



Supplier Code of Ethics

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01. Our Ethical Commitment

At Molins, we are committed to the highest ethical standards, as well as to full and strict compliance with the law in all our businesses and operations.

To this end, we have developed a robust Corporate Governance System, implemented through Corporate Governance policies and Compliance System protocols, promoting ethical and transparent business management aligned with best practices.

Molins has also adhered to the United Nations Global Compact, a global initiative that promotes and disseminates sustainable development policies. This initiative includes commitments relating to environmental protection, the defense of human rights, and the promotion of a more inclusive and equitable society.

Our suppliers are autonomous and independent entities that play a fundamental role in our operations and are an essential part of our value chain. For this reason, Molins promotes and expects all those acting for or on behalf of Molins to comply with our ethical values and applicable legislation.

With the aim of establishing a framework for supplier conduct, Molins has developed this Supplier Code of Ethics, which sets out guidelines designed to build stable, long-term business relationships that add value across our entire value chain. For us, applying high standards of corporate governance and promoting integrity and transparency is essential to maintaining the trust of our stakeholders.

02. Scope of Application

This Supplier Code of Ethics applies to all suppliers that maintain business relationships with all national and international companies of Molins that are individually controlled (“Subsidiaries”).

In national and international companies that are not fully controlled or are jointly controlled (“Affiliates”), individuals acting as representatives of Molins will promote the implementation of principles and guidelines consistent with those established in this Supplier Code of Ethics.

This Supplier Code of Ethics applies directly to all suppliers, contractors, third parties, and external collaborators (hereinafter, the “Suppliers” or the “Supplier”), regardless of where the Supplier is headquartered or conducts its activities.

This Code does not affect the independence and autonomy of Suppliers in conducting their business, but rather constitutes a commitment freely and voluntarily assumed by the Supplier when acting with and for Molins.



03. Supplier Commitments

3.1 Ethical Conduct of Suppliers

Compliance with the Law and Ethical Values

Suppliers must ensure that their business activities are carried out diligently, with integrity and transparency, undertaking at all times to act in accordance with applicable national and international legislation and in line with the company's corporate policies. Suppliers are expected to conduct themselves with integrity and responsibility in their business activities and in the performance of their duties, always acting ethically, objectively, and in good faith.

Sustainability and the Environment

Aware of the importance of environmental protection, Molins strives to develop a business model that prioritizes sustainability, undertaking commitments aimed at reducing greenhouse gas emissions and promoting the circular economy.

In this regard, Molins expects Suppliers to assume equivalent commitments and to carry out their activities responsibly and in strict compliance with applicable legislation, promoting the minimization of negative impacts on the environment and surrounding communities. Suppliers shall ensure compliance with these principles throughout the value chain, requiring third parties with whom they have business relationships to respect the natural environment.

Protection of Human Rights

Suppliers must respect and promote the protection of internationally recognized human rights, including those upheld by the United Nations Global Compact. In this regard, Suppliers must ensure at all times the protection of human rights both with respect to their own employees and the communities around them.

Molins expects its Suppliers to play an active role in promoting a respectful working environment and rejecting any practice that could be considered forced or child labor, encouraging the elimination of such practices throughout the value chain.

Prevention of Harassment, Non-Discrimination and Respect in the Workplace

Suppliers must ensure that all their employees are treated fairly. In this regard, they must promote a working environment based on respect, equal treatment and opportunity, and non-discrimination on any grounds.

Likewise, Suppliers undertake to maintain a workplace free from discrimination, harassment, intimidation, threats, and any other conduct that violates human and labor rights.

Suppliers must also promote respect for employees' right to rest and work-life balance, as well as freedom of association and collective bargaining, ensuring that employees receive appropriate remuneration consistent with their functions and responsibilities and aligned with market conditions.

Anti-Corruption

Molins adopts a zero-tolerance policy towards corruption, bribery, and any other unlawful practices in the conduct of its operations. Molins expects its Suppliers to be fully committed to complying with applicable anti-corruption regulations in all the countries where they operate. In this regard, Suppliers must act with integrity in their dealings with public and private entities wherever they operate.

Suppliers must not offer, authorize, give, or accept, in connection with contracting with Molins or acting on its behalf, any advantage, payment, benefit, gift, gratuity, or any other form of remuneration, nor any offer or promise to obtain such benefits. Nor should they respond to requests for such payments or benefits made by the parties with whom they contract, whether in the public or private sector.

Likewise, Molins firmly opposes influencing the will of third parties to obtain improper benefits. Therefore, Suppliers are not permitted to make or offer, directly or indirectly, payments, gifts, compensation, or advantages to third parties where there is knowledge or suspicion that these could improperly influence any decision or transaction. Facilitation or expediting payments are also prohibited.



Occupational Health and Safety

Occupational health and safety is one of Molins' core pillars. Accordingly, it is also expected to be a fundamental objective for Suppliers.

Suppliers must ensure the protection of their employees in the performance of their work, using the necessary and appropriate means to prevent workplace accidents and occupational illnesses. Likewise, Suppliers must provide their employees with a safe and stable working environment that complies with applicable occupational risk prevention regulations.

Suppliers are also expected to provide their employees with all necessary and appropriate materials and equipment for the prevention of occupational risks, as well as to deliver adequate training in health and safety in the workplace.

Corporate Image and Reputation

Molins considers its corporate image and reputation to be among its most valuable assets for maintaining the trust of its employees, customers, suppliers, stakeholders, shareholders, and investors. Accordingly, Suppliers are expected to safeguard Molins' reputation and protect its corporate image in the course of their professional activities.



