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## ANTI-CORRUPTION POLICY FCC S.A

### I- OBJECTIVES

This Anti-Corruption Policy (“Policy”) aims to

- 1- Institute and define the guidelines to be followed by the workforce, suppliers, customers, partners and members of the Board of Directors and Senior Management of Fábrica Carioca de Catalisadores S.A. regarding ethical conduct in the organization, with the aim of curbing the occurrence of crimes, corruption and/or violation of conduct, fraud, bribery/kickbacks, illicit administrative contracts and bidding processes and/or procedures and others,
  
- 2- Align the anti-corruption practices of Fábrica Carioca de Catalisadores S.A. with the company's guiding values, established in the FCC S.A. Code of Conduct and the requirements of shareholders Albemarle Corporation and Petrobras S.A., complying with the regulations, rules, principles and requirements of the main national and international legislation anti-corruption, namely: the Brazilian Anti-Corruption Law (Law No. 12,846, of August 14, 2013), Decree 11,129 of July 18, 2022, Law 13,303 of June 30, 2016 and other related laws, the Foreign Corrupt Practices Act (FCPA), North American anti-corruption law of 1977, as well as Latin American Anti-Corruption legislation where FCC S.A has commercial operations


This Policy takes into account the best governance practices regarding anti-corruption measures in Brazil and around the world, including, for example, what is disclosed by the CGU – Ministry of Transparency, Inspection and Control, the Public Ministry and the Securities Commission Securities (CVM), where applicable, as well as the Department of Justice (DOJ) and the United States Securities of Exchange Commission (SEC).

Therefore, we constantly seek to guarantee the highest standards of integrity, aligned with transparency in processes and business sustainability.

### II- TARGET AUDIENCE

This policy must be met and complied with by the workforce of Collaborators and/or employees of Fábrica Carioca de Catalisadores S.A (FCC S.A), as well as by its Board, Directors, Managers, outsourced collaborators, partners and/or any individual or contracted legal entity, acting on behalf of Fábrica Carioca de Catalisadores S.A, including its internal and external stakeholders.

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### III- TERM

The Policy will come into force on the date of its approval by the Board of Directors and will remain in force for an indefinite period and must be widely disclosed to all internal stakeholders, including collaborators, employees and partners, and external stakeholders such as suppliers, customers, intermediaries, among others. others, and must be made available on the FCC S.A. website.

This Policy must be revised in the event of the advent of new national or international laws with repercussions in Brazil regarding anti-bribery and anti-corruption and if there are changes to FCC S.A.'s business practices that justify such a review.

It will be up to the Ethics Committee of Fábrica Carioca de Catalisadores S.A. to approve or disapprove, in the last instance, all the items provided for in this Policy.


### IV- PRINCIPLES

As set out in the FCC S.A. Code of Conduct, the guiding principles of the company's actions are:

- 1- Base its activities and relations with the company's stakeholders on ethics, integrity and transparency in compliance with national and international standards, providing a safe environment for decision-making;
- 2- Act preventively, being able to inhibit violations of reprehensible behaviors and attitudes, mitigating compliance risks;
- 3- Investigate signs of misconduct and harmful acts with the prompt and timely adoption of measures to mediate interruption and repair damage to the company, as well as the application of consequences and disciplinary measures proportionate to those responsible, as provided for in the Consequence Management Policy and Disciplinary Measures of the FCC S.A.;
- 4- Guarantee secrecy, protection, confidentiality and non-retaliation to whistleblowers in good faith;

### V- PRACTICES PROHIBITED BY LAW AND, CONSEQUENTLY, BY THIS ANTI-CORRUPTION POLICY AND ITS LEGAL SANCTIONS

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These are the practices prohibited and opposed by the Brazilian Anti-Corruption Law, Law 12846, which must be opposed by all individuals and legal entities that participate in the day-to-day activities of the Fábrica de Carioca de Catalisadores, under penalty of civil and administrative judicial sanctions:

- 1- Promising, offering or giving, directly or indirectly, an undue advantage to a public agent, or a third person related to him/her;
  
- 2- Financing, funding, sponsoring or in any way subsidizing the practice of illegal acts provided for in the Anti-Corruption Law;
  
