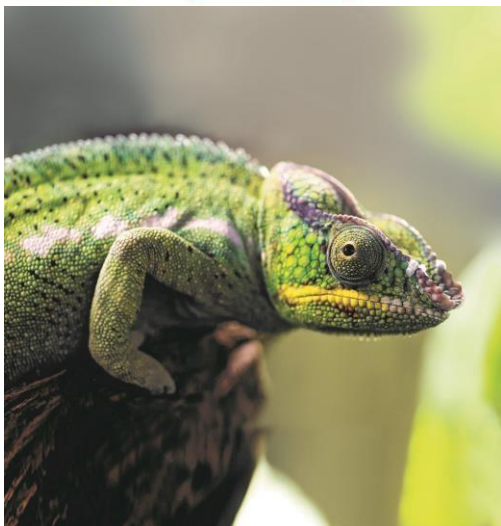


CODE OF ETHICS, CONDUCT, PROFESSIONAL INTEGRITY AND DEONTOLOGY



Contents

1. Introduction;
2. Scope of Application;
3. Our Principles and Values;
4. Rules of behavior and relations with Shareholders:
 - 4.1. Relations with Customers and Suppliers;
 - 4.2. Verde Azul's relations with employees;
 - 4.4. Conflict of Confidentiality Interests;
 - 4.5. Relations with Shareholders;
 - 4.6. Relations with authorities, institutions and local communities;
 - 4.7. Environment and Sustainability;
 - 4.8. Follow-up and Compliance Assurance;
 - 4.9. Compliance Commitment;
 - 4.10. Breach;
5. Clothing;
6. Declaration;

GROUNDS

1. Ethical conduct in business is a factor of utmost importance for the development and growth of companies, and particularly at Verde Azul Consult, Lda, bringing numerous benefits, such as attracting and retaining customers, meeting the expectations of interested parties internal and external, reputation differentiation and consolidation, efficiency gains in production processes or prudent risk management;
2. This Code of Conduct and Ethics constitutes a fundamental instrument for improving the quality of performance of Verde Azul Employees, as well as a reference of values for their relationship with citizens, Verde Azul and other partners, and must be interpreted jointly with the other regulatory instruments of the policies assumed by Verde Azul, as well as with the legislation and/or regulation that is, at any time, applicable;
3. Rigor, Integrity, Transparency, Competence and Ambition guide Verde Azul in all areas of its activity;
4. The purpose of disclosing to interested parties the ethical principles that govern the actions of Verde Azul (VA) constitutes an additional reason for the adoption of a Code of Conduct, in constant evolution, which is intended to be always present in the daily activity of the VA and its Collaborators;
5. These principles and rules must be known, understood, assimilated and scrupulously complied with, constituting a standard of conduct for the members of the governing bodies and all VA Collaborators;
6. Therefore, this Code aims to regulate the way in which VA relates to its Employees, how it expects them to relate to each other and the posture that everyone should have in the exercise of their functions with clients, partners, individuals and the general public.

INTRODUCTION

The materialization of the Mission, Vision and Values of a Company is reflected in the daily behavior of its employees, in accordance with consensual ethical practices and which, for reasons of adequate transparency, companies are increasingly choosing to disclose.

Chapter I

Object, Scope of Application, Objectives, Nature and Values

Article 1

Object

1. The Code of Ethics and Conduct (the Code) enshrines the principles, norms and rules of action and professional conduct to be observed by employees in the exercise of Verde Azul's activities.
2. The Code of Ethics, based on such Principles and Values, constitutes a fundamental instrument for improving the quality of performance of Verde Azul employees, as well as a reference of values for its relationship with other partners indicated in point 4 of the index, and must be interpreted jointly with the other regulatory instruments, which is applicable at any time.

