection

Allied acts responsibly and transparently to comply with legislation and follow measures to protect the personal data of our shareholders, customers, employees, and business partners. We value the confidentiality and privacy of personal data and are committed to using it only for legitimate purposes, as defined and permitted by law. It is everyone's duty to observe and comply with the guidelines of the privacy, data protection, and information security policies.

19.3. Intellectual property



The protection of Allied's or third parties' intellectual property used in our operations is essential to ensure our business strategies and respect for our commercial agreements. Everyone must commit to maintaining the confidentiality of information and making appropriate use of strategic business information, trademarks, copyrights, trade secrets, software, among others.

20. COMPLIANCE PROGRAM MANAGEMENT

The implementation of Allied's Compliance Program is an initiative of the Board of Directors with the support of the executive board.

Its execution is the responsibility of the Compliance Area, supervised by the Compliance Committee.

The Compliance Committee is responsible for evaluating and monitoring Allied's Compliance Program, as well as compliance with internal policies and guidelines established by this Code of Conduct. It is composed of members appointed by the Board of Directors and follows the guidelines of its Internal Regulations.

21. COMPLIANCE CHANNEL

Allied is committed to investigating all reports, impartially and responsibly, that imply suspicion or violation of current legislation, this Code of Conduct, or its internal policies.

Allied's Compliance Channel is available to all Employees, Business Partners, or the external public for reports made in good faith, in an ethical and transparent manner, and without the intention of unduly damaging the image or assets of third parties. It is a means of communication that guarantees the confidentiality and anonymity of the whistleblower.

All Employees must respond to requests made by the Compliance Department objectively and within the requested time frame.

Anyone who is proven to have made a false report or statement with the intent to unduly damage the image or assets of third parties may be subject to legal or disciplinary measures.

All information provided during an investigation will be treated confidentially and will only be disclosed to those involved in the investigation or in the event of a court order.

Reports must be made through the following channels:

- Internet: [https:// /https://www.contatoseguro.com.br/pt/allied](https://www.contatoseguro.com.br/pt/allied)
- **Commitment to non-retaliation**

No retaliation of any kind against whistleblowers acting in good faith is permitted. Any actions



that constitute retaliation against whistleblowers acting in good faith are strictly prohibited and subject to applicable sanctions.

- **Duty to report**

Allied protects the right of all Employees and Business Partners to safely report any irregularities, suspicious practices, and any events that are not in accordance with our values, this Code of Conduct, and our internal policies.

22. DISCIPLINARY MEASURES

All Employees and Business Partners are required to comply with the guidelines of this Code of Conduct. Failure to comply with our guidelines may result in penalties such as:

- Verbal or written warning;
- Suspension;
- Termination of employment contract;
- Legal measures related to data restitution;
- Reporting of facts to the competent authorities, when applicable;
- Termination of contract with Business Partners and/or application of penalties and fines.

23. TRAINING

As a measure to ensure guidance on institutional values, the issues addressed in this Code of Conduct, and the maintenance of a culture of compliance, Allied provides annual training to its Employees and Business Partners.

Participation is mandatory for all those invited, regardless of the type of relationship established with Allied.

24. TERMS OF ADHERENCE AND COMMITMENT

It is the responsibility of Allied's Human Resources Department to present the latest version of this Code of Conduct to Allied Employees at the time of their hiring and to obtain their signatures on the Terms of Adherence and Commitment (**Annex I**).

Business Partners must commit to complying with the provisions of this Code of Conduct that apply to them through a written agreement to be entered into with Allied, under the terms of the Risk Management and Business Partners Policy.



25. FINAL PROVISIONS

No code of conduct or policy can cover all possible situations involving ethical conduct and integrity. Therefore, all Allied Employees and Business Partners must exercise careful vigilance and judgment at all times in the course of their professional activities.

ANNEXES

Terms of Adherence and Commitment

I declare that I have received a copy of the Allied Tecnologia S.A. Code of Conduct, and I affirm that I have read and understood the document, and I commit to complying with and respecting it in all my professional activities.

I further declare that, in the event of situations not covered by the Code of Conduct that raise questions about the correct course of action to be taken, I will seek guidance from my direct manager or the Compliance department through the channels indicated in the Code of Conduct.

Full name:

Unit:

Date:

Signature: