



SONAMET CODE OF BUSINESS CONDUCT

PREFACE

ETHICAL AND BUSINESS PRINCIPLES AND VALUES

For the purposes of this Code, the following are considered fundamental principles of the professional conduct of SONAMET's employees:

- Ability and/or right to carry out professional activities, in accordance with internal procedures and policies;
- Justice, competence, responsibility and honesty in the exercise of activities;
- Quality of work;
- Dignity, respect, loyalty, decorum, diligence, efficiency and transparency;
- Competitiveness and profitability, without neglecting social responsibility;
- Employee privacy as long as it does not harm the image or interests of Sonamet;
- Motivation, satisfaction and commitment;
- Interpersonal communication.

This Code of Conduct is designed to support the Ethical and Business Values of Sonamet Industrial S.A. and guide each one of us to experience these values in the working environment.

Sonamet's core values are:

- Our People
- Safety and the Environment
- Customer Focus
- The Commitment to Excellence
- Involvement with the Community.

Everyone who works for and with Sonamet must understand this Code and is individually responsible for complying with its principles, policies, as well as the Laws and Rules of Conduct of the Republic of Angola, the country where we operate and are established.

Our business activities must not in any way compromise our way of acting and we expect a proactive approach from all employees to identify, report and address any concerns that may arise in relation to ethics and integrity involving Sonamet.

It is my expectation and that of the Board of Directors of Sonamet Industrial S.A. that we all comply strictly with this Code, regardless of our position and workplace.

Domingos Augusto
SONAMET Industrial S.A.
General Manager
June 2024.

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1. INTRODUCTION

This Code of Business Conduct covers a wide range of business practices and processes. It does not cover every problem that may arise but sets out the basic principles to guide all employees, managers and directors of the Company (the Company includes the Head Office, all Offices and Representations, in Angola or abroad).

All our employees, managers and directors should proceed in accordance with this Code avoiding inappropriate behaviour. The Code must also be provided to and followed by Company agents and representatives and all those who work for and with Sonamet, at all locations and in all countries. Company policies apply in full to all operations and every employee must be aware of them and always follow them during their work.

In the event of any conflict between the provisions of this Code and the law, the latter shall always prevail. Alternatively, if a local custom conflicts with this Code, the Code must prevail and be complied with. If the employee has any questions when assessing these conflicts, he/she should ask his/her supervisor how to deal with the situation. Employees, managers, and directors are responsible for understanding the legal requirements and policies that apply to their jobs and should report any suspected violations of the law, this Code, or company policies.

Those who violate the provisions of this Code will be subject to disciplinary action, including possible dismissal. In addition, violations of this Code may also be violations of the law and thus result in civil or criminal actions against the employee and/or the company, and the company may face serious fines and penalties, bad reputation, job losses and harm to our partners, suppliers, and the communities in which we work.

If you are in a situation that you believe may be violating or leading to a violation of this Code, follow the procedures set forth in Clause 19 of this Code.

2. COMPLIANCE WITH LAWS, RULES AND REGULATIONS

Obedience to the law, both in letter and spirit, is the foundation on which the ethical standards of this Company are built. All employees, managers and directors must respect and obey the laws, rules, and regulations of the Republic of Angola. While employees, managers and directors are not expected to know the details of each of these laws, rules, and regulations, it is important to know enough to determine when to consult the Ethics Committee.

3. CONFLICTS OF INTEREST

A "conflict of interest" exists when an employee's private interests or those of his/her family members or personal associates could employee or be perceived to conflict with the interests of the Company. And when such a conflict arises, we must declare it immediately, as conflicts of interest can be linked to corruption.

A conflict situation may arise when:

- An employee (or a member of its family) receives improper personal benefits as a result of its position in the Company (e.g., to offer a job in the Company);
- Loans or guarantees of obligations are provided by the Company to employees, managers and directors and their families being, in certain cases, prohibited by law;





- The employee carried a business in its own time of a similar nature to its own work in the Company, while employed by the Company;
- Employees have any direct or indirect personal business relationship with our customers, suppliers, competitors, or authorities, unless required on behalf of the Company.