Article 2

Scope of Application

1. This Code of Ethics and Conduct applies to the members of the Governing Bodies of VA, its workers, interns, service providers and agents, on a permanent or eventual basis, all, hereinafter referred to as Collaborators, in their relations with individuals, guardianship, media, and other public or private entities, national or international, that relate to VA;
2. This Code and its observance are a formal and institutional reference for the personal and professional conduct of all employees, in addition to other legal and regulatory provisions that they must also observe;
3. The Code of Ethics and Integrity, now disclosed, applies to all employees of the Verde Azul Group, hereinafter also referred to as Verde Azul, including all Group Companies whose

operational control or management is held, directly or indirectly, by Verde Azul, without prejudice to other applicable legal or regulatory provisions or to which they are bound by reason of the exercise of their functions, as well as the necessary adaptations to permanent or occasional employees, agents, external and internal auditors and other persons who provide services on a permanent or occasional basis.

Article 3 Objectives

1. The purpose of this Code of Ethics is to guide the personal and professional conduct of all its employees, regardless of their position or function, and to regulate their relationship with co-workers, shareholders, customers, suppliers and representatives of communities with which the companies of the Verde Azul Group interact.
2. Also, guarantee the clarification and harmonization of the reference standards in the exercise of the activity, helping decision-making in the face of ethical dilemmas;
3. Formalize and disseminate the values, principles of action and standards of conduct that guide the relationship with the various stakeholders;
4. Contribute to the promotion of an organizational culture of legal compliance and conformity with the adopted values and principles;
5. The provisions of this Code of Ethics, as a set of ethical rules that are imposed on the collective conscience as a behavioral model, are not limited to its provisions and must be observed as a reference of the high moral standard of conduct to which the Company and all those who work in it and for it must respect and follow.

Article 4 Nature

1. The Code of Ethics is an integral part of VA's internal rules system, which must be respected by all Employees;
2. Compliance with the rules of the Code does not exempt VA Employees from knowing and complying with other internal rules and applicable legal and regulatory provisions;

3. This Code contemplates and systematizes the values, principles of action and norms of professional conduct, with the corresponding rules and procedures defined, when necessary, in specific internal regulations;

Article 5

Values

VA's activity and the conduct of its Employees are guided by the following fundamental values:

1. Rigor, which includes objectivity, professionalism, technical competence and diligence, always with a view to achieving greater levels of quality and economic, financial, social and environmental efficiency through the adoption of best practices;
2. Transparency in information, namely with regard to the conditions for providing services and the organization's performance, acting with truth and clarity;
3. Integrity, understood as the scrupulous compliance with legal, regulatory, contractual and ethical values and principles of action adopted;

II. ETHICAL PRINCIPLES

Chapter II

Our Principles and Values

Article 6

General Ethical Principles

1. Compliance with the law, regulations, statutory provisions, behavior based on integrity, ethics, transparency and honesty is a commitment of each and every one of Verde Azul's employees and which characterizes the entire organization towards the community in which fits in.
2. The conduct of business and corporate activities of Verde Azul must be carried out within a framework of transparency, professionalism, rigor, good faith and with full respect for competition rules and based on a system that declares defense of the principles of sustainable development as stated by the International Institutions and Conventions.

3. In the development of its activities, Verde Azul protects fundamental and universal human rights and, as such, inalienable and essential, promoting the principles of equality and solidarity and repudiating all forms of discrimination and corruption. In this sense, Verde Azul operates within the framework of the Universal Declaration of Human Rights of the United Nations, the International Labor Organization and the Guiding Principles of Business and Human Rights;
4. Each employee, by assuming with complete autonomy the commitment to respect and follow these principles, is reaffirming the corporate values and contributing to bring Verde Azul closer to achieving its Vision: to be the Reference Company in the environmental sector in the markets where it operates.
5. In carrying out their professional duties, taking into account VA's mission, employees must act respecting the principles of legality, public and community interest, respect and equity, integrity, collaboration and sharing of knowledge and continuous improvement;
6. Each employee will be treated fairly, namely through a rigorous, transparent and constructive performance evaluation, based on merit;
7. Equal opportunities for personal and professional development will be promoted, namely through job rotation and flexibility, participation in professional and personal training and development programs and incentives to participate in project activities;
8. The balance between professional and personal life will be respected;
9. A good working environment will be created, ensuring compliance with applicable health and safety standards;
10. Communication and information sharing between Employees will be promoted;
11. Team spirit, sharing of common objectives and mutual assistance among Employees will be promoted.

