

Ethics and Conduct



December . 2022



Tigre Group, in its history, has stood out for putting people first, with respect and ethics. During this period, our professionals and our company made progress in several areas, always adapting to the current reality and needs of the organization and the world. We are experiencing a new phase, represented by the expansion of Tigre Group, in new markets and with new partnerships, capable of further leveraging our brand. This Code of Ethics and Business Conduct reflects the new phase and new partnerships, preparing Tigre Group for the future.



Felipe Hansen

Chairman of the Board of Directors of Tigre Group



With great satisfaction, we present the new version of the Tigre Group's Code of Ethics and Business Conduct, a document that prepares us for the coming years, maintaining, in a clear and transparent way, the Tigre Way of Being that we know.

It continues to follow our culture and our way of working, reinforces our purpose of managing water quality to transform people's lives and is our reference in moments of doubt, dilemma, or conflicts of all kinds.

The Code of Ethics and Business Conduct also highlights our commitments to customers, consumers, the community, suppliers, service providers, third parties in general, the public sector and the press; in addition to making us ready for new challenges involving topics such as corruption, money laundering, and private bribery.

It is essential to understand this document, using it as a guide that drives our behavior. We count on your engagement to comply and disseminate these guidelines on a daily basis. Let's go together?



Otto von Sothen

CEO of Tigre Group



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^{*}This document contains materials that can be found in the corresponding areas or are public and open for online research.



Introduction and scope of the Code

The code has the following objectives:

1

Formalizing and institutionalizing standards of professional conduct, thereby becoming a standard for internal and external relationship of the company and its employees with its several target groups.

2

Guiding the actions and decision-making of professionals and reducing the risks of personal interpretations concerning moral and ethical aspects.

3

Promoting ethical behavior in the business environment.

Scope and application

The Code applies to all members of the Board of Directors, as well as Directors and employees (including interns and apprentices) of Tigre Group, its subsidiaries and controlled companies, in Brazil and abroad, referred to in this document simply as "Tigre" or "Tigre Group".

Tigre is committed to fully comply with all laws and regulations applicable to its business in Brazil and abroad. If the countries where Tigre operates have stricter laws than those established in this Code, local legislation will prevail.

The rules contained in this document also apply to Tigre Group Business Partners; suppliers, customers, service providers, consultants, representatives, agents, lawyers, law firms, consultancies, brokers, joint ventures, among other entities.







Conduct In relationship with several target groups

Tigre seeks to identify the requirements and meet the expectations of customers and consumers in accordance with its Quality and Environment Policy*. Therefore, it regularly conducts studies and technical research, and discloses the information obtained to consumers and customers. The company is part of class associations and technical standards, among others, always seeking to be at the forefront of the development of new products, respecting safety, environment, quality, and anti-trust rules.

Relationship checklist





- Respect
- Transparency
- Safety
- Confidentiality
- Commitment
- Relationship

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1

Relationship with customers and consumers

Employees must provide responsive services through company communication channels and seek to effectively resolve the individual demands and requests of customers and consumers.

Tigre's relationships with its customers and consumers shall be guided by objective and transparent criteria, avoiding the influence of personal relationships and interests, which may influence decision-making and cause losses to the company as well as go against free competition and consumer protection laws. Tigre employees cannot make inappropriate use of their relationship with customers and consumers to obtain undue advantages. Tigre is committed to protecting and maintaining confidentiality of the information about its customers and consumers. In this context, we have a data privacy policy applicable to all countries where we have operations.



BEST PRACTICES

- Tigre serves its customers and consumers following the best commercial practices and without any discrimination;
- Professionals must respect the customer's freedom of choice;
- Tigre maintains the information of its customers as confidential.

ATTENTION POINTS



- Tigre reserves the right to accept or refuse to enter into contracts with interested customers and consumers; however, any refusal will always be duly justified;
- Tigre reserves the right to terminate commercial relationships; however, any termination will be based on contractual and/or commercial justifications;
- Tigre does not engage in agreements with customers to prevent business relationships with other customers;
- Tigre does not condition the sale of a product or service to another product or service.





