

Policy Statement on Anti-Bribery and Corruption

POL.03

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POLICY STATEMENT ON ANTI-BRIBERY AND CORRUPTION

We commit to the following principles, in line with national and international legal requirements and the ISO 37001 Anti-Bribery and Corruption Management System:

- We prohibit any bribes or corrupt payments to third parties.
- We do not make facilitation payments to speed up our work with public institutions and organisations.
- We comply with competition laws in all markets and respect third parties' intellectual and industrial property rights.
- We do not accept gifts, entertainment, or expenditure offered to influence business decisions or obtain personal privileges.
- We participate in donation and sponsorship activities only for social responsibility support and engagement.
- We do not maintain business relationships with third parties demanding or offering a bribe.
- We avoid situations that may lead to or be perceived as, a conflict of interest.
- We keep all commercial documents in accordance with the relevant legislation and record and preserve all relevant documents relating to third parties, accurately and reliably.
- We determine our business relationships considering national and international prohibited persons lists.
- We identify and address risks related to our anti-bribery and corruption action.
- We provide training for employees to avoid activities that may breach this policy.
- We do not use company resources to contribute to public institutions and organizations or political parties. Any contribution made is disclosed to the public.
- We ensure confidential reporting of policy breaches or concerns via available we•speakup reporting channels and wespeakup@wesoda.com. We evaluate reports from an ethical and legal perspective and protect whistleblowers from reprisals.
- We enforce disciplinary actions, up to employment termination, for policy breaches by employees.

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