Article 7 Principles of Legality

Employees must act in strict compliance with the law, within the limits of the powers entrusted to them, ensuring respect for the legitimate rights of all those involved, internally and externally.

Article 8

Principle of Public and Community Interest

1. Collaborators must refrain from using their skills for purposes that have no legal basis or that are not motivated by the public and/or community interest;
2. In their actions, employees must ensure that the measures they propose or adopt are adequate for the objective in view.;
3. Bearing in mind the public interest (internal and external customers) as the ultimate goal of their action, all employees are individually responsible for defending and promoting the image of VA, and must carry out their activity with truth, integrity and transparency;
4. Each employee is co-responsible for ensuring that VA is a positive reference for customers, distinguishing itself by the attention given to their requests, the quality of the service provided, the impartiality and speed of response.

Article 9

Principle of Respect and Equity

1. Relations between employees and between them and customers and the general public must be guided by mutual respect, courtesy, probity, courtesy and trust.
2. No one should be discriminated against on the basis of their ancestry, age, sex, sexual orientation, gender identity, marital status, family situation, economic situation, education, origin or social condition, genetic heritage, reduced work capacity, disability, illness history, nationality or place of birth, ethnic origin or race, religion, political or ideological convictions and profession.
3. The provisions of the previous number apply without prejudice to the right to priority assistance for situations provided for by law.
4. Everyone must respect gender equality, refers to the absence of discrimination based on sex. Men and Women are treated equally and given the same rights and opportunities;
5. Everyone must repudiate harassing behavior, that is, any unwanted and malicious behavior that aims to intimidate, offend, insult or humiliate any person. Harassment can occur repeatedly or consist of a single and occasional action, it can be verbal or non-verbal, physical or not, and it is not always face-to-face.

Article 10

Rules of behavior and relations with Shareholders

1. Verde Azul will encourage its customers and suppliers to observe the regulations and safety practices that are in force, paying special attention to taking preventive measures for the safety of people and goods.
2. Verde Azul employees must conduct their behavior in an ethical, professional and respectful manner, promoting politeness, affability and professional pride in relations with customers and suppliers, as well as respect for the respective rights, observing and demanding that the contractual obligations and maintaining a relationship in accordance with good customs and commercial and deontological practices.
3. The selection and hiring of suppliers must comply with transparent, fair and impartial criteria, taking into account not only commercial conditions, but also their ethical and professional behavior.
4. Verde Azul employees undertake not to establish or maintain relationships with customers and suppliers that are not in line with the spirit of this Code, and to adopt immediate and rigorous measures in cases where their ethical conduct is questionable, namely reporting of such situations to the respective hierarchy.

Article 10

Principle of Respect and Equity

Verde Azul's Relationship with Employees

1. Relations between employees and between them, customers and the general public must be guided by mutual respect, courtesy, probity, courtesy and trust;
2. No one should be discriminated against on the basis of their ancestry, age, sex, sexual orientation, gender identity, marital status, family situation, economic situation, education, origin or social condition, genetic heritage, reduced work capacity, disability, illness history, nationality or place of birth, ethnic origin or race, religion, political or ideological convictions and profession;
3. The provisions of the previous number apply without prejudice to the right to priority assistance for situations provided for by law;