- 3- Using an intermediary person, natural or legal, to hide or disguise their real interests or the identity of the beneficiaries of the acts carried out;
  
- 4- Regarding tenders and contracts:
  - (a) Frustrate or defraud, through adjustment, combination or any other expedient, the competitive nature of a public bidding procedure;
  - (b) Prevent, disrupt or defraud the performance of any public bidding procedure;
  - (c) Repel or seek to remove a bidder, through fraud or offering an advantage of any type;
  - (d) Fraudulent a public tender or contract arising therefrom;
  - (e) Create, fraudulently or irregularly, a legal entity to participate in public bidding or enter into an administrative contract;
  - (f) Obtaining an undue advantage or benefit, fraudulently, from modifications or extensions of contracts signed with the public administration, without authorization by law, in the act calling for public bidding or in the respective contractual instruments; or
  - (g) Manipulate or defraud the economic-financial balance of contracts signed with the Public Administration; and
  - (v) Hinder investigation or inspection activities of public bodies, entities or agents, or intervene in their performance, including within the scope of regulatory agencies and supervisory bodies of the national financial system.

Some examples of sanctions provided for in anti-corruption legislation for Fábrica Carioca de Catalisadores S.A, its business partners and third parties are:

- 1- Payment of a fine that may vary between 0.1% and 20% of the gross revenue of the year prior to the start of the administrative process, excluding taxes, provided that (i) the fine will never be less than the benefit obtained, when it can be estimated based on the gross revenue of the legal entity; and (ii) if it is not possible to use the criterion of the value of the legal entity's

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gross revenue, the fine may vary between R\$ 6,000.00 (six thousand reais) and R\$ 60,000,000.00 (sixty million reais);

2- Loss of assets, rights or values that represent the direct or indirect advantage obtained from the infraction, protecting the right to compensation of the injured person or the harmed bona fide third party;

3- Publication in a newspaper of mass circulation, by the convicted legal entity, of the sentencing decision;

4- Full repair of the damage caused;

5- Suspension or partial interdiction of the activities of the legal entity;

6- Prohibition of receiving incentives, subsidies, grants, donations or loans from public bodies or entities and from public financial institutions or those controlled by public authorities, for a minimum period of one and a maximum of five years;

7- Compulsory dissolution (extinction) of the legal entity;


8- Registration of companies punished by law in the National Registry of Punished Companies (CNEP), which will publicize the sanctions applied by government bodies, the leniency agreements signed, as well as whether they have been complied with or not; and/or registration of punished companies in the National Register of Disreputable and Suspended Companies (CEIS).

In line with the provisions of anti-corruption legislation, this Policy will ensure that:

- 1- Not only those who have directly committed the infraction will be covered by this Policy, but also those who have knowingly participated in this infraction
- 2- The liability of the legal entity will not exclude the individual liability of its administrators, officers or any individual who participated in the conduct;
- 3- The responsibility of the legal entity for Acts against the Public Administration remains even if there is a contractual change, transformation, incorporation, merger or corporate split, given the provision for joint and several liability provided for by Law 12846/2013.


## VI- GUIDELINES

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- (i) Engagement and commitment to everyone in the company, from the top management of the legal entity, including councils, to members of other positions, evidenced by visible and unequivocal support for the program, as well as the allocation of adequate resources;
- (ii) Promote the independence, structure and authority of the internal body responsible for implementing the integrity program and monitoring its compliance;
- (iii) Contain standards of conduct, code of ethics, internal and external integrity policies and procedures, applicable to all employees and administrators, regardless of their position or function, and to third parties, such as suppliers, service providers, intermediary agents and associates;
- (iv) Promote training through periodic training and communication actions about the integrity program;
- (v) Carry out adequate risk management, including periodic analysis and reassessment, to make necessary adaptations to the integrity program and the efficient allocation of resources;
- (vi) Demonstrate accounting records that completely and accurately reflect the transactions of the legal entity;
- (vii) Prove internal controls that ensure the prompt preparation and reliability of reports and financial statements of the legal entity;
- (viii) Make use of specific procedures to prevent fraud and illicit activities within the scope of bidding processes, in the execution of administrative contracts or in any interaction with the public sector, even if mediated by third parties, such as paying taxes, being subject to inspections or obtaining authorizations, licenses, permissions and certificates;
- (ix) Have channels for reporting irregularities, open and widely publicized to employees and third parties, and mechanisms designed to handle complaints and protect whistleblowers in good faith;
- (x) Apply disciplinary measures in case of violation of the integrity program;
- (xi) Have procedures that ensure the prompt interruption of detected irregularities or infractions and the timely remediation of damages generated;
- (xii) Promote appropriate, risk-based due diligence for (a) hiring and, as applicable, supervision of third parties, such as suppliers, service providers, intermediary agents, dispatchers, consultants, commercial representatives and associates;(b) hiring and, as appropriate, supervision of

