




Tereos

Day by day,
cultivating the future.

Ethical Charter

2025



**In our business
of processing plant-based raw materials
and supplying essential commodities,
we strive for a responsible and
sustainable approach.**

Editorial



At Tereos, we believe that our values and our ethical principles must guide every choice we make and determine every action we take. In our business of processing plant-based raw materials and supplying essential commodities, we strive for a responsible and sustainable approach.

Backed by our values - boldness, collaboration, pragmatism and performance - as well as our *raison d'être*: "Cultivating a shared future for the Earth and People, by meeting essential daily needs", our charter sets out the ethical principles and the rules of good conduct applicable to all Tereos employees in the performance of their activities, both within the company and in their relations with external stakeholders.

This Charter also sets out Tereos' commitments to its employees, cooperative associates, partners, customers and society as a whole.

Olivier Leducq, CEO

Tereos, a lasting commitment

Tereos is an agricultural cooperative with recognized expertise in the processing of sugar beet, sugarcane, cereals and alfalfa.

Thanks to its industrial sites and the commitment of all its Stakeholders (i.e.: cooperative associates, employees, customers, suppliers, service providers, representatives or even local communities in all the countries where Tereos operates) Tereos supports its customers closely in their markets with a wide and complementary range of products.

Driven by its *raison d'être* - *Cultivating a shared future for the Earth and People, by meeting essential daily needs*-, the cooperative is among the companies committed to reducing greenhouse gas emissions across its entire value chain.

This *raison d'être* is based on the identity of a cooperative founded on essential values: boldness, collaboration, pragmatism and performance. These values are not just commitments; they are intended to concretely guide the way in which Tereos wishes to work daily with all its Stakeholders.

It is in this spirit that the Tereos Ethical Charter was conceived: it defines the pillars and values that must guide the conduct of business and all activities. It is intended to apply to all our Stakeholders, without exception.

The pillars and values set out in this Ethical Charter embody the commitment to maintain responsible conduct that is respectful of applicable laws in all situations or activities.

Finally, it is the duty of all those who enter into partnerships with Tereos to apply the same values and pillars in their activities. This is an essential point for entering into a relationship with Tereos. In the event of non-compliance, Tereos reserves the right to terminate any partnership.

Together, let's cultivate a shared future for all!

The Ethical Charter reflects the cooperative's identity, as well as the commitment of its Board of Directors and Executive Committee to uphold this prerequisite in order to build a future in which Tereos advocates for ethical business relationships.

This Ethical Charter therefore forms the basis of all actions, relationships and partnerships between Tereos and its Stakeholders.

In accordance with the principle of primacy, it applies directly to all Tereos contracts and/or partnerships. Failure to comply with it entitles Tereos to terminate, without any further formalities, any agreements entered into with offenders.



Business integrity

Tereos implements actions aimed at:

Respecting and applying defined economic restrictions and sanctions

Tereos applies the economic restrictions and sanctions adopted by the European Union (EU), France, the United Kingdom, the United States of America and Brazil. Tereos also applies sanctions adopted by the *US Office of Foreign Assets Control* (OFAC), the United Nations Security Council (UNSC) and the Organization for Economic Co-operation and Development (OECD).

Futhermore, Tereos prohibits all transactions with persons or entities listed as *Specially Designated Nationals* (SDNs) by the OFAC, regardless of their country of residence.

Combating money laundering and the financing of illicit organizations

Money laundering involves hiding or concealing, directly or indirectly, the illicit origin of goods or funds obtained through illegal activities.

Tereos is aware of the negative impact that money laundering and the financing of illicit organizations can have on society, as well as on the soundness, integrity and stability of the economic and financial system. Additionally, Tereos and its Stakeholders commit to complying with the laws and regulations in force.

To combat money laundering and the financing of illicit organizations, Tereos has implemented procedures and control mechanisms.



Tereos does not tolerate any fraud

Tereos does not tolerate any fraud, direct or indirect, aimed at concealing the identity of beneficiaries or the true motives of an action. More generally, any practice that can be assimilated to money laundering and/or the financing of illicit organization is prohibited.

Combating corruption and undue advantages

Corruption is understood as any act of promising, offering, soliciting, granting, directly or indirectly, an undue advantage to a public official or entity, to a related third party, or even to an individual, so that they perform or refrain from performing an act with the intention of favoring their own interests.

An undue advantage is characterized by any benefit, economic or otherwise, offered, promised or delivered with the intent to improperly influence or to improperly reward an act, decision or omission by a public or private official.

The Tereos Anti-Corruption Code of Conduct complements the present Ethical Charter on regulations in force in this area, setting clear standards for preventing and combating all forms of corruption.

This specific and essential document defines the behavior expected of all Tereos Stakeholders, to ensure that operations remain independent and responsible.