Relationship with employees

Relationships in the work environment must be based on respect and impartiality, not allowing any form of discrimination. All employees must be treated and assessed fairly. Favoritism or prejudice, biased towards an employee, shall not be tolerated under any circumstances. **Any retaliation against professionals who seek to report nonconformities inside Tigre Group will not be accepted.** Tigre respects the freedom of association and right of collective bargaining of its employees, maintaining a position based on dialogue with trade unions.



A) Conflict of interest

Conflict of interest occurs when an employee acts in a certain way based on their interests that are opposing to Tigre's interests or may cause damage to the company.

Tigre Group is committed to not exposing its professionals to situations that may generate conflicts of interest, acting in a preventive manner to avoid them.

BEST PRACTICES



- Tigre encourages new ideas that bring innovative solutions to its processes
 or business models, motivating its professionals to contribute with solutions,
 as long as they are not opposing to company objectives and do not result in
 personal gains to the detriment of Tigre;
- Employees may perform parallel activities eventuality, as long as they do not hinder the performance of their professional activities, do not compromise their working hours, and are not opposed to Tigre's commercial activities.

ATTENTION POINTS





- Tigre Group employees and their direct family members (father, mother, brother, sister, son, daughter, stepson, stepdaughter, spouse and partner in a stable relationship) cannot have corporate ties with suppliers, customers, or competitors, if their positions grant them privileged information or power to influence transactions in these companies:
- Employees shall not be able to sell any products or services on company premises, during or post business hours.



YOUR PART

- Any position occupied by employees or their immediate relatives, in any other entities (competitors, professional associations, professional bodies, labor unions, among others) must be communicated to their direct manager to evaluate potential conflict of interest:
- Employees, if invited to serve on a board of directors of an educational, charitable, non-profit organization or a trade association, must inform their direct manager, and/or the Personnel Area and/or the Compliance Area, so that a careful analysis is conducted in order to avoid a potential conflict of interest;
- In general, employees must inform their direct manager, or the Compliance area, any situation that may be characterized as conflict of interest.



b) Use of resources belonging to Tigre and confidential information

Please note: The materials you receive from Tigre are to make your work easier, so taking good care of them is your responsibility.

Tigre may provide to employees, third parties and/or business partners computers (desktops or notebooks), cell phones, tablets, office supplies, automobiles, software (including accounts for employees), as well as any other equipment to perform their activities. All resources provided by Tigre to its employees to perform their activities and as long as transfer of ownership is not regulated by a written agreement, are the sole and exclusive property of Tigre.

Information contained in resources assigned to employees are Tigre's property and may at any time be accessed and monitored without prior notice, observing the Information Technology Policy guidelines*.

In the case of use of personal computers (desktops or notebooks), the information contained therein related to the activities of the employee will have the same rules applied in the context of ownership, access, and monitoring.

Confidential information is, for the purposes of this chapter, corporate data that, if leaked internally or externally, could cause financial, reputational, or other type of damage.



BEST PRACTICES

- Employees can use Tigre's resources to develop their activities and projects, subject to the limits established by internal standards and policies;
- Sharing personal passwords to access Tigre systems and resources to other professionals or third parties is not allowed;
- Common sense is recommended when using resources, making use only of what is necessary, in order to avoid waste;
- We emphasize that the resources provided by the company must be used only for corporate purposes and never for personal purposes;
- Professionals who treat confidential and secret information, in their activities or in specific projects, must have specific confidentiality agreements (NDA – Non-Disclosure Agreement), and the respective area is responsible for maintaining these agreements.