Personal interests that could conflict with the Company's are not inherently wrong, but they must be fully disclosed, and the employee should comply with all steps the Ethics Committee may determine are necessary to prevent the conflict of interest resulting in harm to the company or unjust enrichment. Such measures may imply the necessity of the employee be excused from its duties (e.g., abstaining from any decision making in relation to a supplier in which the employee or a family member has a direct or indirect personal interest or even).

Conflicts of interest are prohibited as a matter of Company policy, except when approved by the Board of Directors and must be entered in the proper record. The conflict of interest may not always be clear and therefore, if in doubt, the employee must consult the Ethics Committee or follow the procedures established in Clause 19.

4. BRIBERY AND CORRUPTION

Our Code prohibits bribery and corruption without exception, and Sonamet will fight against them whenever they are detected. Therefore, all employees must act in accordance with the following:

- Never do anything illegal or clandestine to provide an advantage or benefit to the business, win a contract or overcome an inconvenience. It is against our principles and values and can have extremely harmful consequences;
- Never engage in or allow the company to engage in any kind of corrupt behaviour, no matter how small or trivial and no matter what possible benefit it may have;
- Avoid any situation or action where it could be misinterpreted. An allegation of corruption is enough to damage the good name of the company and cause serious problems;
- Never ignore a transgression. If you think something illegal may be happening or a bribe has been offered or requested, please always report it, even if it is only a suspicion. The Company will always act to protect reports based on good faith.

4.1. SMALL BRIBES AND FACILITATION PAYMENTS

Small bribes are offered to someone with the aim of negatively influencing their conduct. "Facilitation payments" are made to a public official to ensure or expedite the performance of routine activities (notwithstanding the rights of the payer) to which the payer was already entitled.

Both are forms of bribery and are against the law and our Code. Therefore:

- No matter the amount or extent of the problem for the Company, unless it is related to the safety or freedom of the employee, facilitation payments should not be made;
- Do not pay any public official for the performance of his/her official duties;



- Plan the action in advance - the departments or public officials where any requests for payments are made may be known as common and should therefore be avoided. Consider whether there are alternative ways of working that reduce this risk;
- If possible, allow more time for scheduling and request products and services in advance, as this will help you to manage customs arrears and reduce the risk of urgency and, consequently, of improper payment claims;
- If, rightly or wrongly, you feel you have no choice and must pay, you should immediately inform the Ethics Committee.

5. GIFTS AND HOSPITALITY

Giving or receiving gifts and hospitality may play a legitimate role in business relations. However, we must be very careful that any gift we offer or accept does not appear to have the intention or effect of improperly influencing a business decision.

All gifts and hospitality must be reasonable in value, properly motivated and not excessive, and they should be recorded on our Gift and Hospitality register. Employees may not offer gifts or hospitality to public officials without the prior approval of a member of the Ethics Committee.

No gifts or entertainment shall be offered, given, provided, or accepted by any employee or manager of the Company, an employee's family member, or agent, unless:

- (1) Is not a cash gift;
- (2) Is consistent with customary business practices;
- (3) Is of reasonable value;
- (4) Cannot be construed as a bribe or payoff;
- (5) Does not violate applicable laws, regulations, or policies of the other party's organization.

Please discuss with your Manager and/or the Ethics Committee any proposed gift or gifts where you have doubts about its appropriateness.

More information can be found in the Company's Gifts & Hospitality Policy.

6. RELATIONS WITH PUBLIC OFFICIALS

A public official is anyone in a position of official authority that is conferred by a state, i.e. someone who holds a legislative, administrative, or judicial position of any kind, whether appointed or elected. It also includes officials or agents of public national or international organizations and in some cases will also cover individuals who at first sight do not appear to fall within the definition or who do not necessarily consider themselves to be public officials (e.g., a company owned partially by the government and other government sponsored institutions).

We often must deal with public officials who may have a lot of power with regard to our operations occurring smoothly or not.

