

# CODE OF ETHICS & CONDUCT



FAR.E 

“ We do business only one way: the right way. ”

**We do business only one way: the right way.**

These words, spoken by the CEO of the first company I ever worked for, were not just advice. They were a promise, a responsibility, and above all, a pillar of the culture that shaped my professional development. Today, I want these same words to become the foundation of **FAR.E.**

At **FAR.E.**, we believe that people are the true driving force behind every success. There is no business without their skills, their commitment, and the values they embody. People—colleagues, customers, suppliers—are not only at the center of what we do, but they are the reason why we do it. That is why mutual respect is not an option, but an essential principle. Only through people can we grow, innovate, and create value.

Our mission is as clear as it is ambitious: to accelerate the transition to a low-carbon energy economy, making it fast, affordable, and accessible to everyone.

Our vision is to ensure a brighter future for generations to come.

At **FAR.E.**, we never settle for shortcuts or compromises. Every action, every decision, every interaction is guided by a single principle: doing the right thing, the right way. This is how we build the future.

Thank you for being part of this journey. Together we can change the world, one step at a time, but always in the right direction. a.



*Carmine Faralli*  
CEO & Founder

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## FAR.E.'s Mission

The Group's mission is to accelerate the transition to a zero-carbon economy through more energy-efficient and environmentally friendly solutions.

This goal is shared by the company, its employees, and its partners, and combines economic performance with a positive impact on people and the planet.

*This Code of Ethics and  
Conduct is an expression of  
**FAR.E.'s Mission.***

# The Code of Ethics and Conduct

The Code of Ethics and Conduct applies **to all FAR.E. employees** (whether on fixed-term, permanent contracts, or external contractors).

It also applies to relationships with all third parties, including **suppliers of goods, service providers, commercial, operational, and financial partners, local communities** affected by the company's projects, and **authorities**.

*FAR.E.'s Code of Ethics and Conduct applies to everyone*

# Our Ethics:

## References

Since its inception, **FAR.E.** has adopted an extremely clear strategic plan aimed at establishing the company as a recognized player in the zero-emission energy market. Today, guided by its mission, **FAR.E.** is accelerating its growth in the energy transition with a firm commitment to increasingly and more effectively combining economic performance with a positive impact on the planet.

To ensure the company continues to create ever-greater value, all employees must conduct themselves with impeccable ethical standards.

### What is ethics?

Ethics refers to the set of rules and procedures that help us make the right decision in a given situation, demonstrating discernment, pragmatism, and a sense of responsibility. Ethics represents a commitment for everyone who is part of the company, regardless of role, position, or country.

**FAR.E.**'s Code of Ethics and Conduct serves as a practical guide for everyone, outlining how to act in compliance with applicable laws and regulations while upholding our social, socioeconomic, and environmental values and commitments.

### A Code of Conduct with a zero-tolerance policy

Ethics and compliance are an absolute priority for **FAR.E.**, and no exceptions are permitted. For this reason, a Code of Ethics and Conduct has been drafted that is intended for all employees.

### Corruption and fraud are strictly prohibited

No form of corruption or influence peddling, however minor, will be tolerated, including payments to public officials to facilitate a specific action, contributions to politicians, the issuance of false invoices, or the awarding of professional assignments (including internships) that deviate from the normal hiring process.

### Human rights must be respected

The company, by its inclusive nature, as demonstrated by its Diversity, Equity, and Inclusion Policy, condemns any form of discrimination. Forced labor and child labor are prohibited. Freedom of association is respected. Local communities must be systematically taken into account.

### Environmental protection is a binding commitment

Respect for the environment is at the heart of **FAR.E.**'s concerns.

### Laws and regulations apply equally to everyone

Compliance with the law, fairness in business practices, and respect for competition are

inalienable principles, regardless of where business is conducted.

Any agreement aimed at reducing competition, whether by favoring or penalizing competitors (whether or not through defamation), is prohibited. Protecting the company, its employees, and its assets (personal data, confidential information, intellectual property, etc.) is a top priority for us

## Our Daily Roadmap

To ensure that everyone can embrace and apply **FAR.E.**'s Code of Ethics and Conduct, four priority actions have been identified.