4. Everyone must repudiate harassing behavior, that is, any unwanted and malicious behavior that aims to intimidate, offend, insult or humiliate any person. Harassment can occur repeatedly or consist of a single and occasional action, it can be verbal or non-verbal, physical or not, and it is not always face-to-face.
5. Employees are an essential element in the pursuit of Verde Azul's strategies, objectives and goals;
6. Verde Azul undertakes to promote respect for equal opportunities for all its employees, developing a Company culture that values and encourages teamwork and the sharing of knowledge and information.
7. All Verde Azul's labor practices, policies and procedures are aimed at preventing discrimination and different treatment based on race, gender, sexual orientation, creed, marital status, physical disability, political orientation or opinions of another nature, ethnic or social origin, place of birth or trade union membership.
8. Verde Azul guarantees the safeguarding of the moral integrity of its employees, ensuring their right to working conditions that respect their individual dignity and does not allow any form of moral or psychological coercion, nor behavior that is offensive to the dignity of the human person.

Article 11

Principle of Integrity

Employees in the Performance of Their Duties

Employees, in the development of their professional activities while mandated to do so by Verde Azul, must observe the principles of loyalty, rigor, transparency, efficiency and openness to the market, with all their actions, operations and negotiations guided by compliance with the principles of integrity and transparency of information, the formal and substantial legitimacy of its action and the clarity and veracity of supporting documents, all in accordance with current regulations and internal procedures and with the commitment and professional rigor required;

1. Any practice of corruption is prohibited, in all its active and passive forms, whether through acts and omissions or through the creation and maintenance of favorable or irregular situations, being ethically reprehensible and repudiated by Verde Azul;

2. Employees must abide by values of personal honesty and integrity of character, refraining from soliciting from clients and individuals, public or private entities, or receiving or accepting, for themselves or for third parties, offers, favors or other benefits.
3. Verde Azul employees must refuse any offer that exceeds mere courtesy or of significant commercial value that may be considered or interpreted as likely to create expectations of favoritism in their commercial relations with Verde Azul. In case of doubt, the employee must communicate the situation in writing to the respective hierarchy. Verde Azul employees must pursue an attitude of continuous improvement and innovation, committing themselves to personal development and taking the best advantage of the training actions promoted by the Company;
4. The provisions of the previous number apply without prejudice to all employees, when in institutional representation, being able to accept courtesy offers;
5. Employees must communicate to their hierarchical superior whenever they receive offers, within the scope of institutional representation, informing which offer is in question, the entity involved and which activity or event they participated in;
6. Employees must maintain a preventive attitude against corruption, active or passive, ensuring the good image of VA and its collaborators;
7. They must also ensure the protection and good state of conservation of Verde Azul's assets, making judicious and parsimonious use of the assets provided to them, adopting the appropriate measures to minimize costs in order to make their use more efficient and avoid waste and not directly or indirectly use any of the Company's assets for personal or third-party benefit.

Article 12

Principle of Collaboration and Knowledge Sharing

1. The action of each employee must be governed by the principle of collaboration that stems from good faith, providing reliable and complete information, as well as accepting criticism and suggestions as a way of continuous improvement of their work and the quality of the service provided by Verde Azul;
2. When responding to requests, employees must respond completely and rigorously, or forward the request to the person or entity that can adequately respond or follow up, if the matter is not within their competence;

3. Knowledge about Verde Azul's processes and matters of intervention is Verde Azul property and, as such, should only be shared internally and externally, within the legally established limits of secrecy and reserve.

Article 13

Principle of Continuous Improvement

1. Employees are expected to carry out their work with professionalism, to dedicate their abilities, knowledge and commitment to the zealous fulfillment of the tasks entrusted to them and to provide services or carry out their functions, seeking that the result of their activity correspond effectively and efficiently to the intended;
2. Each employee is co-responsible for his/her own professional improvement, and should seek to be informed, updated and obtain the training essential to the best performance of the tasks entrusted to him/her, without prejudice to the responsibility that falls on hierarchical superiors to make available the necessary guidelines and instructions, to promote continuous training under the terms of the law, and to encourage the training and professional development of its employees, in thematic areas useful to Verde Azul.

