

Code of Ethics and Conduct

This Code of Ethics establishes the principles, values, and standards of conduct that shall guide the behavior of all employees, executives, collaborators, and business partners of System-on-Chip Engineering S.L. (hereinafter, SOC-E).

In the current context, it is more essential than ever for SOC-E to act responsibly and ethically in all its activities with respect to all stakeholders.

Compliance with this Code of Ethics is essential to ensure responsible, transparent, and consistent conduct aligned with our legal, social, and environmental commitments.

Scope of Application

This Code is mandatory for:

- **All employees**, regardless of their position or hierarchical level.
- **Company management and governing bodies.**

- **Third parties with whom commercial relationships are maintained**, such as suppliers, contractors, distributors, or agents.

Ethical Principles and Values

At **SOC-E**, we adopt the following principles as a guide for conduct:

- **Legality:** We strictly comply with all applicable laws and regulations in every area of operation.
- **Integrity:** We act with honesty, impartiality, and consistency, avoiding any form of corruption, bribery, or conflict of interest.
- **Transparency:** We maintain clear, truthful, and timely communication with our stakeholders.
- **Confidentiality:** We protect sensitive, confidential, or strategic information belonging to the company and to third parties.

- **Responsibility:** We take responsibility for the consequences of our actions, always seeking the common good and sustainable development.

- **Promotion and Respect for Human Rights:** We promote and respect internationally recognized human rights.

- **Occupational Health and Safety:** We comply with all necessary occupational health, safety, and hygiene measures in accordance with applicable legislation.

- **Environment:** We implement initiatives to promote greater environmental responsibility and to foster the development of environmentally.

Expected Conduct

a) With Employees

- Foster a safe, healthy, and inclusive working environment.
- Promote equal opportunities without discrimination based on gender, age, nationality, sexual orientation, disability, religion, or any other condition.
- Encourage professional development, teamwork, and work-life balance.
- Respect the dignity, privacy, and rights of all employees.

b) With Customers

- Offer safe, high-quality products and services with accurate and truthful information.
- Act with professionalism, honesty, and a focus on customer satisfaction.
- Protect customers' personal and commercial data.

c) With Suppliers and Partners

- Select suppliers based on technical, ethical, and sustainability criteria.

- Reject any form of favoritism, bribery, or practices contrary to free and fair competition.
- Promote long-term relationships based on mutual trust and regulatory compliance.
- SOC-E prohibits the use of partners involved in child labor, forced labor, or human trafficking.
- Our partners must comply with the REACH Regulation (Regulation (EC) No. 1907/2006), which ensures the safe manufacture and use of chemical substances.

d) With Society and the Environment

- Minimize the environmental impact of our activities.
- Contribute to the economic and social development of the communities in which we operate.
- Respect human and labor rights throughout the entire value chain.

Compliance and Reporting

The Company will implement mechanisms to ensure compliance with this Code, including:

- Training and awareness programs on business ethics.
- The establishment of internal procedures.

• Confidential reporting channels. SOC-E provides a confidential whistleblowing channel: **canal.etico@soc-e.com**, to report in good faith any irregularity, breach, or conduct contrary to this Code, without fear of retaliation.

• Periodic evaluation of the effectiveness of the Code and continuous review.

Sanctions and Corrective Measures

Breaches of this Code shall be sanctioned in accordance with the principles of proportionality and the right to be heard. Sanctions shall be applied based on the severity of the infringement.

Organizational or attitudinal conduct that negatively affects collective performance shall be considered a disciplinary offense and may result in proportionate corrective measures, including formal warnings.

The right to be heard and proportionality shall be guaranteed at all times.

Approval and Dissemination

This Code of Ethics has been approved by the Management of SOC-E and shall be updated as necessary. Its content shall be disseminated to all personnel and made publicly available for the awareness of interested third parties.

Reviewed and approved:

October 2025



A handwritten signature in blue ink is positioned to the left of a circular stamp. The stamp contains the text "SYSTEM-ON-CHIP ENGINEERING S.L." arranged in a circular pattern.