3.2 Ethical Conduct of Suppliers in the Market

In line with Molins' commitment to fair competition, Suppliers are expected to conduct their activities in accordance with applicable regulations. Suppliers shall not enter into any agreements, whether express or implied, that violate competition laws. Any practice that may be considered collusive, abusive, or restrictive in the market is rejected.

Similarly, Molins strictly rejects:

- The use of any form of misleading advertising
- The unlawful disclosure, transfer, or dissemination of trade secrets
- Offering, receiving, requesting, or accepting unjustified benefits or advantages in business relationships
- Any practice aimed at manipulating prices

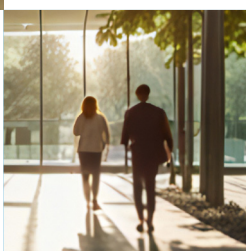
3.3 Ethical Conduct of Suppliers with Third Parties

To generate sustainable, long-term value, Suppliers are expected to maintain ethical, honest, and transparent conduct at all times in their relationships with third parties, especially when acting on behalf of or in the interest of Molins.

With Public Authorities: In their interactions with public authorities, Suppliers must fully comply with applicable legislation in their jurisdiction. They must always act in accordance with the principles of transparency and ethics in business. Molins expresses its absolute rejection of any practice that could be considered corruption or bribery in dealings with public authorities.

With Suppliers, Contractors, and Agents: Suppliers must act proactively in the proper selection of their counterparties. They are expected to adopt clear, objective, and impartial criteria in selecting their own suppliers, contractors, and agents, implementing appropriate due diligence measures to ensure the suitability, quality, and proper delivery of the goods and services provided. Supplier selection must be carried out without discriminatory criteria.

Suppliers undertake not to maintain business relationships with sanctioned entities, individuals, or countries, and must ensure compliance with applicable sanctions and embargo regulations.



3.4 Conflicts of Interest

A conflict of interest may arise when personal, family, social, or political activities interfere, or have the potential to interfere, with responsibilities towards Molins. Suppliers are expected to manage conflicts of interest appropriately, independently, and autonomously, whether real, apparent, or potential.

Suppliers must not use their position to obtain personal benefits at the expense of Molins. They also undertake to act in accordance with the following principles:

- Act transparently and proactively in all situations involving actual, apparent, or potential conflicts of interest
- Avoid favoring a supplier or contractor due to family or personal relationships
- Avoid participating in activities that directly or indirectly conflict with Molins' interests

3.5 Transparency

Suppliers are expected to maintain full transparency in the maintenance and management of their records and books, as well as compliance with applicable laws and regulations. Suppliers must clearly and accurately record all information in the relevant records, especially financial information, which must faithfully reflect their financial position in accordance with generally accepted accounting principles and applicable international financial reporting standards.

When required, Suppliers shall allow and cooperate with Molins in supplier qualification processes and supplier audits, providing objective, transparent, appropriate, and timely information.

3.6 Confidentiality, Information Security and Personal Data Protection

Suppliers are expected to safeguard the confidentiality of the information entrusted to them as a result of their relationship with Molins and to ensure that such information is used solely for the intended purposes.

They must ensure that appropriate information security measures are in place to protect both digital and physical information, according to its level of confidentiality and sensitivity.

Suppliers that have access to personal data relating to Molins employees must comply with applicable legislation and Molins' internal regulations. In this regard, they must make appropriate use of personal data, respecting the rights of data subjects at all times.

04. Awareness and Acceptance

The Supplier Code of Ethics is mandatory for all Molins Suppliers. Accordingly, Molins will communicate and disseminate the content of this Code among its Suppliers, contractors, and external collaborators.

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Suppliers formally undertake to:

- Be aware of and comply with the provisions of this Supplier Code of Ethics
- Comply with applicable external regulations
- Cooperate in the implementation of the necessary measures to ensure compliance with this Code throughout the value chain
- Establish appropriate mechanisms to communicate this Code to their employees

Suppliers are required to report in good faith any breaches observed in the course of their professional activities relating to (i) the Criminal Compliance and Anti-Bribery System, (ii) the Code of

Ethics, (iii) Corporate Governance policies or any other internal regulations, or (iv) applicable legal requirements. Reports must be made through the Molins Ethics Channel (<https://molins.integrityline.com/>).

Reports made in bad faith, knowingly false, or intended to harm a third party will be reviewed and may negatively affect the relationship with the Supplier depending on the circumstances.

The Compliance Officer is responsible for managing communications received through the Ethics Channel. Where an internal investigation is initiated, communications are referred to the Ethics and Compliance Committee for appropriate handling. Investigations are conducted in accordance with applicable policies and protocols, safeguarding confidentiality and the identity of those involved.



05. Breach of the Supplier Code of Ethics

In the event of a breach of this Code by a Supplier, Molins may adopt appropriate measures depending on the severity of the infringement. These measures may include temporary disqualification of the Supplier and termination of the contractual relationship for cause, without prejudice to any other legal or administrative actions that may apply.

06. Entry into Force

This Supplier Code of Ethics entered into force on 29 September 2021.

The Corporate Procurement Department will periodically review the content of this Code. Any revisions will be subject to approval by the Board of Directors, following validation by the Audit and Compliance Committee, and will become effective immediately upon publication. The most up-to-date version is available on the Molins corporate website (www.molins.es).

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