Sonamet does not make illegal payments or offer bribes or improper benefits to induce or influence public officials to favour the company - even if they threaten the smooth running of our operations.

A handwritten signature in dark ink, appearing to be 'J. Smith' or similar, located at the bottom left of the page.

7. POLITICAL CONTRIBUTIONS

Except as previously approved by the Board of Directors, Sonamet prohibits political contributions (directly or through trade associations) by the Company or its business units. This includes:

- (a) Any contributions of Company funds or other assets for political purposes;
- (b) Encouraging individual employees to make any contribution;
- (c) Reimbursing an employee for any contribution made by the employee.

Individual employees are free to make personal political contributions as they see fit. However, individual contributions may not be made on behalf of Sonamet Industrial, S.A.

8. COMMUNITY INVOLVEMENT AND CHARITIES DONATIONS

We want to contribute to improving the conditions of the country and the communities in which we live and work, by participating actively in charitable activities and encouraging everyone to contribute to the same goal.

But it is important that social projects do not have an improper motive or effect, such as encouraging or rewarding a decision in our favour by a public official.

Sonamet will support any employee who has an idea for a community project or charitable activity. However, it is important to first obtain the approval of the Company's management, to consider the legality and appropriateness of the project and that it does not inadvertently harm or cause a conflict.

9. COMPETITION AND LOYALTY IN BUSINESS PRACTICES

We always aim to overcome competition in a fair and honest way, through superior performance and never through unethical or illegal business practices.

Among other activities, participating in cartels, stealing information subject to property rights, possessing secret business information obtained without the consent of its owner, or inducing such disclosures by former or current employees of other companies are prohibited. Each employee must respect the rights and deal fairly with customers, suppliers, competitors, and employees of the Company.

No employee or officer shall take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of relevant facts, or any other illegal trade practice.

No employee is allowed to get involved in price fixing, bid rigging, market or customer allocation, or similar illegal activities. It is worth remembering that illegal agreements need not be in writing - they may be oral or even inferred from conduct.

Special care must be taken when dealing with competitors. While meetings or discussions may be considered legitimate, any type of agreement with them may be potentially illegal.

10. TRADE SANCTIONS, EXPORT CONTROLS AND BOYCOTTS

We comply with all trade sanctions and export controls imposed by recognised national and international authorities that apply to our business.





Trade Sanctions

They are used by governments to ensure that all or certain types of business are not done with designated countries, regimes or persons. Sometimes they cover specific sectors and sometimes they can prohibit all trade and business of any kind.

Export Controls

They are legislated nationally and internationally to control the exports of goods, software, and technology, and even the access from abroad to e-mails and intranet, fax and telephone. We should always be careful to check what is appropriate to do and comply with any licensing system that regulates the export of "controlled items" or "dual use goods" (normally used for civilian purposes, but which may also have military use).

Boycotts

Sometimes some authorities may try to impose sanctions, boycotts, and illegal prohibitions. In such circumstances, we do not comply, but this can present difficulties that need to be understood on a case-by-case basis.

What you should do:

- As with competition law, this is an area that can be complex and, even when it is not intentional, an error can have serious consequences;
- If you are involved in export or import, make sure you are fully familiar with any existing or pending government, international prohibitions or licensing requirements;
- If you have questions or concerns, contact the Ethics Committee immediately;
- Always check if the operation to be performed requires a license. Make sure you have applied for and received all necessary licenses and regulatory approvals.

11.CONFIDENTIALITY

All non-public information about the Company should be considered confidential. Employees, managers and directors who have access to confidential information about the Company or any other entity are not allowed to use or share such information externally, unless authorized in advance by the General Manager and the Ethics Committee, always ensuring its protection by the receptors to prevent from misuse, disclosure or dissemination.

Except the information already made public, confidential information are all data on financial production, sales, strategy, technologies, designs, concepts, and specifications of the Company, its clients' current or prospective contracts, any information obtained directly or indirectly by the Company in circumstances in which the Company is subject to a duty of confidentiality, and any personal and confidential nature concerning any colleagues.