ATTENTION POINT



- Employees are not allowed to use company assets and resources for their own benefit;
- During online meetings, employees must guarantee they are in a reserved environment, using headphones, in order to maintain the discussed subjects only among the participants, ensuring the confidentiality of the information;
- Tigre may, in the course of corporate investigation, collect information on the company's assets and resources, with the exception of the professional's privacy;
- Digital messaging programs like WhatsApp, Teams, and emails generate permanent files. Sent messages can be forwarded by the recipient and can remain on the company system or other equipment for some time. Everyone should use the same care, caution, and kindness as they would with verbal communication when sending a message. Make sure that the message you intend to send is not considered abusive, obscene, offensive, profane, or prejudiced.

YOUR PART

- Employees must protect and make good use of company property, as well as follow internal standards and policies regarding the use of digital equipment and virtual information:
- Employees must be careful when addressing confidential Tigre matters in public places such as elevators, restaurants, airports, social media, public transport, or taxis;
- Employees responsible for the maintenance and storage of information must observe the method and deadlines set out in the Privacy Policy*, in order to preserve the integrity of documents and data.





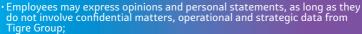
C) Social media

In addition to being careful with what you POST also be careful with what you SHARE.

Social media plays an important role in shaping public opinion. Employees, when expressing a personal opinion, are expected to take into account that this is a public platform and that the content of their message can harm Tigre's reputation. We value the freedom of speech of our employees, and seeking balance in this relationship, we guide them to use it with common sense, ethics, and respect. We remind you that freedom of speech is everyone's right, however, even though it is a right, there are limitations when its exercise results in harm to another person.

BEST PRACTICES











ATTENTION POINTS

- Do not express yourself on behalf of Tigre in comments, confrontations and/or
 questions made by other users, even if regarding a subject of your domain or area;
- In the event of sharing confidential information, operational and strategic data, disciplinary measures may be applied.

YOUR PART

- Employees must adopt a respectful approach towards opinions of third parties, including when it differs from yours;
- When expressing your opinion, do not expose, offend and/or make comments that could compromise Tigre's image, its professionals and/or any of the target groups with whom the company has relationships.

D) Family relationship

So, I can't refer Tigre vacancies to my family members?



Yes, you can refer them. As long as the vacancy is not in the same area or shift and is under different leadership.

Tigre can employ relatives of employees, however, without any privilege of job title, compensation, and benefits, and provided that they have competed on equal terms with other applicants.



BEST PRACTICES

- Employees who are immediate relatives can work in different areas of the company or under different direct management;
- Employees who are immediate relatives can work in the same area, provided they are in different shifts and under different direct management.



ATTENTION POINTS



- Hiring immediate relatives such as father, mother, brother, sister, son, daughter, stepson, stepdaughter, spouse, and partner in a stable relationship, in the same sector and/or under the same direct management or in situations that may create a conflict of interest is not allowed;
- Direct subordination between relatives (father, mother, brother, sister, son, daughter, stepson, stepdaughter, spouse, and partner in a stable relationship is not allowed:
- Administrators (directors, CEO, and statutory directors) will not be allowed
 to hire direct relatives (parents, siblings, spouses, children, grandchildren,
 stepchildren and/or partner in a stable relationship) in any area of the
 company, as these are predominant positions over all others in the company
- Hiring employees who are immediate relatives is not allowed, even in different areas, when one has the power to influence the work or career of the other.

YOUR PART

• Employees who have a kinship relationship with each other and who are not complying with the above rules, provided that the situation is preexistent to this Code, must inform their direct managers, or the Personnel area, or the Compliance area, so that the company can take the appropriate measures for each case.

E) Affective relationship between Tigre professionals

Rules for existing affective relationships inside Tigre are the same as those applied to immediate relatives, as item above.







ATTENTION POINT

 Employees who are married or who maintain an affective relationship with any coworker must adopt the same behavior as they do with other professionals.

YOUR PART

• Employees who are married or maintain affective relationship and who are not complying with the above rules (family relationship), provided that the situation is preexistent to this Code, must inform their direct managers or the Personnel area, or the Compliance area, so that the company can take the appropriate measures for each case.

