

## OUR VALUES AND BELIEFS

At Talenterra, we believe that success *is not only measured by what we achieve but also by how we achieve it*. Integrity, transparency, and respect for all stakeholders are the cornerstones of our business. We take pride in doing the right thing, even when no one is watching, and we hold ourselves to the highest ethical standards in every aspect of our operations.

Our commitment to ethical conduct extends beyond mere compliance with laws and regulations; it is a reflection of our core values and the foundation upon which we build lasting relationships with our clients, employees, and the communities we serve. We understand that our reputation is built on trust, and we are dedicated to maintaining that trust through responsible business practices, rigorous adherence to ethical principles, and an unwavering focus on doing what is right.

This Code of Conduct serves as a guide for all Talenterra employees and representatives, outlining the principles that govern our actions and decisions. It is not just a set of rules, but a reflection of our commitment to creating a positive and respectful environment where everyone is valued, and where we all work together to achieve excellence.

At Talenterra, we recognize that our actions speak louder than words, and we are committed to living out our values in everything we do. By adhering to this Code of Conduct, we ensure that our success is built on a solid foundation of integrity, respect, and responsibility.

### - COMPLIANCE WITH LAWS AND REGULATIONS

Talenterra is committed to conducting its business in full compliance with all applicable laws and regulations. All employees and representatives of Talenterra must adhere strictly to these legal standards in all aspects of our operations, ensuring the company's integrity and reputation remain intact.

### - ANTI-CORRUPTION AND ANTI-BRIBERY

Talenterra has a zero-tolerance policy toward bribery and corruption. No employee or representative shall offer, give, solicit, or accept any form of bribe or other improper payment to gain or maintain business or any other undue advantage.

All interactions with government officials, clients, vendors, and other third parties must be conducted transparently and ethically, without resorting to corrupt practices.

### - RESPECT FOR THE ENVIRONMENT

Talenterra is committed to environmental stewardship and sustainability. We strive to minimize our environmental impact through responsible business practices, including efficient use of resources and adherence to environmental laws and regulations.

All employees are expected to contribute to our environmental goals by reducing waste, conserving energy, and supporting eco-friendly initiatives.

### - ACCURATE ACCOUNTING AND FINANCIAL REPORTING

Maintaining accurate and complete financial records is essential to Talenterra's integrity. All financial transactions must be recorded honestly and transparently in accordance with applicable accounting standards and company policies.

No employee shall engage in any activity that would result in the falsification of financial records, fraudulent financial reporting, or any other form of financial misconduct.

### - CONFIDENTIALITY AND DATA PROTECTION

Talenterra values the confidentiality of the information we hold. Employees must protect sensitive and confidential information, including personal data, proprietary information, and trade secrets, against unauthorized disclosure.

We are committed to complying with all applicable data protection laws and regulations, and expect all employees to handle data responsibly and securely.

**- RESPECT IN THE WORKPLACE**

Talenterra is dedicated to fostering a respectful and inclusive workplace. Discrimination, harassment, and bullying are strictly prohibited. All employees are expected to treat each other, as well as clients and partners, with dignity and respect.

We promote equal opportunity in all aspects of employment and strive to create a diverse and inclusive environment where all employees can thrive.

**- CONFLICT OF INTEREST**

Employees and representatives of Talenterra must avoid any situation that could create or appear to create a conflict of interest. Personal interests must not interfere with the best interests of the company.

Any potential conflicts of interest must be disclosed to management immediately, and employees are expected to act with transparency and integrity in all business dealings.

**- COMPLIANCE AND REPORTING**

All employees are responsible for understanding and complying with this Code of Conduct. Any violations or concerns regarding potential misconduct should be reported to management or the appropriate compliance officer without fear of retaliation.

Talenterra is committed to investigating all reports of misconduct thoroughly and taking appropriate corrective action.

**- COMMITMENT TO QUALITY AND CLIENT SERVICE**

Talenterra is committed to delivering the highest quality of service to our clients. We adhere to ethical recruitment practices, rigorous candidate vetting, and maintaining transparent communication with our clients.

This Code of Conduct is integral to the operations of Talenterra and must be adhered to by all employees, contractors, and representatives. Non-compliance with this Code may result in disciplinary action, up to and including termination of employment or contractual relationship.

Our goal is to build long-term relationships based on trust, integrity, and excellence.

**- CONTINUOUS IMPROVEMENT**

Talenterra is dedicated to continuous improvement in all aspects of our business. We encourage employees to seek out and suggest ways to improve our operations, services, and adherence to this Code of Conduct.

**- ANTI-MONEY LAUNDERING (AML)**

Talenterra is committed to preventing money laundering and terrorist financing. All employees must comply with applicable AML laws and regulations and must report any suspicious activities or transactions to the appropriate authorities.

**- USE OF COMPANY RESOURCES**

Employees are entrusted with the use of Talenterra's resources, including equipment, technology, and finances. These resources must be used responsibly, ethically, and for legitimate business purposes.

Any misuse or theft of company resources will be subject to disciplinary action.

**- WHISTLEBLOWER PROTECTION**

Talenterra encourages employees to report any illegal or unethical behavior, violations of this Code of Conduct, or other concerns without fear of retaliation.

The company is committed to protecting whistleblowers and ensuring that their reports are investigated thoroughly and confidentially.