### **Commitment at all levels**

**FAR.E.**'s ethical commitment and its principles of conduct apply to all employees, without exception. Stay informed, get trained, and take preventive measures to combat corruption. All employees, and particularly those most exposed to this risk, must be made aware of and trained in the comprehensive "due diligence" policy (knowing and evaluating third parties) so that unethical situations can be prevented.

### **Report and don't go it alone**

Any employee facing an unethical situation must not be left alone and must confide in their supervisors. The company has established a dedicated whistleblowing **reporting system**.

### **Sanction**

The zero-tolerance policy we have adopted provides for the sanctioning of any event that violates **FAR.E.**'s Code of Ethics and Conduct.

Corruption is systematically sanctioned with the immediate termination of the employment relationship with the person involved.

# Fundamental Ethical Principles

## Integrity and Transparency

Integrity and transparency are not only values that inspire the way we operate, but also represent the foundation upon which we build all our activities. Acting with honesty means not only following the rules, but also fostering a culture of accountability that strengthens the trust of employees, customers, suppliers, and the community.

### **Honesty in Every Activity:**

- We will ensure that every decision is made transparently, carefully documenting our actions to ensure verifiability and traceability.
- We will promote clear and direct communication, both internally and externally, to avoid misunderstandings or ambiguity.
- We will make transparency a competitive advantage, demonstrating that it is possible to combine economic success with ethics.

### **Conflicts of Interest**

- We will take a proactive approach to identify and manage situations that could compromise impartiality.
- We will establish specific guidelines to prevent conflicts of interest and ensure neutral decision-making at every operational stage.
- We will make the timely resolution of conflicts a priority, involving all stakeholders to maintain the integrity of professional relationships.

## Respect for People

People are not only at the heart of our activities, but the very reason we operate. Mutual respect is the cornerstone of our corporate culture, and we are committed to valuing every individual as part of a network that generates collective value.

### **Inclusion:**

- We are committed to fostering a fair and inclusive environment, ensuring that everyone, regardless of gender, ethnicity, religion, sexual orientation, or socioeconomic status, has access to the same opportunities.
- We will work to eliminate prejudice and discrimination, making inclusion a priority not only internally but also in our relationships with suppliers and customers.

### **Dignity and respect:**

- We will create collaborative and respectful environments where every individual can feel valued and heard.
- We will extend this principle to local communities as well, collaborating with them to promote projects that respect the traditions, needs, and aspirations of the people involved.
- We are committed to building relationships based on trust, recognizing that respect is an

essential prerequisite for the success of any partnership.

## Sustainability

Sustainability is not just a strategic goal, but the guiding value that permeates every decision. For **FAR.E.**, sustainability represents the opportunity to create a balance between economic growth, environmental protection, and social well-being.

### Environmental Protection:

- We will adopt solutions that minimize the environmental impact of our activities, optimizing the use of natural resources and promoting recycling and regeneration.
- We will promote responsible environmental management practices, integrating innovative technologies and processes to safeguard ecosystems.

### Sustainable partnerships:

- We will select partners and suppliers who share our commitment to sustainability, encouraging ethical practices throughout the value chain.
- We will develop joint initiatives to raise awareness among all stakeholders about the importance of adopting responsible business models.
- We will measure the environmental impact of our projects, publishing periodic reports to demonstrate our commitment to sustainable growth.

## Commitment to the Future

For **FAR.E.**, integrity, respect for people, and sustainability are interconnected. In the coming years, we will commit to:

- Strengthen our corporate culture by developing training programs focused on fundamental ethical principles.
- Expand our sustainability initiatives by introducing new technologies and partnerships to minimize our environmental impact.
- Promote dialogue with all stakeholders, ensuring that our ethical vision remains a benchmark for the industry.

# Collaborations at the Center

## Valuing Our Employees

At **FAR.E.**, we recognize that employees are a fundamental resource for our success. Every contribution, idea, and skill is an indispensable piece in building our corporate ecosystem. We work to create solid, lasting relationships that value their role and foster a shared path of professional growth.