III RULES AND DUTIES OF CONDUCT

Chapter III

Impartiality and duty of loyalty

Article 13

Conflict of interests

1. When circumstances arise which could reasonably cause serious doubt as to the impartiality of his or her conduct or proposed decision, the employee must request exemption from intervening in the procedure or act in question;
2. Employees cannot intervene in the assessment or decision-making process, whenever operations, contracts or other acts are at stake in which they, their spouses, relatives and relatives, directly or indirectly, are interested directly or indirectly. fourth degree of the collateral line, or people who live with them in a de facto union or common economy, or

even companies or other collective entities in which they have, directly or indirectly, any interest.

3. Verde Azul employees undertake to:

- Do not engage in any external professional activity, with or without remuneration, that interferes with your professional performance or with the activities or interests of the Company;
- Not intervening in decision-making processes that:
- Directly or indirectly involve organizations with which they collaborate or have collaborated;
- Directly or indirectly involve people or entities to which they are or have been linked by kinship or affinity;

4. Any conflict or potential conflict of interest must be communicated and discussed with the hierarchical superior.

Article 14 Duty of Loyalty

1. Collaborators must remain loyal to the company, namely not trading on their own account or third parties in competition with it, nor disclosing information regarding their organization, work methods and business.

2. Verde Azul employees undertake to:

- Keep absolute secrecy, in relation to the outside world, of all facts concerning the Company's life that they become aware of in the exercise of their functions or because of them. This duty is especially applicable to employees who have access to privileged and/or relevant information not made public, such as business plans, new products or management models, processes, mergers, acquisitions, financial information, contract negotiations;
- Disclosing restricted, non-public information to others, including family and friends, is a violation of this Code of Ethics and Integrity.

Article 14 Scientific and Academic Activities

1. Participation, in a personal capacity, in activities of a scientific or academic nature, or in any other, that involve the dissemination or publication of data or documents produced by VA, or

that are its property, and that are not of public access, requires the prior authorization of the Executive Committee;

2. In case the authorization referred to in the previous number is granted, the collaborator must explain that his participation is made in a personal capacity and does not constitute an official position of the VA, on the topics or matters addressed, as well as duly identify the source of information.

Chapter IV

External Relations and Institutional Relationship

Article 16

External Relations

1. Formal or informal contacts with other public or private entities, national or foreign, must reflect the guidelines defined by the executive committee;
2. Whenever it is possible to foresee in advance the contacts referred to in the previous number, as well as their nature and purpose, employees should seek to obtain the necessary guidelines in advance;
3. In situations where it is not possible to foresee in advance the contacts referred to in number 1, employees must avoid committing themselves to opinions or institutional positions that may be interpreted as formal or definitive, and must subsequently request, with their superiors hierarchical, validation of opinions or positions expressed.

Article 17

Relations with Shareholders

1. The main objective of Verde Azul is to seek to create value for its shareholders, supported by excellence in professional, economic, social responsibility and sustainable development performance;

2. Verde Azul undertakes to respect the principle of equal treatment of all its shareholders, ensuring the availability of the necessary information in a timely manner, in a true, transparent and rigorous manner.

Article 18

Relations with authorities, institutions and local communities

1. Verde Azul, through its employees, cooperates actively and fully with the authorities, maintaining behaviors characterized by rigor, transparency and frank collaboration, promoting dialogue with institutions and organizations of civil society, being forbidden to provide, induce or favor false statements to authorities;
2. Verde Azul respects market criteria, not promoting or participating in any type of activity likely to violate elementary ethical, deontological or competitive rules aimed at obtaining advantages over competitors;
3. Verde Azul is committed to contributing to the promotion of the quality of life and socio-economic development of the communities where it operates, as well as to the training of human capital and local capacities, while carrying out, at the same time, its own activities in accordance with best business practices.
4. Verde Azul employees may participate in community services as long as this does not give rise to a conflict of interest and is not incompatible with the functions they perform in the Company.