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politically exposed people, as well as their family members, close collaborators and legal entities in which they participate; and (c) carrying out and supervising sponsorships and donations;

- (xiii) Check, during mergers, acquisitions and corporate restructuring processes, any irregularities or illicit acts or the existence of vulnerabilities in the legal entities involved; and
- (xiv) Continuously monitor the integrity program with a view to improving it in preventing, detecting and combating the occurrence of harmful acts provided for in article 5 of the Anti-Corruption Law and described above

Fábrica Carioca de Catalisadores has as shareholders Albermarle Corporation, based in the United States, and Petrobras .SA, a mixed-capital company, which also has operations in some Latin American countries, such as Argentina, Peru and Colombia, it It is mandatory that the Anti-Bribery and Anti-Corruption Laws be observed, as well as all other anti-bribery and anti-corruption laws and regulations applicable under Brazilian legislation, as long as they do not conflict with the national laws of their countries (which are sovereign and in case of conflict of rules, the law of the territory where the company is located prevails).


## VII- GENERAL CONDITIONS

- **Regarding illegal acts:** These are provided for in Law 12,846/2013 - Brazilian Anti-Corruption Law and international laws such as the Foreign Corrupt Practice Act - FCPA and other South American Laws - Fábrica Carioca de Catalisadores S.A is aware of its administrative and civil liability arising from Brazilian and Peruvian Law and the United States and, including criminal law arising from the FCPA and Argentine and Colombian Laws in cases of corruption, bribery and/or any undue advantage to start or maintain a business, including facilitation payments (bribes), transactional bribery, trafficking in influence, private corruption, money laundering and transactions with anything of value, not complying or being tolerant, under any circumstances, with these illicit practices.

Furthermore, the company recognizes its objective liability, in Brazil, Colombia and Argentina, for acts of corruption, bidding fraud or other illicit acts carried out by its shareholders, agents, suppliers and other third parties, in cases in which it is involved.

In this context, the company declares, from now on, that it will not tolerate, in any location where it has its headquarters, branch, business or operations, any case of corruption, direct or indirect payments or transactions with anything of value with the intention of influencing a public agent or government to act or not act to obtain a commercial advantage, as well as

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facilitating payments to public agents for any purpose, money laundering and others, investigating complaints in a timely manner and punishing proven cases.

In this regard, the demand for undue payment by an external agent and/or suspicions of facilitation payments by employees or any person acting on behalf of the company must be promptly communicated by anyone involved or aware of the case, through the Reporting Channel organization for investigation and treatment. At the end of this process, if necessary, the company will adopt the appropriate measures set out below.

**Regarding violation of conduct** where commitments, principles and ethical standards are established, in addition to the responsibilities of collaborators and relationships with shareholders, customers, the environment, workforce, partners and others, these must be strictly observed, under penalty of administrative punishment by organization or framework in current legislation (ILO, CLT, Civil and Criminal Code and/or relevant legislation).


Cases of violation(s) of conduct in cases of conflict of interest, as well as in cases of mission, negligence, disrespect for the organization's policies and procedures, moral harassment, sexual harassment, environmental crimes, child labor, slavery, sexual exploitation of children and adolescents, among others, must be promptly reported - by any employee or third party acting on behalf of the company and aware of the case -, through the organization's Reporting Channel, for investigation and treatment. At the end of this process, if necessary, the company will adopt the appropriate measures set out in this and other policies.