The use of non-public information for personal financial benefit or to give "tips" to others who may make an investment decision based on this information is not only unethical, but also illegal, and may generate civil and criminal consequences. In case of doubt, please consult the Ethics Committee.

The obligation to preserve information subject to property rights continues even after the termination of their work relationship with the Company.



12.PROTECTION OF PERSONAL INFORMATION

We respect everyone's right to privacy, and it is our duty to protect that right. Personal information is confidential and will be treated in accordance with Company procedures.

As a Company, we must process all information about the people who work for us and with us - such as names, addresses, dates of birth, salaries, benefits, performance evaluation results and medical information.

How we collect, use, disclose, store, and delete this personal information is all regulated by privacy and data protection laws to ensure proper treatment. We never provide the personal information unless it is necessary, and the reasons are legitimate and legal.

We always use appropriate IT and physical safeguards to prevent unauthorized access to personal information.

13.HARASSMENT AND INTIMIDATION

The following, among others, are considered to be manifestations of harassment or moral intimidation:

- i. To create a hostile or intimidating work environment including behaviours that may lead employees to do inappropriate work, aiming at their acceptance at Sonamet;
- ii. To interfere negatively and unreasonably with an employee's work performance;
- iii. To carry out an approach, verbal or physical, which aims to obtain sexual advantages from the employee, using the hierarchical position in the company;
- iv. Adopt behaviour that is offensive, intimidating, malicious or insulting;
- v. To prejudice the employment opportunity of an individual, through coercion.

The employee who, during his or her work, becomes aware of or is the target of the practice of harassment shall inform the Ethics Committee, for the purposes of holding the offender liable.

14.DUTY ON RESPECT, EQUALITY AND NON-DISCRIMINATION

Sonamet does not apply discriminatory treatment as a result of race, skin colour, ethnic origin, nationality, social position, age, religion, gender, sexual orientation, physical, mental or psychic condition, marital status, political conviction or any other factor of individual differentiation.

15.QUALITY, HEALTH, SAFETY & ENVIRONMENT

In order to maintain the Company's valuable reputation, compliance with our quality, health, safety and environment processes requirements is essential.

- All activities, (including inspection and testing) must be handled in accordance with all applicable specifications and procedures;
- It is everyone's responsibility to maintain a safe and healthy working environment, following environmental, hygiene, safety and occupational health norms, procedures, and practices, reporting accidents, injuries, material damage, unsafe practices or conditions. Violence and threatening behaviour are not allowed;



- Employees are expected to perform their tasks in a safe manner, free from the influence of alcohol, illegal drugs, or other substances. The use of illegal drugs in the workplace will not be tolerated;
- The Company expects its employees to follow all applicable environmental laws and regulations. If you are uncertain about your responsibility or obligation, you should check it with your supervisor, Area Manager or QHSE Head for guidance.

For further information, please refer to the Company's QHSE policy.

16.ACCOUNTING RECORDS, FINANCIAL CONTROLS AND DISCLOSURE

The Company requires honest, accurate and timely registration and communication of information in order to make responsible business decisions.

All business expense accounts must be accurately and timely documented and recorded. If you are unsure whether a particular expense is legitimate, ask your area's Cost Control Officer or the Director of Administration and Finance, who can assist you by providing guidance on Company policies.

All Company books, records, accounts, and financial statements should be kept in reasonable detail in line with generally accepted accounting principles in place, and:

- Properly reflect the Company's operations;
- Be promptly disclosed in accordance with applicable laws or regulations;
- Comply with both applicable legal requirements and the Company's internal control system.

Business records and communications are often made public, and overstatements, disparaging comments, speculation or inappropriate characterisation of persons and companies, which can be misunderstood, should be avoided. This also applies to e-mails, internal memos and formal reports. Records should always be retained or destroyed in accordance with the Company's record retention policies. In accordance with these policies, in the event of litigation or government investigation, please consult the Chief Financial Officer.

