

HUMAN RIGHTS STANDARD

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Approved by: Statutory Executive Board

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Revision 00

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VERSION HISTORY

Revision 00: Initial Issue

1. OBJECTIVE

The purpose of the Human Rights Standard is to establish the guidelines and general principles of the Company's performance in order to ensure respect for Human Rights in the development of its activities and in its relations with stakeholders.

2. AREAS OF APPLICATION

This standard applies to all employees of Tupy S.A. and its subsidiaries and other companies under its direct or indirect control, in Brazil or abroad, as well as to the Company's representatives and to all third parties that have a direct or indirect relationship with Tupy.

3. TRAINING

Not applicable.

4. ADDITIONAL DOCUMENTS

- I. Tupy Code of Ethics and Conduct.
- II. PCT 010 – Tupy People Management Policy.
- III. PCT 013 - Tupy Anti-Corruption and Anti-Bribery Policy.
- IV. PCT 014 - Tupy Integrity Policy.
- V. Tupy General Purchasing Conditions.

5. REFERENCE DOCUMENTS

- I. United Nations (UN) Global Compact.
- II. UN Universal Declaration of Human Rights.
- III. United Nations Guiding Principles on Business and Human Rights.
- IV. The International Labour Organization's Fundamental Conventions

6. TERMS AND DEFINITIONS

Human Rights: rights inherent to all human beings, regardless of origin, race, gender, ethnicity, religion, sexual orientation, age or any other condition. These rights aim to guarantee the dignity, freedom, equality and worth of the human person. They include the right to life, liberty, including freedom of expression, work, education, and others.

7. PROCEDURES

7.1. GUIDELINES

Tupy is committed to respecting all internationally recognized human rights, including, but not limited to, those set forth in the regulations referred to in Section 5 of this Standard.

The Code of Ethics and Conduct sets forth the ethical principles that guide the conduct of Tupy's business, as well as the behavior expected of all our employees and third parties with whom we interact, including respect for Human Rights.

As such, Tupy reaffirms its commitment to the respect of human rights through, but not limited to, the following practices, which must also be observed by Tupy's business partners:

- Zero tolerance for practices that violate human dignity or exploit people, such as child labor, forced labor, indentured servitude, and human trafficking.
- Promote diversity and inclusion and non-tolerance of discrimination based on race, ethnicity, gender, sexual orientation, religion, origin, social class, age, nationality, physical ability or any other visible or invisible diversity.
- Respect and recognize the rights of employees to freedom of association and collective bargaining, within the limits of local law.
- Promote a safe and healthy work environment for people in compliance with occupational health and safety standards.
- Respect and care for communities and contribute to their development.
- Non-tolerance and the fight against corruption, money laundering or terrorist financing.
- Comply with all laws regarding working conditions, minimum wages and benefits, working hours and overtime limits, and honor agreements negotiated with employee representatives.
- Establish guidelines for the provision of property security services so that they are consistent with human rights principles.
- The correct processing of personal data and respect for privacy, as well as measures to ensure a cyber-secure environment.
- Communication and training on ethics, integrity, transparency and the pillars of the Tupy Integrity Program.

Tupy also has a rigorous supplier contracting process, from the approval of companies to monitoring during the term of the contract. We seek to analyze compliance with the law and respect for collective norms, including those related to respect for Human Rights.

A mapping exercise is conducted to identify the entities that pose the greatest risk to the Company from a compliance and reputational perspective, and then a due diligence process is conducted to obtain information on the entities that are considered to pose the greatest risk, including with respect to Human Rights compliance. If there are negative indications, Compliance, Purchasing and Legal are involved to evaluate mitigation measures or even termination/non-initiation of the business relationship.

If, during the execution of the contract, non-compliance with Human Rights laws or principles is found, Tupy is committed to report the situation to the competent authorities and will have the right to suspend activities or terminate the contract immediately, in accordance with the terms of the contract.

In addition to requiring adherence to and compliance with the provisions of the Tupy Code of Ethics and Conduct, the contracts also include clauses that require business partners to comply with social commitments such as not using child labor, irregular adolescent labor or forced labor, to comply with labor regulations and applicable collective agreements regarding minimum wages and benefits, as well as working hours and overtime limits for their employees and subcontractors, and to require the same level of commitment to these practices from their own suppliers, partners and subcontractors.

7.2. ROLES AND RESPONSIBILITIES

7.2.1. CEO/Executive Board

- a. Approve this Standard and its revisions;
- b. Ensure that the actions, projects and programs carried out in their respective boards comply with the rules of respect for Human Rights and fundamental guarantees;
- c. Promote a culture of respect for Human Rights;
- d. Adopt measures to engage and promote the culture of respect for Human Rights in the supply chain and other third parties with which Tupy interacts.

7.2.2. Compliance

- a. Clarify any doubts related to this Standard;
- b. Assist in promoting a culture of respect for Human Rights;
- c. Disclose the Ethics Channels for reporting situations of non-compliance with this Standard and Human Rights;
- d. Investigate or assist in the investigation of complaints related to disrespect for Human Rights;

e. Together with the Purchasing area, promote the diligence of compliance with Human Rights in the entities mapped for this purpose.

7.2.3. HSE & People Directorate

- a. Promote programs and actions that ensure the respect and exercise of Human Rights by Tupy;
- b. Assist in promoting a culture of respect for Human Rights.

7.2.4. Legal

- a. Ensure that Tupy's standard draft contracts contain provisions related to the commitment to respect human rights.

7.2.5. Leadership

- a. Reinforce the commitment to respect Human Rights with its teams and third parties whose contracts are under its management;
- b. Promote a safe, healthy work environment that ensures respect for Human Rights;
- c. Report and encourage the reporting, through the Ethics Channels, of any situation that may represent non-compliance with this Standard.

7.2.6. Suppliers and Contractors

- a. Suppliers and contractors should be encouraged to (i) abide by this Human Rights Standard and (ii) demonstrate commitment to Human Rights through their own policies.

7.3. REPORTS

Tupy provides channels (Ethics Channels) through which anyone can make a statement in the event of knowledge or suspicion of conduct that violates a law, regulation, the content of this Standard or the Tupy Code of Ethics and Conduct:

- Online Ethics Channel: www.tupy.com.br/etica;
- E-mail: etica@tupy.com
- Telephone Brazil: 0800 721 7895;
- Telephone Mexico: 800 288-0150;
- Telephone Portugal: 800 180 431.

The Ethics Channels are managed by an independent third party. All reports are evaluated, investigated and resolved on an individual basis through the appropriate action procedures, while ensuring the

confidentiality of the information and non-retaliation to the whistleblower, who may choose to report anonymously.

7.4. INTERNAL INVESTIGATIONS AND SANCTIONS

All reports will be investigated and addressed. In the event of a proven violation of the provisions of this Standard, the law, regulations or Tupy's Code of Ethics and Conduct, the Company may apply sanctions up to and including termination of the employment or business contract, as the case may be, without prejudice to Tupy's right to take any legal action it deems necessary.

The disciplinary measures applicable to employees are set forth in the Tupy Disciplinary Code.

7.5. FINAL PROVISIONS

Any questions or concerns regarding this Standard should be addressed to the Compliance area by e-mail: compliance@tupy.com. This Standard may be amended at any time, upon need identified by the areas involved and approval by the Statutory Board.

8. SYMBOLS AND ABBREVIATIONS

Not applicable.

9. ANNEXES

Not applicable.