Our growth plan includes not only a gradual increase in internal resources but also the implementation of a structured training program. We believe that investing in skill development is essential to addressing the challenges of a constantly evolving market and to fostering innovation within our organization.

### Goals for the future:

- Active involvement:
  - We will encourage employees to actively contribute innovative ideas and proposals.
  - We will strengthen communication channels to facilitate dialogue and the exchange of knowledge among employees, customers, and suppliers.
- Continuous training (2025–2027 goal):
  - We will implement training programs on emerging technologies, sustainability, and management skills.
  - We will collaborate with training organizations and institutions to offer professional development opportunities tailored to market needs.

## Safety and Well-being

Workplace safety is a core value for **FAR.E.** We do not view it merely as a regulatory obligation, but as an essential right of every employee. We are committed to ensuring that all activities are carried out in safe environments where physical and mental well-being is a priority.

### Current Actions:

- Prevention and Protection:
  - We collaborate with our partners to ensure compliance with the highest safety standards at all work sites.
  - We constantly monitor operating conditions to identify and mitigate potential risks.
- Overall well-being:
  - We promote work practices that respect employees' personal rhythms, avoiding overload or unsustainable working conditions.

### Future Commitments

- We will introduce health and safety awareness programs, integrating innovative technologies to improve monitoring and prevention.
- We will create a continuous feedback system to ensure that every employee can report

issues and suggest improvements related to safety and well-being at work.

# Relationships with Business Partners

Relationships with customers and suppliers are not mere transactions, but strategic connections that contribute to the creation of a solid and sustainable business ecosystem. At **FAR.E.**, we are committed to building lasting relationships based on trust, transparency, and shared goals, recognizing that success is the result of authentic collaboration.

## Customers

For **FAR.E.**, customers are not merely recipients of services or products, but true strategic partners with whom to develop a path of mutual growth. We believe that listening to, understanding, and responding to their needs is the first step toward building value and strengthening our market position.

### Customer-centricity:

- We will put the customer at the center of every decision, designing customized solutions that meet their specific needs.
- We will provide continuous and proactive support, offering technical assistance, consulting, and regular updates on the technologies and processes we use.
- We will invest in effective communication channels to gather feedback and continuously improve the customer experience.

### Quality and reliability:

- Every project is a promise to us. We are committed to adhering to rigorous quality standards at every stage of the process, from design to delivery.
- We will ensure that our solutions are reliable over time, designed to meet future challenges and deliver tangible benefits to clients.
- We will regularly measure the performance of our projects using key quality and impact indicators, providing clients with transparent and timely reports.
- Future commitments to clients:
  - We will introduce advanced digital tools to improve communication and offer real-time monitoring of implemented solutions.
  - We will reward long-term collaboration and incentivize the co-creation of value.
  - We will strengthen our role as a strategic partner, supporting customers in the energy transition through training and consulting.

## Suppliers

Suppliers are not merely operational partners, but an extension of **FAR.E.**. We carefully select partners who share our values and objectives, recognizing their crucial role in creating an ethical, sustainable, and innovative supply chain. We believe that only responsible, long-term collaboration can ensure shared success.

### Ethical Selection:

- We will adopt rigorous criteria for supplier selection, based on transparency, quality, sustainability, and adherence to ethical standards.

- We will evaluate suppliers through periodic audits to ensure they comply with applicable environmental, social, and labor regulations.
- We reward companies that invest in innovation and sustainability, prioritizing relationships with partners who adopt green technologies and responsible processes.

### **Responsible Collaboration:**

- We will build long-term relationships based on mutual trust and shared goals, developing joint plans that maximize value for both parties.
- We will ensure fair and timely payments, supporting suppliers in managing their operations in an ethical and sustainable manner.
- We will share knowledge and expertise with our suppliers to improve their performance and align it with **FA.R.E.** standards.
- Future commitments to suppliers (2027):
  - We will introduce digital platforms to facilitate supply chain management, ensuring transparency and real-time monitoring.
  - We will create a certification program for suppliers who uphold our values of sustainability and social responsibility.
  - We will promote workshops and training initiatives to help suppliers integrate technological innovations and circular economy models into their operations.

