

Policy Statement on Conflict of Interest

POL.06

PUBLISHED 01/04/2024 Rev.0

POLICY STATEMENT ON CONFLICT OF INTEREST

Identifying and managing conflicts of interest is an important process in ensuring good business governance and continuity. We commit to adhering to the best industry practices in managing conflicts of interest and in accordance with national and international legal requirements:

- We maintain fair, objective and impartial business relations and human resources processes.
- We identify situations that may cause conflict of interest and take necessary preventative measures.
- We avoid activities that may negatively affect current trading or the Company's interests.
- We prohibit engagement in external activities that may conflict with the Company's trading or interests.
- We avoid political, social, and individual activities that may conflict with duties towards the Company and cause reputational damage.
- We ensure employees avoid using their position, power, and company resources for personal benefit.
- We provide training for employees to raise their awareness and avoid activities that may breach this policy.
- We ensure confidential reporting of policy breaches or concerns via available we•speakup reporting channels and wespeakup@wesoda.com. We evaluate reports from an ethical and legal perspective and protect whistleblowers from reprisals.
- We enforce disciplinary actions, up to employment termination, for policy breaches by employees.

wesoda.com