## VIII- SANCTIONS

The legal sanctions provided for in the legislation will be applied for proven cases of corruption against national and foreign public agents (Brazilian Anti-Corruption Law, FCPA and Argentine, Colombian and Peruvian Laws) and legal measures - provided for in the CLT, Civil Code and specific legislation -, which may even lead to dismissal or termination of the commercial relationship of legal entities that represent the interests of FCC S.A.

For other cases (other illegal acts or deviations of conduct and the rules established in this Policy) the relevant administrative measures will be applied (in accordance with the existing Policies at FCC S.A.) or legal measures - provided for in the CLT, Civil Code and specific legislation -, which may even lead to dismissal or termination of the commercial relationship of legal entities that represent the interests of FCC S.A.

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## **IX RESPONSABILITIES**

In the event of complaints, the Compliance area at FCC S.A. will be responsible for receiving and reporting them to the FCC S.A. Ethics Committee, as well as providing feedback to the complainant, in pertinent cases. A member of the Ethics Committee will also receive - for information purposes only - all reports sent through the Reporting Channel and will be responsible for establishing the seriousness of the report, sending it for treatment by the management areas or directly by the same, depending on its importance.

In the case of complaints about acts of corruption, fraud in tax and accounting books, fraud in solicitations, bribery, etc., the Ethics Committee must also send it to the presidency of the Board of Directors. Cases of direct complaints against the Board of Directors of FCC S.A. must also be sent to the Presidency of the Board of Directors, and the participation of the accused in the investigation process of this complaint is prohibited. If any member of the Ethics Committee is involved in a complaint, they will not be able to participate in the investigation process and definition of sanctions.

The management areas will be responsible for treating cases sent through the Reporting Channel with absolute confidentiality, sending the response to the company's Compliance area with a copy to the Reporting Channel.

## **X- TRAINING**


It is the responsibility of FCC S.A. to make its Code of Conduct, its Related Policies and the Reporting Channel known to all those who act on its behalf, through training or clear content in contracts, always with a documentary record of this knowledge (with information sheets presence, signature of the Code of Conduct and related policies) and must be provided to the workforce and third parties, periodically or when hiring new employees and other people acting on behalf of FCC S.A.

Training may be provided in person or remotely (e-learning) and those offered to commercial representatives and other third parties must be in their native languages, with proof of attendance at the training and signature of this anti-corruption policy and those related to this policy.

### **Related documents**

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- FCC S.A. Code of Conduct
- Conflict of Interest Policy
- Related Party Transactions Policy
- Consequences and Disciplinary Measures Policy
- Business Travel Policy
- Commercial Policy
- Albermarle Anti-Corruption Policy
- Third Party Contracting Policy (PCT)
- Procedure for Handling Complaints related to FCC S.A. Compliance Policies and Code of Conduct
- Social Responsibility Policy
- Donations and Sponsorship Policy-
- Law 12,846/13 - known as the Brazilian Anti-Corruption Law or Clean Company Law
- FCPA- Foreign Corrupt Practices Act- North American Anti-Corruption Law
- Argentine Law No. 27401/2018 on Criminal Liability of Legal Entities
- Colombian Laws 1,474/2011 (Anti-Corruption Statute) and Law 1778/2016 (Anti-Bribery Law)
- Peruvian Anti-Corruption Law 30424/2017

## GLOSSARY

**Foreign Public Administration:** These are state bodies and entities or diplomatic representations of a foreign country, at any level or sphere of government, as well as legal entities controlled directly or indirectly by the Foreign Public Power, such international public organizations being equated with foreign public administration.

**Public Agent:** According to Law No. 8,429/1992, more specifically through its articles 1 and 2, anyone who exercises, even if temporarily or without remuneration, by election, appointment, designation, hiring or any other form of investiture or relationship , mandate, position, employment or function in entities of direct, indirect or foundational administration of any of the Powers of the Union, the States, the Federal District, the Municipalities, the Territory, a company incorporated into public assets or an entity for whose creation or funding the treasury has competed or competes with more than fifty percent of the assets or annual revenue. Members are also considered, even if candidates for public office in all instances (federal, state or municipal and in the executive, legislative or judicial branches), political parties, or

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international public organization (such as the United Nations, the World Bank or the International Monetary Fund).