16.1. IMPROPER INFLUENCE ON THE CONDUCT OF AUDITORS

It is prohibited to take any action, direct or indirect, to coerce, manipulate, mislead, or fraudulently influence the independent auditors of the Company or the Shareholder for the purpose of materially misleading the financial statements of the Company. Prohibited actions include, but are not limited to, the following:

- i. Issue or reissue a report on the Company's financial statements that is not justified in the circumstances (due to material violations of generally accepted accounting principles, generally accepted auditing standards, or other professional or regulatory standards);
- ii. No longer perform an audit, an audit appeals process, or other procedures required by generally accepted auditing standards or other professional standards;
- iii. No longer withdraw an issued report; or
- iv. No longer report questions to the Company's Ethics Committee.



It is Company policy to comply with all applicable financial information and accounting standards. If any employee or officer has questions or complaints regarding accounting or auditing matters of the Company, then they are expected and encouraged to raise these concerns through one of the methods described in Clause 19.

16.2. FINANCIAL STATEMENTS

As an Angolan company, Sonamet records and reports to local and national authorities need to be accurate and timely. The Company expects employees, managers, and directors to take this responsibility very seriously and to respond quickly and accurately to inquiries related to the Company's public disclosure requirements.

17.PROTECTION AND PROPER USE OF SONAMET ASSETS

All employees, managers and directors must protect the Company's assets and ensure their efficient use. Theft and carelessness have a direct impact on the Company's ability to make a profit. Any suspected fraud or theft must be reported immediately for investigation.

Other than infrastructures (building, IT, and other equipment), the obligation of employees, managers, and directors to protect the Company's assets includes information subject to Company property rights. Information subject to proprietary rights includes intellectual property such as trade secrets, patents, trademarks, and copyrights, as well as marketing, business and service plans, engineering and manufacturing ideas, drawings, and know-how.

Sonamet is committed to making the best use of its intellectual property and respecting the intellectual property of others such as our customers and suppliers. It is prohibited the use of systems, software, or files of others without permission.

All Sonamet assets must be used for the Company's legitimate purposes. The unauthorized use or distribution of assets / information is a violation of Company policy. It may also be illegal and result in civil or criminal penalties.

18.BUSINESS PARTNERS (CUSTOMERS, SUPPLIERS, PARTNERS)

The Company conducts its business with honesty and integrity and competes to obtain business in a loyal and ethical manner, within the scope of the law.

Sonamet must:

- Always treat customers, business partners and suppliers with honesty and integrity;
- Ensure that the supplier selection process is approved before any involvement with suppliers, partners, or customers and that they are chosen on merit, adequately qualified and experienced, so that they can operate within the standards like ours, thus ensuring compliance with our procedures.

The Company expects all its business partners to have the same approach in conducting their business.

The Company requires its business partners to agree to apply, comply with and promote our Code of Business Conduct.

When working in a joint venture or consortium, Sonamet must ensure clear alignment with its partners on standards and procedures for compliance and ethics.



19.REPORTING ILLEGAL OR UNETHICAL CONDUCT

Situations or behaviour that are not in accordance with the terms of this Code should be reported to the Ethics Committee through the filling up of an appropriate form, made available for such, or through other internal or external channels provided by Sonamet. If you feel comfortable discussing this situation with your supervisor, in advance, we encourage you to do so.

Complaints or alerts may be anonymous or contain full identification of the complainant and must be accompanied by evidence or indications of the alleged reasons, where available.

Sonamet must and will guarantee the secrecy and confidentiality of the origin of the complaint or alerts.

Further information should be obtained from the Company's appropriate Policy.

19.1. DUTY OF NON-RETALIATION

Sonamet must rigorously protect any employee who has reported an infringement or failure to comply with Company regulations.

Sonamet prohibits retaliation, punishment, persecution, any form of constraint or act that directly or indirectly harms an employee who has exercised the duty to report in good faith or based on a reasonable belief or to the people intervening in an infringement investigation process.

The manager, supervisor or employee who retaliates must be subject to disciplinary sanctions, and other forms of liability provided for by law may also be applied to him/her.

