

CODE OF ETHICS AND CONDUCT

Geoteste



A Word from the Board

Geoteste was founded with the purpose of transforming Brazilian geotechnical engineering through **innovation**, **technical excellence**, and the constant pursuit of **evolution**.

Our journey is built daily with dedication, responsibility, research, technology, and, above all, **integrity**.

We believe that extraordinary results are only sustainable when conducted with **ethics**, **transparency**, and **respect for people**.

This Code of Ethics and Conduct represents the principles that guide our decisions, relationships, and conduct across all of Geoteste's activities.

More than a set of rules, this document reflects the culture we want to strengthen: a **culture of excellence, innovation, responsibility, and trust**.

We expect all employees, partners, suppliers, and third parties acting on behalf of Geoteste to carry out their activities with **professionalism**, **respect**, and **alignment with the company's values**.

Our reputation is built every day by the attitude of each person who is part of our history.



RODRIGO HENRIQUES
DIRECTOR

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More than Geotechnical
Testing .
We deliver
trust to
every project.



(31) 3231-3301
www.geoteste.com

01 MISSION, VISION AND VALUES

MISSION

Within our scope of operations, to provide solutions that create value for society, adding safety, economy, and trust to the construction industry.

VISION

To be the largest and best Brazilian geotechnical testing company, standing out as a reference in innovation, research and development, and being extraordinary in the perception of stakeholders.

PURPOSE

To lead the transformation of geotechnical testing paradigms.

VALUES

PEOPLE

Investing in the development of our employees is how we promote our success.

EXCELLENCE

We pursue excellence in everything we do. Attention to detail sets us apart.

TRUST

We build trust and admiration from stakeholders through transparency, truth, ethics, wisdom, respect and responsibility.

VANGUARD

We lead with innovation and nonconformity, challenging the status quo, exploring new frontiers and anticipating market needs.

THINK BIG, AIM FAR, ACT NOW

Creating the future by acting in the present is our way of achieving bold goals.

GROW TOGETHER

We grow together with those who are part of our journey. We believe the right way to thrive is by adding value to stakeholders and society.

OPTIMISM

Obstacles diminish in a positive atmosphere.



02 SCOPE AND OBJECTIVE

This Code of Ethics and Conduct establishes the principles and guidelines that govern Geoteste's professional and institutional conduct.

It applies to employees, directors, managers, partners, suppliers, service providers, third parties, and anyone acting on behalf of the company.

Its objective is to strengthen the organization's culture of integrity, promoting ethical, transparent relationships aligned with the best governance and compliance practices.

03 COMMITMENT TO ETHICS AND INTEGRITY

Geoteste applies **zero tolerance** for illicit practices, corruption, fraud, improper favoritism, money laundering, or any conduct incompatible with the company's ethical principles.

All institutional and business relationships must be conducted with:

Honesty

Transparency

Responsibility

Professionalism

Impartiality

Legal Compliance

No employee, partner, or representative of the company is authorized to offer, request, or accept improper advantages.

04 TECHNICAL EXCELLENCE AND PROFESSIONAL RESPONSIBILITY

Geoteste has a permanent commitment to:

Technical quality

Reliability of results

Innovation

Operational precision

Continuous improvement

Technological development

All services must be performed with technical rigor, responsibility, and respect for applicable standards.

Excellence is not just a goal, but an essential part of the company's organizational culture.

05 OPERATIONAL SAFETY AND RESPONSIBILITY

Safety is a priority in all of Geoteste's operations. Everyone must strictly comply with:



TECHNICAL
STANDARDS



SAFETY
GUIDELINES



INTERNAL
PROTOCOLS



OPERATING
PROCEDURES



PROPER USE
OF PPE



No activity shall compromise the physical, emotional, or professional integrity of any person.

06 RESPECT FOR PEOPLE

Geoteste values professional relationships based on respect, collaboration, and dignity.

Conduct related to the following will not be tolerated:

Moral harassment

Sexual harassment

Discrimination

Intimidation

Violence

Abuse of authority

Prejudice of any kind

Everyone must contribute to a healthy, ethical, and collaborative work environment.

07 RELATIONSHIP WITH CLIENTS, PARTNERS AND SUPPLIERS

Geoteste's relationships must be conducted with ethics, transparency, and professionalism.