Article 19

Relationship with Third Parties

1. Employees must relate to third parties with equity and impartiality;
2. The relationship with external customers and partners must be guided by the same ethical principles and standards of conduct defined for the relationship with other employees and individuals;

Article 20

Relationship with the Social Communication

1. The disclosure of information, internal or external, on its own initiative or at the request of the media, is only allowed under the authorization and guidance of the Executive Committee/General Management;
2. Information provided to the media must be informative and truthful, respect the cultural and ethical parameters of the community and the dignity of the human person, and whenever possible contribute to enhancing and dignifying the image of Verde Azul.

Chapter V Internal Relations

Article 21 Relations between Employees

1. Employees must base their professional activity on involvement and participation in Verde Azul's mission, on promoting and maintaining a climate of trust, proactively collaborating, sharing knowledge and information, as well as cultivating team spirit, without prejudice to compliance of the hierarchical structure;
2. Each employee must promote a work environment that promotes well-being and productivity in general, avoiding behaviors that may cause distraction, disturbance or discomfort that may impair the performance of other workers;

Article 22 Protection and Use of Resources

1. Employees must respect and protect the assets of Verde Azul and not use goods, services, facilities and equipment for personal and private purposes, nor allow their abuse by third parties;
2. Resources must be used proportionately and compatible with the defined objectives, and employees must adopt adequate measures to limit costs and expenses, allowing a more efficient use of available resources.

Article 23 Data Protection and Duty of Confidentiality

1. Due to the nature of Verde Azul's attributions, the information that is necessary for the processing of processes is often of a personal and/or confidential nature, whereby its employees

must ensure that the provisions on the protection of personal data are complied with. data and not disclose it to third parties;

2. In particular with regard to digital information, all employees must safeguard, under the legally established terms, the principles of confidentiality, integrity and availability of information;

3. The duty of secrecy and data protection is extended to customers and partners, so Verde Azul employees with information management and security functions must ensure that the conditions of confidentiality, tracking and auditing of the information provided are guaranteed.

Article 24

Hygiene, Safety and Health at Work

All employees must actively contribute to the promotion of a culture of hygiene, safety and health at Verde Azul, without prejudice to the powers of the Executive Committee in this matter.

Article 25

Social and Environmental Responsibility

1. Verde Azul develops its activity in accordance with international principles and best practices in the field of Social Responsibility, respecting and fulfilling management commitments in terms of contributing to the sustainable development – from an economic, social and environmental point of view – of Communities in which it fits;

2. The members of the Governing Bodies must always seek to ensure the continuity of Verde Azul in the long term, allowing its sustained development, which implies, namely, the identification and management of risks in a long-term perspective, with a focus on profitability and perpetuity of the Company, as well as the adoption of sustainability criteria in the design of the financial products it promotes to its Customers;

3. Employees should seek to know and, whenever possible, join Verde Azul's activities or initiatives, within the scope of social and environmental responsibility.

Article 26

Internet and e-mail

1. The use of the Internet and email for private purposes not related to service activities must be exceptional, brief and not interfere with:

- a) The performance of the respective server;
 - b) Employee productivity;
 - c) The activity of Verde Azul.
2. It is not allowed to import unlicensed applications and/or computer programs, nor to export applications and/or computer programs, or information, outside Verde Azul's physical facilities, with the exception of that prohibition to download by Employees duly authorized in writing by the respective Structure Unit, with regard to applications and/or computer programs contained in the list of suppliers with whom Verde Azul has contracts and who make them available via the internet or other applications and/or computer programs that are not of suppliers is considered relevant for the activity of the Structure Unit;
3. Employees are prohibited from using any social networks from Verde Azul equipment and/or facilities, exceptionally exempting those whose work for the respective Structure Unit has been acknowledged in writing to imply such use.