# Sustainability and Environmental Responsibility

Sustainability is at the heart of **FAR.E.**'s vision. As a growing company, we are committed to integrating principles of environmental responsibility into all our activities, recognizing that even small steps can contribute to a more sustainable future. Our approach is focused on developing solutions that minimize environmental impact, engaging partners, local communities, and employees in a shared journey toward ecological transition.

## Climate Neutrality Goal

We recognize that reducing emissions is one of the most urgent challenges of our time. Even as a startup, we can do our part by contributing to projects and initiatives that promote sustainability.

### Innovative Projects:

- We will progressively invest in technologies that improve energy efficiency and reduce emissions, laying the groundwork for a low-carbon future.
- We will promote the integration of renewable energy into our projects, consistent with available resources and opportunities.

### Green partnerships:

- We will form partnerships with companies and institutions that share our commitment to environmentally responsible practices.
- We will support joint initiatives to promote awareness and the adoption of sustainable approaches.
- Short-term commitments:
  - Include energy efficiency criteria in the design of our facilities.
  - Establish collaborations with at least one technology partner specializing in sustainable solutions.
  - Promote dialogue with customers and suppliers on the importance of reducing the carbon footprint.

## Responsible Resource Management

Although our operations are still in the development phase, mindful resource management is already an integral part of our corporate philosophy. We aim to take a gradual approach to optimizing the use of materials and energy, promoting circular economy practices.

### Energy Efficiency:

- We will seek to integrate solutions that minimize waste and consumption, placing efficiency at the center of our operations.
- We will promote responsible behavior within the company and among our partners.

## Recycling and reuse:

- We will explore opportunities to recover and reuse materials and by-products, integrating them into our processes whenever possible.
- We will collaborate with suppliers to identify sustainable disposal and recycling solutions.
- Short-term commitments:
  - Identify at least one circular economy practice to integrate into our projects.
  - Reduce waste in the design and construction of our facilities.

## Land Protection

The local area represents a collective heritage of inestimable value. At **FAR.E.**, we aim to work in harmony with the surrounding environment, respecting natural resources and local communities. Even at this early stage, we intend to lay the groundwork for sustainable growth that takes environmental and social needs into account.

## Leveraging local resources:

- We will collaborate with local communities to ensure that our projects align with their needs and respect the natural environment.
- We will seek to develop synergies that promote the responsible use of available resources.

## Respect for biodiversity:

- We will pay close attention to the ecosystems in the areas where we operate, avoiding negative impacts on protected species and their habitats.
- We will adopt solutions that integrate environmental protection into the design and management of our facilities.
- Short-term commitments:
  - Incorporate preliminary environmental impact assessments into new projects.
  - Promote local initiatives that enhance the natural and cultural resources of the region.

# Business Practices

At **FAR.E.**, honesty and integrity are not just ethical principles: they are the foundation upon which we build every relationship, decision, and project. We believe that sustainable success can only be achieved through transparent and lawful practices, avoiding shortcuts or ethical compromises. For this reason, we adopt a zero-tolerance policy toward any form of corruption or unlawful behavior.

## Anti-Corruption

Corruption is a threat to the trust, sustainability, and well-being of any business and economic system. At **FAR.E.**, the fight against corruption is a non-negotiable commitment.

### No to Unethical Practices:

- We do not tolerate any payment, favor, or gift offered to influence business decisions or obtain advantages, whether in dealings with public or private entities.
- We reject any unlawful shortcuts, even if proposed by third parties on behalf of the company.
- We raise awareness among employees, suppliers, and partners about the importance of adhering to ethical principles and create an environment where there is no room for improper conduct.

### Regulatory Compliance:

- All of **FAR.E.**'s operations are conducted in full compliance with local, national, and international regulations, with a commitment to transparency in every process.
- We regularly monitor our activities, implementing internal controls and procedures to prevent violations.
- We adhere to a strict code of conduct, which must be understood and followed by employees, suppliers, and partners.