Avoiding conflicts of interest and practices contrary to business integrity

By conflicts of interest, Tereos means all situations in which personal interests, whether direct or indirect, may influence or appear to influence the business decisions of its Stakeholders to the detriment of the company's interests.

To avoid conflicts of interest and practices contrary to business integrity, Tereos has put in place various procedures, such as regular and automated analysis of its business partners, declaration forms for gifts and invitations, and disclosure of any situation that could generate a conflict of interest.



Tereos does not tolerate the practice of acts that may be characterized or assimilated to corruption or the obtaining of undue advantages, such as extortion, corruption, crimes against the economic and fiscal order, or fraud.

Avoiding conflicts of interest

Working with companies owned by oneself or someone close, disclosing confidential information to competitors, unduly favoring business partners, or exploiting one's position within Tereos to obtain advantages for oneself or for third parties are all practices likely to constitute a conflict of interest and/or a violation of business ethics if they are not declared and accompanied by appropriate measures.

Preserving the integrity and confidentiality of information

Tereos believes it is essential to handle the information of members of the cooperative, employees, and business partners in an ethical and confidential manner.

Unless otherwise stated in writing, all computer resources are the property of Tereos, including all those created, stored and transmitted through these resources, such as trade secrets, patents or rights protected by intellectual property or other legislation, financial results, business plans, and legal information.

In this regard, Tereos promotes the legal and ethical use of technologies and their application in digital environments, with an emphasis on respect for privacy and the protection of personal data in compliance with the requirements arising from the relevant laws and regulations, in particular the *General Data Protection Regulation* (GDPR), the *General Data Protection Law* (GDPL) and Tereos' internal policies.

Communications must be clear and transparent, with the goal of preventing the dissemination of false information and the use of privileged information.





Social and Environmental Responsibility

Social and environmental responsibility reflects the long-term ambitions of Tereos' cooperative members and strengthens trust with its Stakeholders.

The CSR (Corporate Social Responsibility) roadmap is one of the strategic levers to transform this ambition into concrete action.

In this context, Tereos implements actions aimed at:



Promoting respect for dignity and human rights

Tereos places respect for human rights at the heart of its actions in order to protect the human dignity of its Stakeholders.

Tereos rejects forced or compulsory labor, conditions analogous to slavery, servitude, human trafficking, corporal punishment, or disciplinary practices that violate human rights and individual dignity, as well as the exploitation of child labor as defined in the relevant legislation.

Consequently, Tereos requires all its Stakeholders to adhere to the same principles set out in this Ethical Charter in conjunction with local legislation, the Universal Declaration of Human Rights, the International Labour Organization (ILO) Convention and the United Nations Convention on the Rights of the Child.

Guaranteeing freedom of association

Tereos respects the right to free unionization and participation in representative bodies. Thus, Tereos is committed to transparent and respectful collective bargaining.

Tereos does not tolerate any type of pressure, retaliation, or intimidation practices that discourage worker participation in unions.

Furthermore, Tereos rejects any form of retaliation, discrimination or unfair practices against representatives and workers participating in legitimate strikes, in accordance with the terms of the applicable local legislation.

Cultivating diversity, equity, and inclusion within Tereos

Tereos cultivates an environment of diversity, equity, and inclusion.

Tereos ensures that there is no form of discrimination, particularly based on gender, race, social, cultural or national origin, ethnicity, sexual orientation, age, political opinions, religious beliefs, or any other identity trait protected by law, thus promoting equal opportunities for all.

Tereos fights discrimination, harassment, and behavior that creates an intimidating or offensive work environment. Tereos values a positive and ethical work environment, that fosters a climate of transparency, trust, respect, and a balance between the professional and personal lives of all employees.

Cultivating our connection with nature and the territories

Tereos' commitment to the environment is an essential component of its corporate responsibility.

Thus, Tereos is committed to combating climate change and preserving natural resources and biodiversity, notably by supporting sustainable, regenerative, and low-carbon agriculture.

Not engaging in any form of land grabbing is at the heart of Tereos' approach, in order to respect the rights of local communities and the environment.

To this end, land use by Tereos or its business partners must first be subject to the free and informed consent of the interested parties and comply with applicable laws and regulations.

All our employees and business partners must comply with the legislation in force, abide by established rules and procedures, and ensure that their actions do not endanger Tereos or local communities.

Contributing to essential needs while reducing Tereos' environmental footprint

Tereos supports a circular economy model through the valorization of local plant-based raw materials.

Tereos aims to meet the need for decarbonization in the food, energy and green chemistry sectors. This is why Tereos wishes to contribute to the development of a low-carbon economy by taking action to reduce its environmental footprint throughout the value chain.

In this way, Tereos aims to minimize its environmental impact while promoting biodiversity, natural resources, and efficient waste management.