Article 27 Operator code (Password)

1. The set of elements defined as operator code/password is the unique access key, assigned exclusively to each member of the Management or Supervisory Bodies or Employee (holder), according to the functions performed, to access the computer system , carry out and authorize operations;
2. The operator code/password is personal and non-transferable, so:
 - a) Its disclosure to other holders or third parties is prohibited;
 - b) Its misuse is the sole responsibility of the holder, subject to disciplinary proceedings, if applicable;

Article 28 Alcohol and Drug Consumption

1. Employees are prohibited from carrying and consuming narcotic drugs and psychotropic substances, as well as alcoholic beverages in the workplace. Employees are also prohibited from appearing at Verde Azul with behaviors, attitudes or performance that suggest the use of narcotics, psychotropic substances or alcoholic beverages;

2. With the exception of Employees assigned to the security area, it is forbidden to carry firearms inside Verde Azul facilities and in field work in the Provinces/Districts and Localities where project activities take place.

Article 29

Internal Communication of Irregular Practices

1. Verde Azul Consult, Ltd. provides a circuit, duly regulated by specific internal rule, for the internal communication of irregular practices allegedly occurring within the scope of its activity, ensuring confidentiality in its treatment, as well as the protection of whistleblowers in good faith against any acts of retaliation, in accordance with with the general regime for the protection of witnesses, victims, whistleblowers and other procedural subjects;
2. All Verde Azul Employees who are aware of any irregular practices occurring in the workplace must bring them to the attention of Verde Azul's Quality management.

Article 30

Prohibition of acceptance of advantages

1. Employees of Verde Azul must not accept or request any advantages, including loans, gifts or other benefits or favors from people with whom they have a relationship, by virtue of and in the exercise of their professional activity;
2. There are exceptions to the prohibition stipulated in the previous number, and provided that the impartiality and independence of Employees in the exercise of their professional activity is not affected:
 - a) The acceptance of offers of merely symbolic value in accordance with social usage, such as, for example, gifts for Christmas and other festive dates, which do not constitute the acceptance of economic advantages;
 - b) Promotional objects and gifts of little value and invitations that do not exceed the limits considered acceptable by social usage.

Article 31

Violation of Rules

1. This Code constitutes a commitment on the part of all employees to Verde Azul Consult, Lda;
2. Violation by Employees of the rules set out in this Code constitutes a disciplinary offense punishable under the terms of the disciplinary regime applicable in the Labor Law in force in the Country, without prejudice to any civil and/or criminal liability that may arise;
3. It constitutes a serious misconduct, subject to disciplinary action, the deviation from compliance with the general rules of conduct established in this Code of Ethics and Integrity.

Article 32 Doubts and Omissions

1. Any doubts related to the interpretation of the content of this Code or others arising in situations not foreseen or contemplated in it, must be communicated to superiors and forwarded to the Quality Management and Executive Board of Verde Azul;
2. The cases omitted in this Code are reported by the applicable general legislation, mirrored in Law nº 23/2007, of August 1st - Labor Law.

CHAPTER VI Final Dispositions

Article 33 Internal Communication of Irregular Practices

1. Verde Azul Consult, Lda provides a circuit, duly regulated by a specific internal rule, for internal communication of irregular practices allegedly occurring within the scope of its activity, ensuring confidentiality in its treatment, as well as the protection of whistleblowers in good faith against any acts of retaliation, in accordance with the general regime for the protection of witnesses, victims, whistleblowers and other procedural subjects;
2. All Verde Azul Employees who are aware of any irregular practices occurring in the workplace must bring them to the attention of Verde Azul's Quality Management.

Article 34 Environment and Sustainability

1. Verde Azul and its employees must respect and protect the environment using the best practices and technologies that ensure the effective rationalization of consumption and significant gains, in terms of the global impact of emissions and risks to the environment.
2. Sustainability must be part of all of Verde Azul's decision-making processes, so as to reflect, at all times and in all activities carried out, the Company's philosophy in its day-to-day and strategic management, such policies being disclosed in annual Sustainability Reports and auditable.