F) Respect for individuals (prejudice, discrimination, and harassment)



The job positions must be filled by people who meet the technical requirements demanded for the function. Tigre's policies and practices do not allow prejudice or discrimination of any nature, whether in the processes of selection, evaluation, promotion, or termination. Opportunities are equally offered to people, regardless of sex, race, age, origin, sexual preference, political or religious conviction, or physical disability.

TIGRE DOES NOT TOLERATE

- Abusive or coercive conduct, harassment of any type and arbitrary situations such as intimidation or threats in the relations between employees, regardless of their hierarchical level;
- The use of slave labor, child labor and work performed by individuals under 16 years old, unless an individual is hired as an apprentice, in the terms provided by local legislation;
- Consumption of alcoholic drinks, illicit drugs, or narcotics within company premises, as well as being under the influence of these substances during working hours or while providing services to the company;
- Carrying or storing firearms and weapons in the company premises or in external activities related to the company, except for service providers whose contract requires these actions, provided they are authorized, qualified, and trained for this purpose;
- Retaliation against any coworker who reports any potential unsuitable behavior or who feels coerced or intimidated by abusive conduct.



G) Rehiring former employees

Former employees can be eligible for rehiring by the company as long as in accordance with the Personnel Attraction and Selection Policies* and the Procurement Policy*.



Relationship with suppliers, service providers and third parties in general



We expect our suppliers, service providers and other companies and third parties that have relationships with Tigre to act in accordance with the principles and values of this Code, especially concerning their engagement related to the implementation of mechanisms to combat corruption, fraud, money laundering, cartel, and other unlawful acts.

A) Assessment of suppliers and service providers

Tigre, before and during the business relationship, assesses its suppliers and service providers through clear criteria established technically and economically by the competent areas. Any discrimination or favoritism of any nature is not allowed. All employees must act with suppliers or service providers impartially, respecting in particular the rules established by the Best Business Practices and Relationship Policy, always based on technical and economic criteria, and the best interests of the company.



Hiring companies of former employees is authorized, provided that the criteria established by the Supply area are observed, in addition to ensuring the company is not exposed to labor risks.



B) Contract records

Contracts where Tigre is a party, especially contracts with suppliers and business partners, must be reviewed by the Corporate Legal team. In addition, contracts must contain specific clauses about the commitment to comply with applicable laws, including, but not limited to, anti-corruption and anti-bribery laws.



The Corporate Legal
Department must
analyze and authorize
all issued contracts,
protecting the rights
and duties established
in the document.

C) Gifts and presents

What to do when receiving a gift/present indirectly?

STEP

Check if the value does not exceed what is stipulated in the specific policy (50 dollars).

nd If the gift value is higher, contact the Compliance area.

STEP

rd

If necessary,
return it along
with a thank you
letter (available
in the Compliance
area).

Receiving and offering gifts, presents, entertainment, hospitality, and meals is very common in business relationships. However, this practice must be conducted appropriately, so it doesn't influence or seem to influence decisions and consequently it won't generate undue favors.

Tigre only offers or receives gifts, presents, entertainment, hospitality, or meals strictly following the guidelines of the Gifts and Hospitality Policy* and with the laws applicable to its operations.

Receiving, offering, promising any gifts, presents, entertainment, hospitality, or meals that influence or may influence business decisions or intended at personal benefit is prohibited. If you have any questions related to this topic, please contact the company's Compliance Area.



BEST PRACTICES

- Gifts and presents can be accepted when they do not exceed USD 50.00 (fifty US dollars) or equivalent amount in local currency. If more than one gift or present is received from the same person or company, at the same time, the sum of these gifts cannot exceed the provided amount;
- Entertainment, hospitality, and meals must follow the rules of the Gifts and Hospitality policy and Donation and Sponsorship policy;
- Tigre employees may offer gifts and presents to business partners only with the approval of their direct manager and in compliance with company practices and the Gifts and Hospitality Policy*;
- Sales or Marketing representatives, in order to maintain good commercial relations, may offer gifts to customers and suppliers always compliant with policy and practices established for this purpose.