The company expects its partners and suppliers to:



**COMPLY WITH
APPLICABLE
LAW**



**ACT WITH
INTEGRITY**



**RESPECT LABOR
AND ENVIRONMENTAL
STANDARDS**



**MAINTAIN AN
ETHICAL STANCE IN
THEIR ACTIVITIES**



**PRESERVE
CONFIDENTIAL
INFORMATION**

The hiring and retention of suppliers may consider technical, reputational, and compliance criteria.

08 CONFLICT OF INTEREST

Everyone must act with **impartiality** and avoid situations in which personal interests might interfere with professional decisions.

Situations of conflicts of interest must be reported immediately to the responsible leadership.

It is prohibited to:

Improper favoritism

Obtaining personal advantages

Unfair competition

Use of privileged information for
personal benefit.

Misuse of professional position



09 PROTECTION OF INFORMATION AND DATA

Geoteste respects privacy and the protection of personal data, acting in compliance with applicable law.

The company's technical, commercial, strategic, and operational information must be handled with confidentiality and responsibility.

It is prohibited to:

disclosing
confidential
information
without authorization

sharing
internal data
improperly

using
company
information for
personal use

10 RESPONSIBLE USE OF CORPORATE RESOURCES

The resources, equipment, systems, devices, vehicles, and tools provided by Geoteste must be used exclusively for professional purposes.

Everyone must take care of the company's physical,

technological, and intellectual assets.

11 INNOVATION, RESEARCH AND DEVELOPMENT

Geoteste believes innovation is essential to transforming Brazilian geotechnical engineering.

The company encourages:

- ✓ RESEARCH
- ✓ CONTINUOUS IMPROVEMENT
- ✓ TECHNOLOGICAL DEVELOPMENT
- ✓ CRITICAL THINKING
- ✓ CONSTRUCTIVE NONCONFORMITY
- ✓ CONSTANT PURSUIT OF EVOLUTION

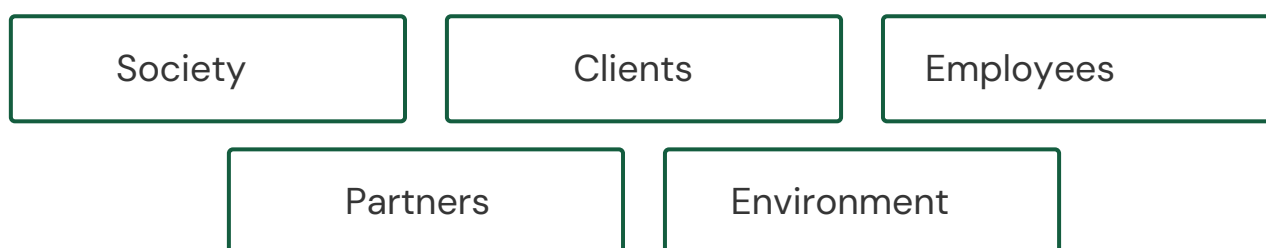
All innovation must be carried out with technical responsibility, ethics, and safety.

12 SUSTAINABILITY AND SOCIAL RESPONSIBILITY

Geoteste recognizes the importance of social and responsibility in its activities.

The company seeks to develop solutions that generate a

positive impact for:



Responsible, sustainable practices aligned with the development of Brazilian construction are encouraged.



13 ETHICS AND REPORTING CHANNEL

Geoteste provides channels for receiving reports, complaints, suggestions, and statements related to possible violations of this Code.

Reports may be made confidentially and without any form of retaliation against a good-faith whistleblower.

All statements will be reviewed with responsibility, impartiality, and confidentiality.

Contact: compliance@geoteste.com

14 DISCIPLINARY MEASURES

Failure to comply with the provisions of this Code may result occurrence, including:



GUIDANCE



WARNING



SUSPENSION



TERMINATION



**CONTRACT
TERMINATION**



**APPLICABLE
LEGAL LIABILITY**

15 FINAL PROVISIONS

This Code of Ethics and Conduct applies to everyone acting on behalf of Geoteste.

Compliance with it is mandatory and represents the company's commitment to integrity, innovation, responsibility, and alignment with the highest ethical and technical standards.

This document may be updated periodically to ensure continuous improvement and alignment with best market practices and current legislation.



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