Article 35

Follow-up and Compliance Assurance

1. Verde Azul guarantees that this Code will be made available to all employees, who must sign a declaration of adhesion upon its entry into force;
2. The Quality Management area, made up of elements to be appointed by the Executive Board, will be responsible for ensuring the implementation of this Code of Ethics, Conduct, Integrity and Professional Deontology, as well as its interpretation and clarification of doubts and omissions;
3. All employees, customers, suppliers can go to the aforementioned Executive Board to ask any questions or request clarification, report any occurrence or irregular situation that may violate the rules of this Code.
4. All Verde Azul employees must sign a Declaration of adherence to this Code of Ethics, Conduct, Integrity and Professional Deontology according to the attached model.

INDUMENTÁRIA

1. Appearance, combined with good training and technical training, is a fundamental requirement to demonstrate professionalism and self-confidence, the Employees' attitude towards work and their commitment to the Code of Conduct and Ethics;
2. Personal care goes beyond the right outfit. We must pay a lot of attention to our hair, nails, perfume and clothes, that is, to our personal hygiene. Collaborators must not wear inappropriate clothing for the imperatives of good presentation in the workplace, such as shorts, sweaters or blouses that are low-cut, with writing or without straps, excessively transparent or short clothes;

3. In the same way that our thinking influences our behavior, choosing the right clothes suitable for your body type will also influence whether or not you feel comfortable.
4. Clothing must be appropriate for each occasion. Evaluate what kind of commitment you will have and then choose the appropriate outfit.
5. Always be prepared for the unforeseen. Always have a blazer or a tie, or a capulana at hand.
6. An employee should avoid necklines, transparencies and very tight clothes. Discretion and common sense are also essential when choosing accessories. And the excess of accessories is harmful to you!
7. An executive should pay close attention to: suits, shirts, pants and ties (if applicable!) and socks. Keep in mind that a good outfit doesn't necessarily have to be expensive. White socks with sneakers....and colored socks with sole shoes to match the color of the pants!
8. Never forget that colors can be an ally in your professional life. Choosing the right color depends on the person's skin tone.

GLOSSARY

1. Confidential information: Any and all financial information, organizational and human resources information, strategic and commercial plans, internal information on products and services, contracts, acquisitions, technical specifications, prices, among others.
2. Privacy (personal data): Privacy consists of protecting all personal data that allow the individual identification or characterization of a customer, employee or any other individual. The concept of personal data includes, among others, name, address, civil or tax identification number, telephone number and e-mail addresses.
3. Integrity of information: It is the safeguard of the accuracy of information and processing methods, as well as the respective support assets (systems, infrastructures or other assets). The concept of integrity guarantees that the information is consistent regardless of the medium where it is found and prevents unauthorized and/or accidental modification, loss or deletion of information.

4. Conflict of interests: Conflict of interests is understood to be any situation in which the employee has an interest, economic or personal, in an interaction that affects or may affect Verde Azul.
5. Parallel activity that may give rise to a conflict of interest: The exercise of any parallel activity that may:
- May conflict with the interests of Verde Azul;
 - Is carried out in areas related to the functional competence of the employee and that may conflict with his duty of loyalty, implying, namely, the exercise for others or on his own account, activities that compete with those of Verde Azul or the disclosure of information regarding Verde Azul and the business carried out by it;
 - Is carried out during working hours;
 - May imply the misuse of information to which the employee only has access because he is a Verde Azul employee.

Maputo, 20th of March, 2023

The General Manager

(Kemal Torcato Vaz)

DECLARATION OF THE EMPLOYEE

CODE OF ETHICS AND INTEGRITY

I declare that, in order to carry out my duties, I have become aware of the Code of Ethics and Integrity in force at Verde Azul and that I undertake to fully comply with it in the performance of my professional activity.

Maputo,of.....of 20____

_____ (Name of Employee)