ATTENTION POINTS

- Tigre employees cannot receive or offer gifts or presents over USD 50.00 (fifty US dollars);
- Tigre employees cannot receive or offer hospitality, entertainment, and meals that have standards that are not compatible with our Gifts and Hospitality Policy*;
- Entertainment, hospitality, and meals must not be extended to the spouses or family members of the other party when they are not involved in the business;
- No Tigre employee or family members may accept cash or cash equivalents from the company's business partners;
- Employees may not request gifts or presents from Tigre's business partners, future partners or suppliers in general who do not have a direct relationship with Tigre Group or place them in a position where they feel obliged to offer them.

YOUR PART

- Any gifts or presents received and that exceed the allowed value of USD 50.00 (fifty dollars), granted to professionals or their relatives, must be returned together with a thank-you letter provided by Tigre, in the Compliance area;
- \bullet Employees must inform Tigre's business partners about the company's Gifts and Hospitality Policy;
- Tigre professionals, when offering any Gift, Present, Entertainment, Hospitality or Meal, to business partners of Tigre Group, must correctly record the corresponding expenses.



Learn more about Carlos Roberto Hansen Institute



D) Donations and sponsorships

Donations and Sponsorships are ways that allow Tigre to positively impact the community and people involved. Therefore, donations and sponsorships are allowed and encouraged by Tigre.

Unfortunately, donations and sponsorships can be used by corrupt companies and entities as a way to cover up illicit activities. As a result, donations and sponsorships made by Tigre must strictly follow the rules and guidelines of the Donations and Sponsorship Policy*, as well as applicable laws and regulations.

In order to help Tigre in the development of the environment where it operates, all demands for donations will be handled by Carlos Roberto Hansen Institute – ICRH. ICRH's objective is to educate the citizen of the future, focusing on the development of children and adolescents. Promoting health is also at the center of its efforts, mainly oriented towards actions focused on Tigre Group's core business, sanitary improvement and basic sanitation.

Employees in general are encouraged to get involved in volunteering opportunities and develop projects and initiatives focused on contributing to a fairer and more supportive society.

Tigre Group and ICRH follow a transparent process to identify, select and support social projects. Projects and entities supported by Tigre are previously analyzed by ICRH, according to criteria established in the Donations and Sponsorship Policy* and undergo a due diligence.



BEST PRACTICES

- Donations and sponsorships are formalized in writing, using the Donation Agreement;
- Projects, institutions, events, among other organizations that received sponsorships or donations are periodically monitored, verifying their compatibility with Tigre's values, principles, and applicable legislation;
- Sponsorships and Donations that may result in tax benefits must strictly comply with the laws of the region/country.





ATTENTION POINTS

- The Donations and Sponsorships offered by Tigre shall not establish a dependency on the continuity of the benefit;
- No Donation or Sponsorship may be given with the intention of obtaining an undue advantage or seeking any reciprocity;
- Tigre Professionals cannot make Donations or Sponsorships on behalf of the company;
- Tigre does not make Donations or Sponsorships to individuals;
- Tigre does not make any kind of donation to political parties, candidates and/or events related to electoral campaigns.

E) Mergers and acquisitions

Tigre carefully evaluates companies and other entities with which it intends to enter into partnership agreements, through associative agreements or joint ventures, or that it considers for mergers, acquisitions, or other transactions. Before entering into any partnership or agreement, Tigre conducts a specific due diligence procedure, in which it assesses risks of corruption, bribery, public or private, and other illegal practices, risks to the competitive environment, as well as other legal, accounting, labor, environmental risks and the integrity of the potential entity.



Growing
together
with cities, states,
and countries
around the world.

