COMPLIANCE POLICY

INZAG Germany GmbH (INZAG) is primarily dedicated to contributing to the economic and social development of African countries through the development of projects in the fields of logistics, infrastructure, energy, mining, and industrial facilities.

A commitment to ethics and integrity forms the foundation of INZAG's business conduct, guiding our actions in all the business transactions, partnerships, and contracts we enter into. These principles define the mechanisms implemented through a Management System, whose primary focus is the prevention of corruption.

The Corporate Governance structure is grounded in a culture of compliance and integrity management and consists of a Board of Directors, an Ethics Committee, and the Corporate and Operations Directorate.
It is noted that the Compliance function reports directly to the Ethics Committee and to the Board of Directors, thereby ensuring their autonomy and independence.

In all markets where it operates, INZAG considers the following to be essential to the development of its business:

- The strict observance of ethical principles, including the prohibition of corrupt practices or the promotion of acts of corruption and bribery, including facilitation payments, related offenses, money laundering, and terrorist financing;
- The management of risks related to corruption and bribery, including facilitation payments, related offenses, money laundering, and terrorist financing;
- Compliance with legal requirements, including anti-bribery and anti-corruption laws and the requirements of Anti-Bribery Management System standards;
- The continuous improvement in the management and performance of its processes, goals and products;
- Ensure dignified treatment based on respect for and the dignity of its employees, while not tolerating any form of human rights violation, in accordance with the guidelines of the International Labor Organization and the Universal Declaration of Human Rights;
- Ensure appropriate handling of legal, ethical, or conduct violations;
- Build a positive reputation in the market and society in Terms of Compliance and Integrity;
- Embed a culture of Compliance and Integrity in day-to-day operations and at all levels.

COMPLIANCE POLICY

With ethics as the foundation of its operations and relationships with stakeholders, INZAG's Code of Ethics and Conduct applies to all employees and partners.

The key pillars of the Compliance Management System are Senior Leadership commitment and Compliance Actions, including culture reinforcement through training and awareness-raising.

Whistleblowing Channel "*Whistleblower Line*"

INZAG, committed to ensuring compliance in its operations and investigating any deviations from its guidelines, has established the "Whistleblower Line" for both internal and external stakeholders, allowing them to raise concerns based on good faith and reasonable belief, with complete confidence and the assurance that there will be no retaliation.

The whistleblower line, available on the INZAG website, allows the submission of reports regarding misconduct, corruption, bribery, fraud, related offenses, money laundering, terrorist financing or violations of the Code of Ethics and Conduct,
The management of the "Whistleblower Line", ensures the independent, impartial, and specialized receipt of reports, along with confidentiality and anonymity. All incidents are monitored by the Ethics Committee, and whistleblower protection is guaranteed.

We believe it is our obligation as citizens to uphold principles that strengthen transparency and ethics, contributing to an increasingly just society.
We reaffirm this commitment every day so that all those involved in INZAG's operations stand united by these same principles.

Find out more at: https://inzag.de/company/?lang=en#compliance