

CODE OF ETHICS

Company	Crearomatic, S.L.
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Approval	Management

1. Introduction

This Code of Ethics establishes the general framework of principles that should guide the conduct of the ownership, governing body, management, personnel and collaborators of Crearomatic. Its purpose is to ensure that the company's activity is carried out in an ethical, responsible, transparent manner that respects applicable legislation and the rights and interests of its stakeholders.

Business ethics requires strict compliance with applicable legislation, the commitments assumed by the company and the internal rules governing its activity. It also requires acting with integrity, good faith, responsibility and respect towards customers, suppliers, employees, public authorities, business partners and society in general.

2. General principles

- Compliance with the law and applicable regulatory requirements.
- Respect for human rights, human dignity and equal opportunities.
- Professional, loyal, transparent and responsible conduct.
- Prevention of conflicts of interest, corruption, bribery and practices contrary to free competition.
- Protection of confidential information, personal data and company assets.
- Commitment to quality, safety, continuous improvement and sustainability.
- Commercial relationships based on objective, ethical and lawful criteria.

3. Ownership, shareholders and governing body

In the exercise of their rights and functions, the ownership, shareholders and governing body shall shape the company as an instrument for creating sustainable value, compatible with the legitimate pursuit of profit, respect for the environment and social responsibility.

- Define and defend the company's mission, vision and values.
- Promote medium- and long-term management that does not compromise the continuity of the organisation.
- Require ethical and responsible conduct from management and personnel.
- Make informed, transparent decisions aimed at the interests of the company and its stakeholders.
- Appoint managers and responsible persons who have suitable preparation, experience and integrity.

4. Management and administration

Persons performing management, administration or supervisory functions shall carry out their activity in a professional, ethical and responsible manner.

- Comply with and ensure compliance with this Code of Ethics and applicable internal procedures.
- Report truthfully and accurately on the company's situation and prospects.
- Keep books, records and management information accurate, complete and honest.
- Provide auditors, advisers and competent bodies with the information needed to perform their duties.
- Avoid conflicts of interest and communicate any circumstance that could compromise objectivity in decision-making.
- Maintain the confidentiality of information accessed in the course of their duties, even after leaving their position.
- Select collaborators and subordinate staff according to criteria of merit, ability, competence and suitability for the position.

5. Relationships with suppliers and customers

Crearomatic maintains relationships with suppliers and customers based on trust, transparency, quality, safety, traceability and fulfilment of agreed commitments.

- Deal with suppliers and customers in an ethical, lawful and professional manner.
- Select suppliers according to objective criteria of quality, safety, price, service, legal compliance and reliability.
- Avoid gifts, commissions or benefits that may alter free competition or compromise impartiality.
- Seek excellence in products and services, handling complaints and incidents diligently.
- Preserve the confidentiality of commercial, technical and documentary information received from third parties.

6. Fair competition

The company rejects any practice that may restrict, distort or falsify free competition. Unfair practices, abuse of market position, collusion with competitors and customer acquisition through unethical methods shall not be accepted.

7. Employees

Crearomatic is committed to treating all people with dignity, respect and fairness, promoting a safe, healthy and inclusive working environment.

- Do not discriminate on grounds of gender, age, religion, race, sexual orientation, nationality, disability or any other personal or social condition unrelated to merit and ability.
- Do not allow any form of violence, harassment, abuse of authority, intimidation or degrading treatment.
- Recognise the rights of association, representation and collective bargaining under the terms provided by law.
- Promote training, development and professional advancement.
- Guarantee occupational health and safety through the prevention of occupational risks.
- Support work-life balance measures where compatible with the organisation of work.
- Promote the labour integration of persons with disabilities and the removal of barriers within the company.

8. Society and public authorities

Crearomatic shall respect human rights, democratic institutions and the principle of political neutrality. Relationships with public authorities, regulators and institutions shall be lawful, transparent and respectful, without accepting or offering gifts, commissions or improper advantages.

The company may collaborate with social, educational, scientific or community organisations, provided that such collaborations are carried out in accordance with current legislation, transparently and in line with its corporate values.

9. Ethics Channel and reporting of breaches

Persons who know of or suspect in good faith the existence of conduct contrary to this Code of Ethics, current legislation or the company's internal policies may report it through the channels established by Crearomatic. The company will handle such communications under criteria of confidentiality, impartiality and protection against retaliation, in accordance with applicable regulations.

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