A) Interactions with the government on behalf of Tigre

Tigre values integrity and honesty in its relationship with public bodies. While defending the company's interests, employees must always observe ethical principles and respect the standards and laws in force. All relationships of employees with Public Authority agents must be guided by Tigre's Institutional Relations Policy*.



There are specific rules for communicating and holding meetings with public agents, listed in Tigre's Institutional Relations Policy*.

In addition, participation in public tenders or commercial negotiations with public agents must be conducted with extreme care, in line with Tigre's principles, values and the guidelines of this Code and other company Policies.



B) Contributions to political parties

Tigre encourages its employees to practice citizenship through voting, seeking rights, among other means, but employees shall not be able to use company resources for political activities.

C) Gifts and presents

Tigre employees cannot offer presents or gifts to public sector employees. Furthermore, Tigre does not allow undue payments in order to obtain advantages or expedite administrative actions.

D) Donations and sponsorships

Tigre does not offer Donations and Sponsorships to legal entities controlled, directly or indirectly, by public agents, government authorities and politically exposed persons, with the objective of achieving any advantage or benefit. 5

Relationship with the **press**

The area responsible for press relations is Marketing. Only authorized employees shall contact the press. No employee shall be able to disclose any information about the company, customers, suppliers, service providers or other business partners, without authorization of the Marketing area, which shall review and, if necessary, mediate the relationship between employees and the media in general.

All employees shall inform the Marketing team and/or their direct manager when they hear any incorrect or negative information about Tigre or its products in the media.





Intellectual property/Privileged information

Any intellectual property developed by company employees, due to the nature of their employment agreement, as well as the use of company resources and equipment or work conducted at Tigre's premises, will be attributed to Tigre, and it is its property.

Privileged information is the set of data that, if manipulated, can change the value of company shares or influence a specific market, constituting an infringement of the economic order.







ATTENTION POINTS

- Classified company information such as specific commercial or planning strategies, as well as other data classified as confidential, may not be used/disclosed by employees, either for their own advantage or benefit of third parties;
- Employees who have access to confidential information related to Tigre that has not been disclosed to the public is not authorized to disclose such information to third parties;
- Tigre is not bound to disclose personal records, unless authorized or required to do so by law, regulation, or judicial decision.

YOUR PART

- It is the duty of all Tigre employees to protect the intellectual property of the company, including, but not being limited to technology, technical and procedural knowledge, brands, patents, industrial processes, etc;
- Secrecy of privileged information and intellectual property shall be maintained even after end of employment.



Accounting and financial records



All accounting and financial transactions must be correctly recorded in the official company books in an accurate and truthful manner. The records must be supported by suitable documentation free of any type of fraud or activities that may be characterized by money laundering, and in accordance with the relevant legislation, internal company standards as well as accepted and applicable accounting principles, adopted internationally.

Accounting records and other relevant files related to financial data, financial transactions must be maintained and kept by the company for a period in accordance with local legislation.

Employees must cooperate fully with auditors (external and internal), ensuring that all requested information is provided by the required deadline. Under no circumstances should employees provide incomplete or incorrect information.



Health, safety, and environment

All employees must be aware and strictly comply with the health, safety, and environmental standards and policies; as well as communicate to their direct manager any event that may threaten their physical or moral integrity.

A) Sustainability and environment

Sustainability has always been present in Tigre's work, in how it conducts its business in a transparent, ethical, and responsible way, in how it recognizes its professionals or innovates in the development of solutions.

Tigre operates in accordance with the standards and legislation applicable to its activities. The company conducts sustainable use of natural resources, whether renewable or not.

YOUR PART

• All employees must respect the environment and contribute to a more sustainable future.







B) Health and safety

The health and physical safety of its employees are priorities for Tigre. The company operates its businesses according to the applicable occupational health and safety laws, providing uniforms and Personal Protective Equipment (PPE) to all employees who require them, and it is mandatory to use these in the manufacturing area.

