

A close-up photograph of a blue flag attached to a white pole. The flag is made of a mesh-like material and is slightly wrinkled. The background is a blurred outdoor sports field with green turf, white markings, and tall stadium lights under a clear blue sky.

INTERNATIONAL CONTACT INFORMATION /

ADDENDUM TO THE CODE OF CONDUCT

INTERNATIONAL CONTACT INFORMATION COMPLIANCE OFFICER AND COUNSELLOR/

To ensure proper adherence to the Code of Conduct and the Whistleblower scheme, a Group Compliance Officer and a team of Regional Counsellors have been appointed. Possible violations of the Code of Conduct should be reported to the Compliance Officer and/or (one of the) Counsellor(s).

Compliance Officer

The Compliance Officer is an independent regulator for questions about the Code of Conduct or for the reporting to of possible violations of financial or economic terms.

The TenCate Group Compliance Officer is:

Mr. Jan Teekens, Chief Financial Officer

Email: j.teekens@tencategrass.com

Cell: +31 (0) 6 10232393

Counsellor

A Counsellor is available for questions about or for reporting possible violations of the Code of Conduct, particularly in matters related to interpersonal behaviour, such as discrimination or sexual harassment.

The Group Counsellor operates at the TenCate Group level and is responsible for the proper implementation of the Whistleblower scheme.

The Group Counsellor is:

Mrs. Kirsten Laurentzen-Kupper, Group Human Resources Director

Email: k.laurentzen@tencategrass.com

Cell: +31 (0) 6 57624425

Apart from the Group Counsellor, the following Regional Counsellors are in place:

Region	Regional Counsellor	E-mail	Cell
Americas	Christi Sparks	c.sparksl@tencategrass.com	+1 706 271 7493
Europe	Kirsten Laurentzen Kupper	k.laurentzen@tencategrass.com	+31 (0)6 57624425
Middle East & Africa	Reji Kunju	r.kunju@tencategrass.com	+971 50 2404706
Asia-Pacific	Peter Leeves	p.leeves@tencategrass.com	+64 (0) 29 201 2479

HOTLINE & INCIDENT MANAGEMENT

TenCate is committed to fostering an environment where open, honest, and transparent communication is the norm. We encourage employees and stakeholders who are affected by a violation of the Code of Conduct, or other ethical or legal infractions, to report their concerns directly to the Group Compliance Officer or Group- and Regional Counsellors directly without fear of retaliation.

In situations where you prefer to report anonymously, TenCate has partnered with EthicsPoint, a comprehensive and confidential reporting application developed by our external partner called Navex. Navex is a global leader in governance, risk and compliance (GRC) solutions. EthicsPoint allows you to submit a report or raise concerns in complete confidence, ensuring that the information you provide is transmitted securely and anonymously. We guarantee that your report will be thoroughly reviewed, and your comments will be given due consideration.

The use of EthicsPoint supports our commitment to maintaining a safe, ethical, and legally compliant workplace. This application helps in address issues such as fraud, abuse, and other forms of misconduct and plays a vital role in cultivating a positive and trustworthy work environment.

If you would like to report any concerns or complaints, please use the QR Code below:



You can also access Ethicspoint using the following links:

Computer access: tencate.ethicspoint.com

Mobile access: tencatemobile.ethicspoint.com

HOTLINE & INCIDENT MANAGEMENT Q&A/

Q: Why do we need an application like EthicsPoint?

A: By promoting open and transparent communication, we create a positive and trustworthy environment. An effective reporting application augments our other efforts to foster a culture of integrity and ethical decision making.

Q: May I report using either the Internet or a cell phone?

A: Yes, EthicsPoint enables you to report in complete confidence, anonymous via either the internet or cell phone.

Q: What types of situations should I report?

A: The EthicsPoint application allows employees to report any violation of our Code of Conduct, or any other concerns you may have.

Q: If I identify a violation, should I not just report it to my supervisor or Human Resources and let them deal with it?

A: When you observe some behaviour that you believe violates our Code of Conduct, we expect you to report it. Ideally, you should raise any concerns to your supervisor or another member of our management team. However, we recognize that there may be circumstances when you are not comfortable reporting the issue in this manner. It is for such circumstances that we have partnered with NAVEX. We would rather you report anonymously than keep the information to yourself.

Q: Why should I report what I know? Why is it important?

A: We all have the right to work in a positive environment and with that right comes the responsibility of acting in an ethical manner and letting the appropriate people know if someone is not acting appropriately. By working together, we can maintain a healthy and productive environment.

Q: Does management really want me to report?

A: We certainly do. In fact, we need you to report. You know what is going on in your immediate work environment - both good and bad. You may have initial knowledge of an activity that may be cause for concern. Your reporting can minimize the potential negative impact on the company and our employees. Offering positive input may help identify issues that can improve our corporate culture and performance.

Q: Where do these reports go? Who can access them?

A: Reports are entered directly on the EthicsPoint secure server. NAVEX is the owner and developer of the EthicsPoint application and makes these reports available only to specific individuals within TenCate Group who are charged with evaluating the reports, based on the type of an alleged violation and location of the incident. Each of these report recipients has had training in keeping these reports in the utmost confidence.

Q: Is this application not just an example of someone watching over me?

A: No. EthicsPoint is a positive aspect of our overall philosophy that allows us to ensure a safe, secure and ethical workplace. You are encouraged to seek guidance on ethical dilemmas, provide positive suggestions, or communicate a concern. Effective communication is critical in today's workplace and this is a great application to enhance that communication. We have carefully selected the best reporting application to meet our compliance obligations while maintaining a confidential reporting environment.

Q: It is my understanding that any report I send from a company personal computer generates a server log that shows every website that my PC connects with. Will this log not identify me as the reporter?

A: NAVEX does not generate or maintain any internal connection logs with IP addresses, so no information linking your PC to EthicsPoint is recorded.

Q: Can I file a report from my home and still remain anonymous?

A: A report from your home or any internet portal will remain secure and anonymous. An internet portal never identifies a user by screen name and the EthicsPoint application strips away internet addresses so that anonymity is fully maintained.

Q: I am concerned that the information I provide to EthicsPoint will ultimately reveal my identity. How can you assure me that will not happen?

A: The EthicsPoint application protects your anonymity. However, if you wish to remain anonymous, you - as a reporting party - need to ensure that the body of the report does not reveal your identity by accident. E.g., "From my cubicle next to Jan Smith..." or "In my 33 years..."

Q: Is the toll-free hot line confidential and anonymous too?

A: Yes. You will be asked to provide the same information that you would provide in an internet-based report. An interviewer will record your report in the EthicsPoint application web.

Q: What if I want to be identified as being a reporter?

A: If you wish to be identified as a reporter, there is a section to identify yourself.