## Consequences of Violations

Any violation of **FAR.E.**'s ethical principles is considered a serious offense that damages our reputation and undermines the trust of our stakeholders.

### Immediate suspension:

- Any business relationship with parties involved in illegal practices will be immediately suspended.
- We will implement clear internal procedures to promptly investigate every report, ensuring impartial and thorough investigations.

### Cooperation with Authorities:

In the event of illegal activities, we will fully cooperate with the relevant authorities, providing all necessary information and supporting the investigations.

## Future commitments

To strengthen our anti-corruption policy and continuously improve our tools:

- Training and awareness:
  - We will create dedicated programs to train employees and partners on the risks of corruption, applicable regulations, and the use of the reporting platform.
  - We will publish periodic reports summarizing data on reports, demonstrating our commitment to transparency.
  
- Periodic policy review:
  - We will regularly update the Code of Ethics and internal procedures, aligning them with international best practices and evolving regulations.

**FAR.E.** is committed to creating a corporate environment where honesty and integrity are at the heart of every action. Corruption is not an option and will never be tolerated, because we believe that only by doing the right thing can we build a sustainable and successful future

# Ecosystemic Vision

At **FAR.E.**, we are convinced that a company's success and sustainability are closely linked to its ability to operate as an integral part of a collaborative ecosystem. For us, an ecosystem is not simply a set of relationships, but an organic and interconnected system in which every actor, large or small, plays an essential role in collective well-being.

## The Concept of a Corporate Ecosystem

A corporate ecosystem represents a network of stakeholders, suppliers, customers, technology partners, and institutions—all cooperating to create shared value. Our vision extends beyond our specific industry, embracing a holistic approach that considers the broader socioeconomic and environmental context.

### **Interdependence and synergy:**

In a balanced ecosystem, every stakeholder contributes to the overall value, generating benefits for all. Cooperation becomes the driving force behind innovative and sustainable solutions.

### **Shared value:**

Our approach promotes “win-win” dynamics, ensuring that opportunities and benefits are distributed equitably among all stakeholders involved.

## Guiding principles of the ecosystemic vision

### **Collaboration rather than competition:**

We work to eliminate destructive competitive dynamics and replace them with collaborative ones, recognizing that true innovation arises from cooperation among different actors.

### **Sustainability as a foundation:**

Every action must take into account its economic, social, and environmental impacts, promoting the long-term resilience of the entire system.

### **Technological integration:**

We leverage advanced technologies, such as artificial intelligence, to optimize workflows, improve resource efficiency, and reduce waste.

## Implementation of the ecosystemic vision

### **Strategic partnerships:**

We collaborate with farmers, suppliers, institutions, and research centers to create a cohesive network capable of jointly addressing the challenges of the energy transition.

### **Collaborative projects:**

We promote initiatives that facilitate the sharing of knowledge, resources, and technologies. The creation of a farmers' consortium is a concrete example of our vision.

**Shared platforms:**

We will invest in the development of digital infrastructure that enables the sharing of data and tools, improving transparency, efficiency, and collaboration among participants.

## Benefits of the ecosystemic vision

**Continuous innovation:**

The diversity of stakeholders stimulates new ideas, leading to solutions that would not emerge in an isolated context.

**Economic and environmental resilience:**

An interconnected ecosystem is better able to adapt to economic and climate changes, reducing risks for all participants.

**Positive social impact:**

Actively engaging local communities strengthens the social fabric and promotes balanced and inclusive development.

# The Voice of Integrity

**FAR.E.** is committed to promoting a corporate culture based on ethics, transparency, and accountability. We believe that every individual—whether an employee, customer, or partner—has the right and duty to contribute to upholding the principles of our Code of Ethics. To this end, we have established secure and accessible reporting channels, essential tools for strengthening trust and ensuring integrity in every aspect of our operations.

## Whistleblowing Platform

**FAR.E.** has adopted a digital platform dedicated to managing reports, in compliance with current whistleblowing regulations, to ensure a secure, confidential, and reliable system.

The platform is accessible directly from the FAR.E. website and is managed by a specialized external provider, Whistleblow, to safeguard the independence, impartiality, and effectiveness of the reporting process.