Tigre analyzes and investigates incidents and accidents, documents the results, and shares the procedures adopted for protecting health and safety with all employees and contracted service providers.



BEST PRACTICES

- Periodically, Tigre executes training related to health, safety, and environment, so everyone understands the work routine and can act responsibly and safely;
- If you identify any situation that threatens your physical integrity or that of your colleagues in the workplace, you should provide guidance to the professional and communicate your manager and the Occupational Safety Area. In this situation, if the risk is serious and imminent, you should exercise the right of refusal, interrupting the activity and immediately informing your manager and Occupational Safety.

ATTENTION POINT

 It is not allowed to work or visit manufacturing areas without personal protective equipment (PPE) or uniforms when their use is mandatory.





Anti-corruption and anti-bribery

Tigre does not tolerate the involvement of Employees or Business Partners in any acts of corruption (public or private), bribery (public or private), facilitation payments, extortion, fraud, obstruction of investigation, bribes, kickbacks or any other illegal or unethical acts.

Such acts, in addition to being illegal and unethical, in several jurisdictions where Tigre operates, have serious consequences for the company, for the individuals involved and for society as a whole.

Tigre has zero tolerance for such practices. We

comply with the Brazilian Anti-Corruption Law (Law No. 12,846/2013 and its regulations), the North American Legislation (FCPA - U.S. Foreign Corrupt Practices Act), the United Kingdom Legislation (UKBA - UK Bribery Act 2010) and other international legislation in force in the countries where we have units. In addition, we have an Anti-Corruption and Anti-Bribery Policy* with clear quidelines and standards that must be followed by all Tigre Employees and Business Partners.

DO YOUR PART

• If you become aware of any practice that may provide evidence of corruption or bribery, you must report it through our Ethics Channel or contact the Compliance area.







Tigre's relations with its competitors are guided by transparency, through decisions based on objective and non-personal criteria. Tigre is committed to promoting free and fair competition, competes ethically, not condoning or tolerating the involvement of its employees in anti-competitive conduct, such as cartel formation, boycott of groups, exchange of commercially sensitive information, predatory and unfair conduct, among other actions.

Tigre does not tolerate any practices that violate antitrust laws, preserving its business relationships fairly and in compliance with applicable laws and its Best Business Practices and Relationship Policy*.

In the relationship with our Business Partners we never talk about prices, promotions, price changes, sales terms and conditions, profit margins, costs, target audience, customers, business opportunity, capabilities, production volumes, marketing strategies, sales strategies, offers and bids in public tenders, among other sensitive information.

In meetings of class associations, unions, forums and technical visits or any other involving competitors, it is important to strictly observe the guidelines of the Best Business Practices and Relationship Policy* and the Institutional Relations Policy*.

Tigre repudiates any practice that represents slander, defamation, libel or even impair the image of its competitors, including the practice of misleading advertising.

DO YOUR PART

• If you become aware of any practice that is similar to the examples described, you must report it through our Ethics Channel or contact the Compliance area.





Prevention of money laundering

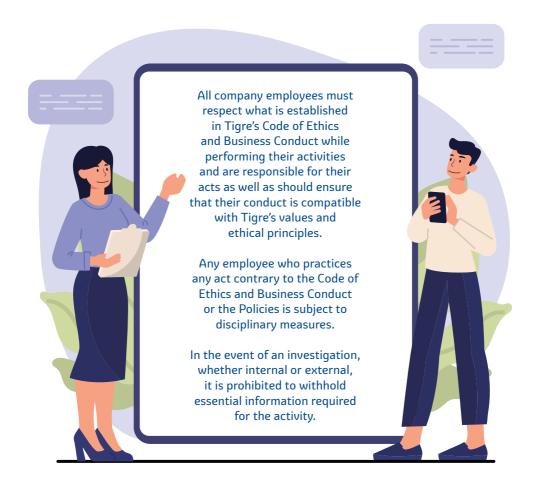
Tigre values integrity in the development of its business and will not tolerate any practice that is or could be characterized as money laundering, or laundering of assets, rights, and funds and/ or terrorist financing, and/or drug trafficking, in addition to the proliferation of weapons of mass destruction. We are committed to We do not ensuring compliance with all applicable tolerate laws and regulations. any type of In order to prevent Tigre's operations from being used for money laundering or crime. the financing of illicit activities, employees must carefully read the guidelines of the Anti-Corruption and Anti-Bribery Policy* and pay attention to the warning signs.