**Foreign Public Agent:** According to the concept provided for in art. 337-D, of Decree-Law No. 2,848/1940 (Penal Code), or by the provisions of art. 5th, of Law No. 12,846/13, “is anyone who, even if temporarily or without remuneration, holds a position, employment or public function in bodies, state entities or in diplomatic representations of a foreign country, as well as in legal entities controlled, directly or indirectly, by public authorities in a foreign country or in international public organizations.”

**Acts against the Public Administration:** Those provided for in article 5 of the Anti-Corruption Law (Law 12846/2013) and harmful to the Public Administration, national or foreign, attacking national or foreign public assets, against the principles of Public Administration or against the international commitments assumed by Brazil.


**Illegal act:** Attitude that opposes what is lawful; contrary to the law; illegal. Act that opposes moral principles: illicit behavior.

**Thing of value:** Includes money, gifts, travel, entertainment, job offers, work meals. Any item of value may also include event sponsorship, scholarships, research support, and charitable contributions solicited by, or for the benefit of, a government official or their family member, even if they are for the benefit of a legitimate charitable organization.

**Conflict of interest:** Situation in which a person is involved in a decision-making process whose result they have the power to influence and/or direct, ensuring a gain and/or benefit for themselves, a close member, a company controlled by them or a third party with which they are involved, or is still in a situation that may interfere with his/her capacity for impartial judgment. This definition includes situations in which the objectives or motivations of decision makers, for any reason, are not aligned with the objectives and interests of the Global Exchange Group and its shareholders on specific matters.

**Corruption:** It is the misconduct, by a Public Agent, at any level or instance, or by individuals or legal entities, whose objective is to obtain an undue advantage for themselves, for others or for a group of people. It can also be understood as the act or effect of degenerating, attracting or being attracted by money, gifts, entertainment or any benefit or advantage that leads someone to move away from, act or fail to act in accordance with the law, morality, good customs and

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what is considered right in the social environment. Any form of corruption will not be tolerated, whether with public entities or agents or with private parties.

**Facilitation Payment:** These are payments of any amount, made to guarantee or accelerate routine actions or, otherwise, induce Public Agents or Business Partners to carry out routine functions that they are obliged to carry out, such as issuing licenses or permits or various inspections. This does not include legally applicable administrative fees.

**Business partners:** Refers to, but is not limited to, any and all persons, natural or legal, with whom Global Exchange has a relationship or will have a relationship, service provider, consultant, contracted or subcontracted Business Partner, tenant, assignee of commercial space, including one that uses the name of Global Exchange for any purpose or that provides services, provides materials, interacts with Public Agents, the Government or other Business Partners on behalf of the Global Exchange Group.


**Bribe:** Money or undue advantage obtained or provided in an illegal manner and/or for illegal purposes.

**Bribery:** It consists of the act of inducing someone, whether a Public Agent or Business Partner, into any action or omission with illegal, improper, dishonest or unethical objectives, for their own benefit or that of any other person, by offering them money, gifts, entertainment, benefits, advantages or anything of Value.

**Undue Advantage:** Special treatment to obtain an undue personal or business advantage, such as scholarships, discounts; any undue consideration or benefit, even if not economic or patrimonial; gifts, gifts, trips, meals, accommodation, entertainment and work opportunities. It is worth mentioning that even benefits of low value or with no apparent value may constitute an undue advantage if, on the other hand, they consist of obtaining a personal or business advantage.

**Anti-Corruption Legislation:** Defines any and all legislation, national or foreign, that mentions anti-corruption practices and best practices, including, but not limited to, Law No. 12,846/13, which provides for the administrative and civil liability of legal entities for the practice of acts against public administration, national or foreign; Decree No. 11,129/2022, which regulates Law 12,846/13 and revoked Decree 8420/2015, FCPA (Foreign Corrupt Practices Act), North American legislation that aims to combat acts of transnational corruption by certain people or entities related to the United States; and other Latin American legislation on the subject,

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including Law 27401/2018 which deals with the Criminal Liability of Legal Entities in Argentina, Colombian Laws 1,474/2011 (Anti-Corruption Statute) and Law 1778/2016 (Anti-Bribery Law) and Peruvian Law 30424/2017 and other laws of the countries where Fábrica Carioca de Catalisadores holds shareholdings and/or operations.

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