The system guarantees:

- **Confidentiality and anonymity:** the ability to submit reports anonymously, ensuring the protection of the whistleblower's identity and that of those involved.
- **Information security:** reports are managed through secure digital infrastructure, with controlled access and data protection measures in line with industry best practices.
- **Traceability of the process:** every report is logged and managed according to a structured workflow that ensures its receipt, analysis, and handling, in accordance with corporate roles and responsibilities.
- **Prohibition of Retaliation:** FAR.E. expressly prohibits any form of retaliation, direct or indirect, against anyone who makes a report in good faith, in accordance with the provisions of Legislative Decree 24/2023.
- **Independence and reliability:** the use of an external platform strengthens the credibility of the reporting system and FAR.E.'s commitment to integrity, transparency, and the protection of whistleblowers.

The whistleblowing platform is a central element of FAR.E.'s compliance system and of its concrete commitment to promoting an ethical, responsible, and law-abiding corporate culture.

## FAR.E.'s Commitments

To strengthen the culture of integrity and ensure maximum protection for whistleblowers, **FAR.E.** commits to:

- **Timeliness:** Evaluate and respond to every report within a reasonable timeframe, ensuring that each case receives the necessary attention.
- **Whistleblower protection:** Implement internal policies to protect whistleblowers, ensuring they do not face discrimination or retaliation.
- **Continuous Improvement:** Use data collected from reports to identify areas for process improvement and strengthen our corporate culture.

At **FAR.E.**, the voice of integrity is a fundamental pillar for building trust and reinforcing our values. Through our reporting channels, we invite all our stakeholders to actively contribute to maintaining an ethical, transparent, and respectful environment.

# Application of the Code of Ethics

## Responsibility and Commitment

**FAR.E.**'s Code of Ethics is not merely a document, but a commitment that all employees, suppliers, and partners undertake whenever they interact with our company. Adhering to the principles of the Code of Ethics means ensuring that every decision, action, and relationship aligns with our core values: integrity, transparency, sustainability, and respect for people.

### **Shared Responsibility:**

Everyone involved in **FAR.E.**'s activities, whether directly or indirectly, has a duty to act in accordance with the principles of the Code of Ethics. This includes internal employees, suppliers, customers, and strategic partners.

### **Active commitment:**

We invite all stakeholders to actively participate in fostering an ethical corporate culture by reporting any non-compliant behavior and contributing to the continuous improvement of our practices.

### **Ongoing support:**

**FAR.E.** is committed to providing the necessary tools to understand and comply with the Code of Ethics through clear communication, appropriate training (where applicable), and dedicated channels for resolving doubts or reporting violations.

## Reference Version

Since **FAR.E.** operates in diverse contexts, the Code of Ethics will be translated into various languages to facilitate understanding. However, in the event of discrepancies or misunderstandings arising from the translation, the original Italian version shall prevail. This ensures consistency and clarity in the interpretation of the principles and provisions of the Code of Ethics.

# Final Provisions

## Revision and Update

**FAR.E.**'s Code of Ethics is not a static document. We recognize that the social, economic, and regulatory context in which we operate is constantly evolving, and with it, the challenges and opportunities related to ethics and sustainability. For this reason, the Code of Ethics is subject to periodic reviews to ensure its timeliness, relevance, and effectiveness.

### **Frequency of Reviews:**

The Code of Ethics will be reviewed and, if necessary, updated on a regular basis, with particular attention to local and international regulations and industry best practices.

### **Stakeholder engagement:**

During the review process, we are committed to consulting with employees, partners, and suppliers to ensure that the Code of Ethics reflects not only **FAR.E.**'s values but also the needs and expectations of the people we work with.

### **Communication of updates:**

Any changes made to the Code of Ethics will be promptly communicated to all stakeholders, ensuring a clear understanding of the new provisions and their operational impacts.

## Commitment to transparency

At **FAR.E.**, we consider the Code of Ethics a fundamental element in building trust and strengthening our reputation. For this reason, the document will be made available to all our stakeholders through the company's official channels.