20.COMPLIANCE ASSURANCE

We must all work to ensure prompt and consistent action against violations of this Code. In some situations, however, it is difficult to distinguish between what is right and what is wrong. As we cannot predict every situation that will arise, it is important that we have ways of addressing new issues or problems. These are the steps to keep in mind:

- i. Make sure you're in possession of all the facts. To be able to reach the right solutions, we must be as well informed as possible;
- ii. Ask yourself: What specifically do you expect me to do? Does it seem unethical or inappropriate? This will allow you to concentrate on the specific issue you are facing and the alternatives available to you. Use your common sense; if something seems unethical or inappropriate to you, it probably is;
- iii. Discuss the problem with your supervisor. This is the basic orientation for all situations. In many cases, the supervisor will be better informed about the issue and will appreciate being brought into the decision-making process. Remember that it is your supervisor's responsibility to help solve problems;
- iv. Seek help from Company resources. If it is not appropriate to discuss a problem with your direct supervisor or other local Company management, contact the Ethics Committee;
- v. You can report violations of this Code of Conduct with confidence and without fear of retaliation. If your situation requires that your identity be kept secret, your anonymity will be protected.



All Sonamet employees shall comply with this Code and promote compliance by others. Failure to comply with this Code will result in disciplinary action, including termination of employment.

21.SAFECALL

As part of contributing to the growth and development of Sonamet, the Shareholders and Directors undertake in all fairness to promote the trust and well-being of all (staff, customers, service providers) have launched a whistleblowing channel, with the aim of helping everyone and promoting any irregularities in workplace. This channel is called SAFECALL.

If anyone is concerned that the law or our Code is being broken, it is everyone's responsibility to report it. SONAMET can do something about it – but only if you let us know. We know that expressing yourself can be difficult.


So, first, it is very important that you know that SONAMET is on your side and that you have our respect for standing up for what is right.

Safecall provide an independent confidential reporting line where you can raise your concerns. Calls are handled by skilled staff and will be treated in complete confidence. Safecall can be contacted via the web www.safecall.co.uk/report or alternatively via the international number: +44 191 5167764. Safecall will not disclose your name to Sonamet S.A. if you wish to remain anonymous. You can contact Safecall 24 hours a day, seven days a week. Details of the Safecall service can also be found on Safecall posters which appear at different locations in Sonamet.

22.AGREEMENT

To ensure compliance with this Code of Business Conduct, the Company requires that:

- All Company's employees should participate in an awareness-raising activity on the Code of Business Conduct and confirm their understanding of and adherence to it, in writing, annually and upon taking up their duties with the Company, in the form attached (Appendix A);
- All key personnel of suppliers or subcontractors who provide regular services to Sonamet should confirm their understanding of this Code of Business Conduct and adherence to it in writing on an annual basis in the attached form (Appendix B).

Prepared By:	Marcolino Trosso
Approved By:	Domingos Augusto 
Review Date:	20 June 2024



APPENDIX A



**YOUR PERSONAL COMMITMENT TO THE SONAMET CODE OF BUSINESS
CONDUCT**

I acknowledge that I received a copy of the Sonamet Industrial S.A. Code of Business Conduct dated ____/____/____ SON-MGT-M-001 that I have read the Code and that I understand it.

I will comply with the code. If I notice that there has been a violation of the code, I will contact my supervisor, or if inappropriate the Ethics Committee or the General Manager.

Dated: ____/____/____

Employee's Signature

Employee's Name (in printed characters)

Form to be filed in Human Resources Department along with the employee records.

SON-MGT-F-006 Rev. 2.0-E



APPENDIX B



**YOUR PERSONAL COMMITMENT TO THE SONAMET CODE OF BUSINESS
CONDUCT**

I confirm that I have received a copy of Sonamet Industrial S.A.'s Code of Business Conduct dated __/__/__ SON-MGT-M-001, that I have read the Code and that I understand it.

I will comply with the Code. If I notice that there has been a violation of the code, I will contact my supervisor as well as Sonamet's Ethics Committee.

Date: __/__/__

Company

Name of Collaborator (in printed characters)

Signature of Collaborator

SON-MGT-F-029 Rev. 0.0-E