To this end, Tereos is taking steps to reduce the footprint of its industrial sites, particularly in terms of water consumption, energy consumption, greenhouse gas emissions and the valorization of its plant-based raw materials.



Offering innovative and quality products from responsible sourcing

Tereos promotes safe, quality products.

To achieve this, quality and safety processes are applied, while respecting and complying with legal and regulatory specifications.

Tereos' suppliers are committed to providing products that comply with the legislation in force in the country in which they are produced or placed on the market. Tereos also works with agricultural raw material suppliers who commits to provide commodities that are not derived from deforestation and come from areas that have not contributed to deforestation since December 31, 2020.

Ensuring people's health and safety

Tereos places health and safety at the heart of its policy of operational excellence.

Tereos's Stakeholders are jointly committed to a program to improve health and safety.

Tereos aims to ensure a safe working environment, prevent accidents, and minimize risks.

All people working in Tereos facilities must have the training and equipment they need to do their jobs safely.

Each of our business partners must also comply with our internal safety protocols and standards, as well as with applicable legislation in force, in order to safeguard the physical and mental health of the parties involved.

Fair Competition



Compliance with competition rules is a fundamental principle at Tereos. At Tereos, it is believed that fair competition stimulates innovation and ensures to customers quality products at fair prices.

Tereos strives to promote fair business practices, ensuring that its activities comply with applicable competition laws.

In a globalized market, where competition is increasingly intense, it is crucial to adopt irreproachable conduct, in order to preserve the trust of all our Stakeholders and society.

To this end, Tereos expects its Stakeholders to respect competition law and its internal guidelines applicable to the activities and the countries in which Tereos operates.

Tereos implements actions aimed at:

Promoting healthy and fair competition

Anti-competitive practices are behaviors adopted by companies which have as an objective or as an effect to prevent, restrict or distort competition in a market.

These practices include, in particular, illicit agreements and abuses of dominant positions, and are sanctioned because they undermine the proper functioning of the market.

Tereos rejects any anti-competitive practice, market manipulation, strategy aimed at limiting, restricting and/or eliminating competition on the market, or any abusive and unfair practice that harms competition, as well as the activities that undermine the trust of our business partners and consumers.

Ethical Alert Mechanisms

In accordance with applicable procedures, anyone who becomes aware of a situation that contravenes the principles and values set out in this Ethical Charter has a duty to report it.

More specifically, the following should be signaled:

- Any conduct contrary to the ethics of Tereos as set forth in the Tereos Ethical Charter and/or the Anti-Corruption Code of Conduct and/or applicable Tereos policies or guidelines and/or the Rules Applicable to cooperative associates with respect to Ethics;
- Any criminal offense, infraction or serious violation of an applicable law;
- Any serious and manifest violation of an international commitment duly ratified and approved by France;
- Any serious and manifest violation of a unilateral act of an international organization taken based on an international commitment duly ratified and approved by France;
- Any threat or serious harm to the public interest.

To this end, Tereos provides several anonymous and confidential ethical alert mechanisms, available 24 hours a day, so that all Stakeholders can report possible infringements without suffering reprisals.

Contacts for the Group's ethical alert mechanisms

All Tereos Stakeholders are invited to raise alerts using the dedicated e-mail:

signal@tereos.com

This Charter has been drawn up on the basis of the following international references:

- Universal Declaration of Human Rights of the United Nations;
- European Convention on Human Rights;
- Various conventions of the International Labour Organization, including Conventions 29, 105, 138 and 182 (on child and forced labour), 155 (occupational health and safety), 111 (discrimination), 100 (equal remuneration), 87 and 98 (freedom of association, right to organize and collective bargaining) ;
- OECD Guidelines for Multinational Enterprises;
- United Nations Convention on the Rights of the Child (UNCRC);
- UN Global Compact;
- The Sapin II Law;
- *General Data Protection Regulation* (GDPR) and the *General Data Protection Law* (GDPL).

Contacts

If you have any questions about the application or interpretation of this Charter, please contact a member of our Compliance team:

Charline Le Clainche

Chief Ethics & Compliance
Officer - Group

E-mail:

charline.leclainche@tereos.com

Phone:

+33 6 (0) 30 37 53 73

Address:

12-14 rue Médéric 75017
Paris - France

Karim Isam-Escribe

Ethics & Compliance Officer -
EMEAA

E-mail:

karim.isam-escribe@tereos.com

Phone :

+33 (0) 6 02 06 87 63

Address:

12-14 rue Médéric 75017
Paris - France

Fernanda de Menezes

Ferreira Queiroz

Ethics & Compliance Officer -
Brazil

E-mail:

fernanda.queiroz@tereos.com

Address:

Av. Brigadeiro Faria Lima, 1633
Sao Paulo - Brésil