ATTENTION POINTS



- Business partners who are reluctant to provide complete information, or provide false, suspicious, or insufficient information;
- Payments not corresponding to the company or directed to unidentified third parties;
- Payments made in multiple transactions;
- Inability or difficulty to verify corporate history of an entity and/or its partners;
- Negative publications or comments in the media or in the community concerning the integrity, ethics, legitimacy of the entity or the individual.

12 Responsibilities



If everyone does their part, we will have a stronger and more united Tigre.

13

Infringement of code of ethics and business conduct

If you identify any infringement of the code, REPORT IT!

All employees must follow the guidelines of the Code of Ethics and Business Conduct.

The practice of illegal or unlawful acts that violate or may violate current legislation and regulations, as well as any violations or suspected violations of this Code of Ethics and policies and procedures, subject Tigre employees to the following disciplinary measures, as applicable: (i) verbal warning and/or feedback; (ii) written warning; (iii) suspension; (iv) dismissal without just cause, (v) termination for just cause, (vi) filing of labor, civil and/or criminal lawsuits (if applicable).

In the event of violations by third-party suppliers and service providers, the termination of the relationship may be determined and, if necessary, the adoption of legal measures against those involved.

It is the duty of every employee to formally communicate to their direct manager or through the Ethics Channel, whenever they become aware of a potential infringement of the terms of this Code.

Every report will be received by the Ethics and Compliance Committee, in accordance with Tigre's internal procedures, respecting the confidentiality and secrecy of information, except for those cases where there is a legal obligation to inform the governmental authorities.

Tigre does not tolerate retaliation against any employee who reports any potential unsuitable behavior or who feels coerced or intimidated by abusive conduct.

Employees can report any infringement in the following ways:

- Communicate their direct manager.
- Communicate the BP or Personnel area.
- · Communicate the Compliance area.
- Direct phone number: 0800 602 1350.
- Website: www.contatoseguro.com.br/tigre
- · Smartphone app Contato Seguro.

Tigre is committed to analyzing the veracity of reports; therefore, it does not stipulate a deadline for closing the cases. However, it assures that anyone who reports a situation that is not in accordance with this Code or with the company's ethical values will receive a final answer related to case closure.



What should be done when in doubt?

Do you still have any questions about the proper practice of some type of conduct? Ask yourself:

- Is it consistent with the Company's Code of Ethics and Business Conduct?
- Is it ethical?
- · Is this act legal?
- Is this conduct fair and honest?
- · Will it reflect well on me and the company?
- Would I like to read about it in the newspaper?
- · Would I advise my children to act like this?

Employees should not refrain themselves to report any infringement when they find themselves in situations of doubt. If the answer is "no" to any one of these questions, the conduct shall not be adopted.



Remember: you can contact your direct manager or Tigre's Compliance area about any questions you still have.





Ethics and Conduct



Term of Adherence to the Code of Ethics and Business Conduct of Tigre S.A Participações

1,			
SNN Employ	ee		
by signing this Term of Adherence, agree to adhere to the Code of Ethics and Business Conduct of Tigre S.A. Participações, as approved in the Meeting of the Boards of Directors of Tigre S.A. Participações, held on June 21st, 2017. I have received, read, and understood the Code of Ethics and Business Conduct and seek to observe its provisions and report any practice which may be a supposed infringement.			
Name	Date		

Review: December. 2022



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December . 2022